

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 230 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 814 environmental, social and governance issues and objectives.

Global

We engaged with 230 companies over the last quarter.



- Environmental 28.6%
- Social and Ethical 21.3%
- Governance 35.0%
- Strategy, Risk and Communication 15.1%

Europe

We engaged with 54 companies over the last quarter.



- Environmental 34.2%
- Social and Ethical 16.8%
- Governance 33.7%
- Strategy, Risk and Communication 15.3%

United Kingdom

We engaged with 15 companies over the last quarter.



- Environmental 24.4%
- Social and Ethical 31.7%
- Governance 24.4%
- Strategy, Risk and Communication 19.5%

Emerging & Developing Markets

We engaged with 40 companies over the last quarter.



- Environmental 33.8%
- Social and Ethical 20.6%
- Governance 28.7%
- Strategy, Risk and Communication 16.9%

Developed Asia

We engaged with 28 companies over the last quarter.



- Environmental 25.9%
- Social and Ethical 19.8%
- Governance 41.4%
- Strategy, Risk and Communication 12.9%

Australia & New Zealand

We engaged with three companies over the last quarter.



- Environmental 38.5%
- Social and Ethical 30.8%
- Governance 30.8%
- Strategy, Risk and Communication 30.8%

North America

We engaged with 90 companies over the last quarter.



- Environmental 24.0%
- Social and Ethical 24.4%
- Governance 37.8%
- Strategy, Risk and Communication 13.8%

Engagement by theme

Over the last quarter we engaged with 230 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 814 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.6% of our engagements over the last quarter.



- Climate Change 87.1%
- Forestry and Land Use 3.0%
- Pollution and Waste Management 8.2%
- Supply Chain Management 1.7%

Social and Ethical

Social and Ethical topics featured in 21.3% of our engagements over the last quarter.



- Bribery and Corruption 1.2%
- Conduct and Culture 8.7%
- Diversity 23.7%
- Human and labour rights 0.6%
- Human Capital Management 23.1%
- Human Rights 36.4%
- Labour Rights 6.4%

Governance

Governance topics featured in 35.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.2%
- Board Independence 16.5%
- Executive Remuneration 40.0%
- Shareholder Protection and Rights 11.2%
- Succession Planning 2.1%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.1% of our engagements over the last quarter.



- Audit and Accounting 14.6%
- Business Strategy 34.1%
- Cyber Security 2.4%
- Integrated Reporting and Other Disclosure 21.1%
- Risk Management 27.6%