

## PF Staples Voting and engagement policy and practice

### Introduction

The Staples Pension Fund believes that socially responsible investing (SRI) contributes to its long-term objective of providing a good and affordable pension. At the Staples Pension Fund, socially responsible investing is seen in the context of the primary objectives of the pension fund, and the pension fund accordingly wishes to comply with the requirements set under legislation and regulation with respect to the manner in which the fund should give substance to its SRI policy.

The European Shareholder Rights Directive II (SRDII) requires pension fund to establish and publish their policy with respect to shareholder engagement. The Staples Pension Fund is an active and engaged shareholder by means of voting at shareholder meetings and engaging in dialogue with companies in which it invests. This document explains how the pension fund gives substance to its voting and engagement policy. The pension fund thereby meets the requirements pursuant to the SRDII as established in Sections 5:87(c) and 5:87(d) of the Financial Supervision Act (Wft).

### Voting and engagement policy

The pension fund believes that voting at shareholder meetings and engaging in dialogue contributes to the risk-return profile of companies and therefore also contributes to the long-term value creation that the pension fund strives to achieve through its investments. The pension fund also sees the exercise of its voting rights as part of its social responsibility.

The fund does not invest directly in shares, it does this by investing in investment funds and discretionary mandates managed by specialist asset managers. For practical reasons, the pension fund follows the voting and engagement policy of the asset managers of its equity investments.

The Staples Pension Fund also believes that there is a more effective impact if voting rights are combined.

Table 1: Voting and engagement policy of equity managers

Asset Manager	Name of mandate	Voting policy of asset manager	Engagement policy of asset manager
<b>Alliance Bernstein</b>	Global Equity	<a href="#">Link</a>	<a href="#">Link</a>
<b>Wellington</b>	Emerging Markets Equity	<a href="#">Link</a>	<a href="#">Link</a>
<b>AMP</b>	Listed Real Estate	<a href="#">Link</a>	<a href="#">Link</a>

Table 2: Implementation of voting policy of equity managers

Asset Manager	Name of mandate	Implementation of voting policy (Staples specific reporting Q4 2020)
<b>Alliance Bernstein</b>	Global Equity	<a href="#">See documents</a>
<b>Wellington</b>	Emerging Markets Equity	<a href="#">See documents</a>
<b>AMP Capital</b>	Listed Real Estate	<a href="#">See documents</a>

**Appointment and evaluation of asset managers**

The Staples Pension Fund selects asset managers that are suitable for our long-term objectives. When appointing (new) asset managers for our equity portfolios, the voting and engagement policy of the manager concerned is taken into consideration.

The equity managers appointed by the pension fund are evaluated at least once a year. This involves an evaluation of the realised returns (both absolute and relative to the benchmark), the fees (including transaction costs), the investment style and portfolio turnover rate, as well as the SRI component. In addition, the fiduciary manager (who is charged with the selection and monitoring of the asset managers by the pension fund) continually monitors the managers. A report on each manager is discussed at the regular meetings of the Investment and Monitoring Committee.

**Reporting and accountability**

Account is given in the annual report on the policy with respect to socially responsible investing. The pension fund reports annually on its website (ex post) on the implementation of the voting and engagement policies of the appointed asset managers.

The information in this article is updated on the basis of availability of new reporting from our asset managers, and is updated at least once a year.