

## British Coal Staff Superannuation Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **92** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **248** environmental, social and governance issues and objectives.

#### Global

We engaged with **92** companies over the last quarter.



- Environmental **23.0%**
- Social and Ethical **24.6%**
- Governance **31.5%**
- Strategy, Risk and Communication **21.0%**

#### Europe

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



- Environmental **15.2%**
- Social and Ethical **24.2%**
- Governance **45.5%**
- Strategy, Risk and Communication **15.2%**

#### United Kingdom

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



- Environmental **42.3%**
- Social and Ethical **30.8%**
- Governance **19.2%**
- Strategy, Risk and Communication **7.7%**

#### Emerging & Developing Markets

We engaged with **25** companies over the last quarter.



- Environmental **25.6%**
- Social and Ethical **19.5%**
- Governance **30.5%**
- Strategy, Risk and Communication **24.4%**

#### Developed Asia

We engaged with **15** companies over the last quarter.



- Environmental **12.5%**
- Social and Ethical **25.0%**
- Governance **32.5%**
- Strategy, Risk and Communication **30.0%**

#### North America

We engaged with **26** companies over the last quarter.



- Environmental **22.4%**
- Social and Ethical **28.4%**
- Governance **29.9%**
- Strategy, Risk and Communication **19.4%**

## Engagement by theme

Over the last quarter we engaged with **92** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **248** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **23.0%** of our engagements over the last quarter.



- Climate Change **64.9%**
- Pollution and Waste Management **12.3%**
- Supply Chain Management **15.8%**
- Water **7.0%**

### Social and Ethical

Social and Ethical topics featured in **24.6%** of our engagements over the last quarter.



- Bribery and Corruption **8.2%**
- Conduct and Culture **19.7%**
- Diversity **13.1%**
- Human Capital Management **13.1%**
- Human Rights **31.1%**
- Labour Rights **13.1%**
- Tax **1.6%**

### Governance

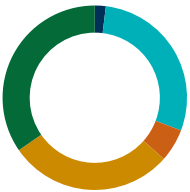
Governance topics featured in **31.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **19.2%**
- Board Independence **19.2%**
- Executive Remuneration **38.5%**
- Shareholder Protection and Rights **19.2%**
- Succession Planning **3.8%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **21.0%** of our engagements over the last quarter.



- Audit and Accounting **1.9%**
- Business Strategy **28.8%**
- Cyber Security **5.8%**
- Integrated Reporting and Other Disclosure **28.8%**
- Risk Management **34.6%**