

## British Coal Staff Superannuation Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **114** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 254 environmental, social and governance issues and objectives.

#### Global

We engaged with **114** companies over the last quarter.



- Environmental **15.7%**
- Social and Ethical **28.0%**
- Governance **34.6%**
- Strategy, Risk and Communication **21.7%**

#### Europe

We engaged with **17** companies over the last quarter.



- Environmental **15.2%**
- Social and Ethical **34.8%**
- Governance **26.1%**
- Strategy, Risk and Communication **23.9%**

#### United Kingdom

We engaged with **21** companies over the last quarter.



- Environmental **20.9%**
- Social and Ethical **23.3%**
- Governance **41.9%**
- Strategy, Risk and Communication **14.0%**

#### Emerging & Developing Markets

We engaged with **24** companies over the last quarter.



- Environmental **9.5%**
- Social and Ethical **23.8%**
- Governance **26.2%**
- Strategy, Risk and Communication **40.5%**

#### Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental **14.3%**
- Social and Ethical **19.0%**
- Governance **35.7%**
- Strategy, Risk and Communication **31.0%**

#### Australia & New Zealand

We engaged with **one** company over the last quarter.



- Environmental **100.0%**

#### North America

We engaged with **39** companies over the last quarter.



- Environmental **16.2%**
- Social and Ethical **33.8%**
- Governance **40.0%**
- Strategy, Risk and Communication **10.0%**

## Engagement by theme

Over the last quarter we engaged with 114 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 254 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 15.7% of our engagements over the last quarter.



- Climate Change 82.5%
- Forestry and Land-Use 2.5%
- Pollution and Waste Management 5.0%
- Water 10.0%

### Social and Ethical

Social and Ethical topics featured in 28.0% of our engagements over the last quarter.



- Bribery and Corruption 4.2%
- Conduct and Culture 23.9%
- Cyber Security 5.6%
- Diversity 5.6%
- Human Capital Management 7.0%
- Human Rights 22.5%
- Labour Rights 8.5%
- Supply Chain Management 8.5%
- Tax 14.1%

### Governance

Governance topics featured in 34.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 28.4%
- Board Independence 20.5%
- Executive Remuneration 29.5%
- Shareholder Protection and Rights 11.4%
- Succession Planning 10.2%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 21.7% of our engagements over the last quarter.



- Audit and Accounting 16.4%
- Business Strategy 36.4%
- Integrated Reporting and Other Disclosure 20.0%
- Risk Management 27.3%