

# Edmund Nuttall Limited Staff Superannuation Fund (the 'Fund')

## Statement of Investment Principles

April 2025

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### **1. Introduction**

The Trustees of the Edmund Nuttall Limited Staff Superannuation Fund (the "Fund") have drawn up this Statement of Investment Principles (the "Statement") to comply with the requirements of the Pensions Act 1995 (the "Act") and associated legislation including the Occupational Pension Schemes (Investment) Regulations 2005 (as amended). The Statement is intended to affirm the investment principles that govern decisions about the Fund's investments. The Trustees' investment responsibilities are governed by the Fund's Trust Deed and Rules, of which this Statement takes full regard.

In preparing this Statement, the Trustees have consulted a suitably qualified person by obtaining written advice from Mercer Limited ("Mercer"). In addition, consultation has been undertaken with BAM Nuttall Limited (the "Sponsor") to ascertain whether there are any material issues of which the Trustees should be aware in agreeing the Fund's investment arrangements and, in particular on the Trustees' objectives.

### **2. Process For Choosing Investments**

The Trustees have appointed Mercer to act as discretionary investment manager to implement the Trustees' strategy.

In this capacity, and subject to agreed restrictions, the Fund's assets are invested in multi-client collective investment schemes ("Mercer Funds"). The Mercer Funds are domiciled in Ireland (for traditional asset classes) and in Luxembourg (for private markets assets). The Ireland-domiciled collective investment schemes are managed by a management company (Mercer Global Investments Management Limited ("MGIM")) and the Luxembourg-domiciled funds are managed by Mercer Alternatives (Luxembourg) S.à.r.l. and, respectively, these entities have appointed Mercer Global Investments Europe Limited ("MGIE") and Mercer Alternatives AG ("Mercer AG") as investment managers of the Mercer Funds.

In practice, assets in the Mercer Funds are invested with third party fund managers based in countries such as Ireland, UK and USA. Mercer and its affiliates have expertise in identifying, selecting and combining highly rated fund managers who are best placed and resourced to manage the Fund's assets on a day to day basis.

In considering appropriate investments for the Fund, the Trustees have obtained and considered the written advice of Mercer, whom the Trustees believe to be suitably qualified to provide such advice. The advice received and arrangements implemented are, in the Trustees' opinion, consistent with the requirements of Section 36 of the Pensions Act 1995 (as amended). Section 10 includes details on how the Trustees take steps to satisfy themselves that Mercer has the appropriate knowledge and experience.

### **3. Investment Objectives**

The Trustees understand that taking some investment risk, with the support of the Sponsor, is necessary to improve the Fund's current and ongoing solvency funding positions. The Trustees recognise that equity (and other growth assets) investment will bring increased volatility to the funding level, but in the expectation of improvements in the Fund's funding level through equity (and other growth assets) outperformance of the liabilities over the long term.

The Trustees' primary objective is to act in the best interest of its members and ensure that the obligations to the beneficiaries of the Fund can be met. In meeting this objective, the Trustees' further objectives are to:

- Reach a position such that the Fund's assets would be sufficient to meet the liabilities as determined, in the event of the Fund winding-up, on the basis of a buyout with an insurance company. The Fund is expected to reach this position in 2032, without allowing for any funding budget from the Sponsor, on self-sufficiency funding basis (currently gilts +0.2% p.a.).

The Trustees recognise this ultimately means investing in a portfolio of bonds but believe that at the current time some investment in equities and other growth assets ("Growth Portfolio") is justified to target enhanced return expectations and thereby target funding level improvements. The Trustees recognise that this introduces investment risk and these risks are discussed below. The Trustees have agreed that the Fund should move progressively towards a target of a predominantly bond based investment strategy ("Matching Portfolio") as its funding level increases. More details on the funding level target are given in section 5. The Trustees will monitor progress against this target.

The objectives set out above and the risks and other factors referenced in this Statement are those that the Trustees determines to be financially material considerations. Non-financial considerations are discussed in section 9.

### **4. Risk Management and Measurement**

There are various risks to which any pension scheme is exposed. The Trustees' policy on risk management over the Fund's anticipated lifetime is as follows:

- The primary risk upon which the Trustees focus is that arising through a mismatch between the Fund's assets and its liabilities and the Sponsor's ability to support this mismatch risk.
- The Trustees recognise that whilst increasing risk increases potential returns over a longer period, it also increases the risk of a shortfall in returns relative to that required to cover the Fund's accruing liabilities, as well as producing more volatility in the Fund's funding position.
- To control the risk outlined above, the Trustees, having taken advice, set the split between the Fund's Growth and Matching Portfolio such that the expected return on the overall portfolio is expected to be sufficient to meet the objectives outlined in section 3.
- Whilst moving towards the target funding level, the Trustees recognise that even if the Fund's assets are invested in the Matching Portfolio there may still be a

mismatch between the interest-rate and inflation sensitivity of the Fund's assets and the Fund's liabilities due to the mismatch between assets in the Matching Portfolio and actuarial liabilities.

- The Trustees invest in leveraged LDI funds to maintain the liability hedging without impacting expected return, but recognise that the use of leveraged LDI brings with it additional liquidity risks and requirements, which can change over short periods of time with interest rate changes. The Trustees review the matching portfolio as part of the regular reporting and strategy reviews, including consideration of the market stress buffer and governance. Mercer monitors the matching portfolio as part of the daily monitoring and operational checks, including checking whether all restrictions are met.
- The Trustees recognise the risks that may arise from the lack of diversification of investments. To control this risk, the Trustees have delegated the asset allocation decisions within the Growth and Matching Portfolios to Mercer (subject to certain restrictions). Mercer aims to ensure the asset allocation policy in place results in an adequately diversified portfolio. Mercer provides the Trustees with regular monitoring reports regarding the level of diversification within the portfolio.
- To help the Trustees ensure the continuing suitability of the current investments, Mercer provides the Trustees with regular reports regarding the performance of the underlying asset managers appointed within the relevant Mercer Funds to enable the monitoring of differences between the expected and experienced levels of risk and return.
- There is a risk that the day-to-day management of the assets will not achieve the rate of investment return expected by the Trustees. The Trustees recognise that the use of active investment managers involves such a risk. However, for specific asset classes they believe that this risk is outweighed by the potential gains from successful active management. Likewise, passive management will be used for one of a number of reasons, namely to diversify and reduce risk and when investing in certain asset classes where, due to relatively efficient markets, the scope for achieving added value is more limited.
- To help diversify manager specific risk, within the context of each Growth and Matching Portfolios, the Trustees expect that the Fund assets are managed by appropriate underlying asset managers who meet the expectations of the Trustees and monitoring performance regularly in this regard.
- By investing in the Mercer Funds (excluding private markets), the Trustees do not make investments in securities that are not traded on regulated markets. However, should the Trustees Fund's assets be invested in such securities, in recognition of the associated risks (in particular liquidity and counterparty exposure), such investments would normally only be made with the purpose of reducing the Fund's mismatch risk relative to its liabilities or to facilitate efficient portfolio management. In any event, the Trustees would ensure that the assets of the Fund are predominantly invested on regulated markets.
- The Trustees recognise the risks inherent in holding illiquid assets. The Trustees have carefully considered the Fund's liquidity requirements and time horizon when setting the investment strategy and liquidity risk is managed by ensuring illiquid asset classes such as private markets represent an appropriate proportion of the overall investment strategy.

- The Fund is subject to currency risk because some of the investment vehicles in which the Fund invests are denominated or priced in a foreign currency. Within the context of the Mercer Funds used in the Growth and Matching Portfolios, to limit currency risk, a target non-sterling currency exposure is set and the level of non-sterling exposure is managed using currency hedging derivatives such as forwards and swaps.
- The Trustees recognise that environmental, social and corporate governance concerns, including climate change, have a financially material impact on return and have considered the possible short, medium, and long-term effects of climate change on the Fund's objectives and its operations. Section 9 sets out how these risks and opportunities are managed.
- Responsibility for the safe custody of the Fund's assets is delegated to MGIM who has appointed State Street Custodial Services (Ireland) Limited ("State Street") as custodian of the assets invested in their vehicles with the exception of the Private Investment Partners IV Fund where European Depositary Bank is the custodian. MGIM is responsible for keeping the suitability of State Street under ongoing review.
- Should there be a material change in the Fund's circumstances, the Trustees will advise Mercer, who will review whether and to what extent the investment arrangements should be altered.

## 5. Investment Strategy

The Trustees, with advice from the Fund's investment consultant and Actuary, reviewed the Fund's investment arrangements approximately annually.

Following the 2016 review, the key decision was to seek a long term solution to "de-risk" the Fund's assets relative to its liabilities over time using a dynamic trigger based de-risking framework. The Trustees decided to engage Mercer to implement their de-risking strategy by way of its Dynamic De-risking Solution. The approach undertaken relates the asset allocation to the Fund's funding level (on an actuarial basis using a single discount rate which is currently 0.2% p.a. in excess of the appropriate gilt yields i.e. "gilts + 0.2% basis").

Following the final de-risking trigger being reached in November 2024, the Trustees opted to retain a 20% allocation to the Growth Portfolio.

Each review considers the Trustees' investment objectives, their ability and willingness to take risk (the "risk budget") and how this risk budget should be allocated and implemented).

The current strategy mandates the following practices:

- To hold sufficient growth assets to target sufficient funding on a gilts +0.2% basis on the basis of a buyout with an insurance company;
- To reduce the volatility in the funding level by reducing un-hedged liability exposures;
- To monitor the progress in the funding level and to capture improvements in the funding level promptly, if they arise.

The strategy takes account of the Fund's funding level on a gilts +0.2% basis and is

based on a model of the progression of the Fund's funding level to reach 105% funded over the period to 2032, taking into account the expected contributions from the Sponsor as agreed at the latest triennial actuarial valuation. A downside trigger is in place to discuss appropriate action with the Trustees and Company.

Responsibility for monitoring the Fund's asset allocation and undertaking any rebalancing activity, is delegated to Mercer. Mercer reports quarterly to the Trustees on its rebalancing activities.

## **6. Realisation of Investments**

The Trustees on behalf of the Fund hold shares in the Mercer Funds. The investment managers to the Mercer Funds, (including the underlying third party asset managers appointed by MGIE), within parameters stipulated in the relevant appointment documentation, have discretion in the timing of realisation of investments and in considerations relating to the liquidity of those investments.

## **7. Cash flow and cash flow management**

Cash flows, whether positive or negative, are taken into account by Mercer when it rebalances the Funds strategic asset allocation. In 2023 the Trustees reviewed the cashflow requirements and moved to distributing share classes where possible to help to meet the cashflow needs as the Fund matures.

## **8. Rebalancing**

As noted, responsibility for monitoring the Fund's asset allocation and any rebalancing activity is undertaken by Mercer. Mercer will review the balance between the Growth and Matching Portfolios on an ongoing basis. If at any time the balance between the Growth and Matching is deemed to be outside the appropriate tolerance range, Mercer will seek to rebalance these allocations back towards the target allocations.

Although Mercer has discretion to vary the tolerance range, it is the intention that the Growth Portfolio allocation will not drift by more than 5%, in absolute terms, away from the target Growth Portfolio Allocation without taking corrective action. The ranges have been designed to ensure that unnecessary transaction costs are not incurred by frequent rebalancing.

Similarly, Mercer will seek to reallocate the assets within the Growth and Matching Portfolios as soon as reasonably practicable after completing such a review and in accordance with Mercer's best execution policy.

Rebalancing takes place in accordance with the provisions of the discretionary investment management agreement entered into between the Trustees and Mercer, and unless specifically agreed, any assets outside of the Growth and Matching Portfolios will not be part of such rebalancing.

## 9. Environmental, Social, and Corporate Governance, Stewardship, and Climate Change

The Trustees and Mercer believe that environmental, social, and corporate governance (ESG) factors may have a material impact on investment risk and return outcomes, and should be integrated into the investment process.

As noted above, the Trustees have appointed Mercer to act as discretionary investment manager in respect of the Fund assets and such assets are invested in a range of Mercer Funds managed to MGIE.

The Trustees have reviewed Mercer's [Sustainability Policy](#), which sets out the key principles and guidelines used by Mercer to consider and respond to sustainability risks and opportunities and ESG factors in investment process decision-making.

Asset managers appointed to the Mercer Funds are expected to assess and reflect sustainability risks and opportunities in security or asset selection and portfolio construction including climate change considerations, and this forms part of the selection process.

Mercer's approach to managing climate change risks and opportunities is consistent with the framework recommended by the Financial Stability Board's Task Force on Climate-related (TCFD), seeking to incorporate the following key principles:

- Integration – Incorporating climate metrics in portfolio management including investment manager monitoring and strategic asset allocation modelling. Climate related risks and opportunities are taken into account in the Fund's strategic and dynamic asset allocation decisions.
- Active ownership – Engaging with appointed investment managers, via collaborative initiatives or directly with companies, to support decarbonisation and an orderly climate transition. Mercer's [Stewardship Policy](#) outlines the key principles and Mercer approach to embedding effective stewardship in the investment process, including in manager selection, monitoring and reporting.
- Sustainability themed investment – Including exposure to investment managers that identify longer-term environmental and social themes and who seek to invest in companies delivering solutions to environmental and social challenges. An allocation to Sustainable Equities, and Sustainable Opportunities within the Private Markets commitment, is directly made by the Fund.

Mercer undertake climate scenario modelling and stress testing on the Mercer multi sector funds used by the Fund, in line with the Task Force on Climate Related Financial Disclosures (TCFD) recommendations. The results of the latest climate scenario modelling are within the TCFD compliant [Climate Change Management Report](#). The findings of the modelling are integrated into the asset allocation and portfolio construction decisions, with portfolios increasingly aligned with a 2°C scenario, where consistent with investment objectives and for consistency with the Paris Agreement on Climate Change.

The United Nations' Sustainable Development Goals (SDGs) inform Mercer's long term investment beliefs and direct Mercer's and the Trustees thinking when it comes to converting systemic risks into transformational investment opportunities as outlined in Mercer's [Sustainability Policy](#).

The Trustees consider how ESG, climate change and stewardship is integrated within Mercer's, and MGIE's investment processes and those of the underlying asset managers in the monitoring process. Mercer, and MGIE is expected to provide reporting to the Trustees on a regular basis, at least annually, on ESG integration progress, stewardship monitoring results, and climate related metrics such as carbon foot printing for equities and other asset classes where relevant and data is available and/or climate scenario analysis for diversified growth portfolios.

The Trustees recognise the conflict of interest which may arise in the context of responsible investment. Mercer and MGIE make investment decisions with the aim of improving long-term risk adjusted returns and assesses whether selected sub-investment managers have policies and procedures that manage conflicts in relation to stewardship. Sub-investment managers are required to report on any conflicts of interest and demonstrate that they have adhered to their conflicts of interest policies and reported any breaches.

### **Member views**

Member views are not currently explicitly taken into account in the selection, retention and realisation of investments.

### **Investment Restrictions**

The Trustees have not set any investment restrictions in relation to particular Mercer Funds but have reviewed the screening undertaken by Mercer and MGIE as detailed in their Sustainable Investment Policy.

## **10. Trustees' policies with respect to arrangements with, and evaluation of the performance and remuneration of, asset managers and portfolio turnover costs**

When engaging Mercer as discretionary investment manager to implement the Trustees' investment strategy outlined in section 5, the Trustees take care that, as appropriate and to the extent applicable, Mercer is incentivised to align its strategy and decisions with the profile and duration of the liabilities of the Fund, in particular, long-term liabilities.

As Mercer manages the Fund's assets by way of investment in Mercer Funds, which are multi-client collective investment schemes, the Trustees accept that they do not have the ability to determine the risk profile and return targets of specific Mercer Funds but the Trustees expect Mercer to manage the assets in a manner that is consistent with the Trustees' overall investment strategy as outlined in section 4. The Trustees have taken steps to satisfy themselves that Mercer has the appropriate knowledge and experience to do so and keeps Mercer's performance under ongoing review, including an independent review on a periodic basis.

Should Mercer fail to align its investment strategies and decisions with the Trustees' policies, it is open to the Trustees to disinvest some or all of the assets managed by Mercer, to seek to renegotiate commercial terms or to terminate Mercer's appointment.

To evaluate performance, the Trustees receive, and consider, investment performance reports produced on a quarterly basis, which presents performance information and commentary in respect of the Fund's funding level and the Mercer



Funds in which the Trustees are invested. Such reports have information covering fund performance for the previous three months, one-year, three years and since inception. The Trustees review the absolute performance and relative performance against a portfolio's and underlying investment manager's benchmark (over the relevant time period) on a net of fees basis. The Trustees' focus is on the medium to long-term financial and non-financial performance of Mercer and the Mercer Funds.

Neither Mercer, MGIE nor Mercer AG make investment decisions based on their assessment about the performance of an issuer of debt or equity. Instead, assessments of the medium to long-term financial and non-financial performance of an issuer are made by the underlying third party asset managers appointed by MGIE and Mercer AG to manage assets within the Mercer Funds. Those managers are in a position to engage directly with such issuers in order to improve their performance in the medium to long term. The Trustees are, however, able to consider Mercer's and MGIE's assessment of how each underlying third party asset manager embeds ESG into their investment process and how the manager's responsible investment philosophy aligns with the Trustees' own responsible investment policy. This includes the asset managers' policies on voting and engagement. Section 9 provides further details of the steps taken, and information available, to review the decisions made by managers, including voting history and the engagement activities of managers to identify decisions that appear out of line with a Mercer Fund's investment objectives or the objectives/policies of the Fund.

The asset managers are incentivised as they will be aware that their continued appointment by MGIE and Mercer AG may be based, at least in part, on their success in meeting expectations.

The Trustees are long-term investors and are not looking to change their investment arrangements on an unduly frequent basis. However, the Trustees do keep those arrangements under review, including the continued engagement of Mercer using, among other things, the reporting described above.

The Trustees monitor, and evaluate, the fees it pays for asset management services on an ongoing basis taking into account the progress made in achieving its investment strategy objectives as outlined in section 5. Mercer's, and MGIE's, fees are based on a percentage of the value of the Fund's assets under management which covers the design and annual review of the investment strategy, and management of the assets. In addition, the underlying third party asset managers of the Mercer Funds also charge fees based on a percentage of the value of the assets under management. In some instances, some of the underlying managers may also be entitled to charge fees based on their performance.

Mercer AG fees are charged based on net commitment for the first four years following the final close and, thereafter, by reference to the Net Asset Value of the Mercer Fund. MGIE reviews the fees payable to third party asset managers managing assets invested in the Mercer Funds on a regular basis with any negotiated fee savings passed directly to the Fund. Mercer's, MGIE's and Mercer AG and the third party asset managers', fees are outlined in a quarterly investment strategy report prepared for the Trustees, excluding performance-related fees and other expenses involved in the Mercer Funds not directly related with the management fee.

Details of all costs and expenses are included in the Mercer Fund's Supplements, the Report & Accounts and within the Fund's annualised, MiFID II compliant

Personalised Cost & Charges statement. The Fund's Personalised Cost & Charges statement also include details of the transaction costs associated with investment in the Mercer Funds.

The Trustees do not have an explicit targeted portfolio turnover range, given the former de-risking mandate, but rebalancing ranges have been designed to avoid unnecessary transaction costs being incurred by unduly frequent rebalancing. Other than in respect of private markets investments where turnover in the Mercer Funds does not usually apply, performance is reviewed net of portfolio turnover costs, with the review of portfolio turnover of the underlying investment managers undertaken by MGIE.

## **11. Additional Assets**

Under the terms of the trust deed the Trustees are responsible for the investment of any Additional Voluntary Contributions paid by members. The Trustees review the investment performance of the chosen providers as appropriate and take advice as to the providers' continued suitability.

## **12. Review of this Statement**

The Trustees will review this Statement at least once every three years and without delay after any significant change in investment policy. Any change to this Statement will only be made after having obtained and considered the written advice of someone who the Trustees reasonably believes to be qualified by their ability in and practical experience of financial matters and to have the appropriate knowledge and experience of the management of the Fund's investments.

For and on behalf of the **Trustees of the Edmund Nuttall Limited Staff Superannuation Fund**.

## **Date of Amendments**

First Draft	November 2015 – move to de-risking strategy implemented by Mercer.
First Amendment:	August 2017 – to reflect the change in objective as a result of the break in salary link and subsequent review of investment strategy.
Second Amendment:	September 2018 – reduce the growth allocation from 39.8% to 30.0% and to remove the Fund's de-risking triggers.
Third Amendment:	March 2019 – to reintroduce a de-risking strategy to be implemented by Mercer to reflect the change in objective as a result of the 2017 Actuarial Valuation and subsequent review of investment strategy.
Fourth Amendment:	September 2019 – to amend the ESG and Climate Change beliefs.
Fifth Amendment:	August 2020 – Regulatory update
Sixth amendment:	March 2023 – Triennial review, noting the latest strategy recalibration and with a focus on the ESG section
Seventh amendment:	March 2024 – Annual review, updating LDI, ESG and cashflow wording
Eighth amendment:	April 2025 – to update following the annual SAA review and decision to maintain 20% Growth allocation with no further de-risking triggers