Implementation Statement

Wade Directors and Managers Pension Scheme

Purpose of this statement

This implementation statement has been produced by the Trustees of the Wade Directors and Managers Pension Scheme ("the Scheme") to set out the following information over the year to 31 March 2025:

- how the Trustees' policies on exercising rights (including voting rights) and engagement activities have been followed over the year; and
- the voting activity undertaken by the Scheme's investment managers on behalf of the Trustees over the year, including information regarding the most significant votes.

Stewardship policy

The Trustees' Statement of Investment Principles (SIP) in force at 31 March 2025 describes the Trustees' stewardship policy on the exercise of rights (including voting rights) and engagement activities. It was last reviewed in November 2024 to reflect the Scheme's buy-in policy with Aviva and has been made available online here:

https://thetrusteecorporation.com/wp-content/uploads/2025/02/Wade-Furniture-Group-Pension-Scheme-Statement-of-Investment-Principles-2024.pdf

At this time, the Trustees have not set stewardship priorities / themes for the Scheme but will be considering the extent that they wish to do this in due course, in line with other Scheme risks. The Scheme has assets invested in respect of remaining uninsured liabilities, these are invested entirely in the abrdn Life Deposit and Treasury Pension Fund. Therefore, the Scheme's assets are now held as a buy-in policy and cash, and the Trustees have limited ability to influence the voting and engagement activities undertaken by the insurer.

How voting and engagement/stewardship policies have been followed

Based on the information provided by the Scheme's investment managers, the Trustees believe that their policies on voting and engagement have been met in the following ways:

- The Scheme invests entirely in a pooled cash fund and a buy-in policy, and as such delegates responsibility for carrying out voting and engagement activities to the Scheme's fund manager and to the buy-in provider (Aviva).
- The Scheme's assets are held as a buy-in policy and cash. Given the nature of the current holdings in the Scheme the Trustees will review and monitor the ESG policy as they deem appropriate, considering the risks that present themselves.
- Having reviewed the above in accordance with their policies, the Trustees are comfortable that the Scheme's stewardship policies have been met.

Voting Data

The cash fund and buy-in policy held by the Scheme with aberdeen and Aviva, respectively, have no voting rights attached and limited ability to engage with key stakeholders given the nature of the holdings. However, we note that aberdeen engage with many companies at a firm level and this gives the Trustees comfort that, as an institution, aberdeen engages with entities in which they invest.

At a group level aberdeen have their own stewardship policy which sets out their approach to responsible investing within their investment portfolio. There is limited scope for the Trustees to report on their process, but aberdeen's policies are available here:

https://www.aberdeeninvestments.com/en-gb/intermediary/sustainable-investing/governance

At a firm level, Aviva have their own stewardship policy which sets out their approach to stewardship within their investment portfolio. There is limited scope for the Trustees to report on their process, but their policies are available here:

https://www.aviva.co.uk/business/workplace-pensions/corporate/defined-benefit-solutions/sustainability/

Summary

Based on the information received, the Trustees believe that the insurer and investment manager have acted in accordance with the Scheme's stewardship beliefs. The Trustees are supportive of the engagement by the applicable investment manager and insurer over the period to encourage positive governance changes in the underlying companies.

Prepared by the Trustees of the Wade Directors and Managers Pension Scheme