

**Landis Grinding Systems Pension Fund
("the Fund")
Statement of Investment Principles ("SIP")**

1. Introduction

The Trustees have drawn up this SIP to comply with the requirements of the Pensions Act 1995 ("the Act"). As required under the Act, the Trustees have consulted a suitably qualified person. The Trustees, in preparing this SIP, have also consulted Fives Landis Limited (the "Sponsoring Employer").

The overall investment policy falls into two parts. The strategic management of the assets is fundamentally the responsibility of the Trustees acting on advice from their investment consultants Aon Investments Limited ("AIL") and is driven by their investment objectives as set out below.

The remaining elements of the policy are part of the day-to-day management of the assets which is delegated AIL in its capacity as a professional fiduciary investment provider. The appointment of AIL was made in line with the requirements set out in the Investment Consultancy and Fiduciary Management Market Investigation Order 2019.

2. Decision Making Structure

2.1 Setting Investment Objectives

The Trustees are responsible for identifying appropriate investment objectives, under guidance from their advisers.

2.2 Delegation

The Trustees have delegated certain decision-making powers to AIL in respect of implementing the investment strategy. These powers are explained later in this document.

3. Investment Objectives, Risk and Investment Strategy

3.1 Investment Objectives

The Trustees aim to invest the assets of the Fund prudently with the intention that the benefits promised to members are provided.

3.2 Risk

The Trustees recognise that the key risk to the Fund is that it has insufficient assets to make provision for 100% of its liabilities ("funding risk"). The Trustees have identified a number of risks which have the potential to cause deterioration in the Fund's funding level and therefore contribute to funding risk. These are as follows:

- The risk of a significant difference in the sensitivity of asset and liability values to changes in financial and demographic factors ("mismatching risk"). The Trustees and their advisers considered this mismatching risk when setting the investment strategy and have specifically structured the Fund's assets to minimise this risk as far as is practical.

- The risk of a shortfall of liquid assets relative to the Fund's immediate liabilities ("cash flow risk"). The Trustees and their advisers will manage the Fund's cash flows taking into account the timing of future payments in order to minimise the probability that this occurs.
- The failure by AIL to achieve the rate of investment return assumed by the Trustees ("manager risk"). This risk is considered by the Trustees and AIL both upon the initial appointment and on an ongoing basis thereafter.
- The failure to spread investment risk ("risk of lack of diversification"). The Trustees, their advisers and AIL considered this risk when setting the Fund's investment strategy.
- The possibility of failure of the Fund's Sponsoring Employer ("covenant risk"). The Trustees and their advisers considered this risk when setting investment strategy and consulted with the Sponsoring Employer as to the suitability of the proposed strategy.
- The risk of fraud, poor advice or acts of negligence ("operational risk"). The Trustees have sought to minimise such risk by ensuring that all advisers and third party service providers are suitably qualified and experienced and that suitable liability and compensation clauses are included in all contracts for professional services received.

Due to the complex and interrelated nature of these risks, the Trustees consider many of these risks in a qualitative rather than quantitative manner as part of each formal investment strategy review (normally triennially). Some of these risks may also be modelled explicitly during such reviews.

Having set an investment objective which relates directly to the Fund's liabilities, the Trustees' policy is to monitor, where possible, these risks quarterly/periodically. The Trustees receive quarterly reports showing:

- Performance versus the expected change in value of the Fund's liabilities.
- Any significant issues that may impact AIL's ability to meet the performance target set by the Trustees.

3.3 Investment Strategy

The investment objective is to outperform the Liability Benchmark by 1.6% per annum (net of fees) over rolling three-year periods and to hedge 100% (as a proportion of liabilities on a pure gilts basis) of the Fund's interest rate and inflation risks, scaled to the market value of the assets in the Main Sub-Portfolio. The Liability Benchmark is an investable proxy for the Fund's liabilities.

This investment objective was decided following a formal review of the investment strategy and advice from the Trustees' investment advisers. AIL make the day-to-day decisions to target the investment objective.

4 Management of the Assets

4.1 Asset Guidelines

AIL will manage the assets with regard to the:

- need for diversification of investments, so far as appropriate to the circumstances of the Fund; and to the
- suitability to the Fund of both the asset classes proposed and also the particular assets proposed within those classes.

The underlying exposure to assets will be properly diversified in such a way as to avoid excessive reliance on any particular asset, issuer and manager to avoid accumulation of risk in the portfolio as a whole. AIL may use pooled vehicles to help with diversification.

Investments in derivative instruments are permitted if they:

- contribute to a reduction of risks; or
- facilitate efficient portfolio management (including the reduction of cost or the generation of additional capital or income with an acceptable level of risk), and any such investments must be made and managed so as to avoid excessive risk exposure to a single counterparty and to other derivative operations.

4.2 Inflation and Interest Rate Hedging

The target strategic hedge ratio for inflation and interest rates is 100% of the Liability Benchmark, scaled to the market value of the assets in the Main Sub-Portfolio.

4.3 Rebalancing Policy

AIL will regularly review the asset allocation and will rebalance the portfolio if the allocation is no longer consistent with the investment objective.

4.4 Manager Monitoring

Whilst the Trustees are not involved in AIL's day to day method of operation and so cannot directly influence attainment of the performance target, they will assess performance and review the appointment. The appointment of AIL will be reviewed by the Trustees based on the results of their monitoring of performance and investment process and of the manager's compliance with the requirements of the Act. AIL has been provided with a copy of this SIP and the Trustees will monitor the extent to which they give effect to the investment principles set out in it. The Trustees will provide AIL with any material amendment to or replacement of this SIP.

4.5 Fee Structures

AIL is paid on an ad valorem basis. This structure has been chosen to align the interests of AIL with those of the Fund.

4.6 Custodian

AIL has appointed custodians for the safe custody of the assets held within its respective pooled funds in which the Fund is invested. The custodian is responsible for the safekeeping for all the Fund's assets and performs the administrative duties including the collection of interest and dividends and dealing with corporate actions.

4.7 Choosing Investments

The Trustees have appointed AIL who are authorised and regulated by the Financial Conduct Authority ("FCA") to undertake investment business. After taking appropriate investment advice, the Trustees have specified the investment objective for AIL. Investment choice has been delegated to AIL.

In this context, investment advice is defined by Section 34 of the Act.

4.8 Environmental, Social, and Governance ("ESG") considerations

The Trustees recognise that ESG factors and climate change could have a financial impact on the Fund's investments over the time horizon of the Fund if not understood and evaluated properly. The Trustees consider these risks by taking advice from its investment adviser when setting the Fund's assets allocation, when selecting managers and when monitoring their performance.

The Trustees have appointed AIL to manage the Fund's assets. AIL invests in a range of underlying investment vehicles.

As part of AIL's management of the Fund's assets, AIL have informed the Trustees that they will:

- Where relevant, assess the integration of ESG factors in the investment process of underlying managers;
- Use its influence to engage with underlying managers to ensure the Fund's assets are not exposed to undue risk; and
- Report to the Trustees on its ESG activities as required.

4.9 Members' Views and Non-Financial Factors

In setting and implementing the Fund's investment strategy the Trustees do not take into account the views of Fund members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (defined as "non-financial factors"^[1]).

Where the Fund's assets are invested in pooled funds, the Trustees have delegated responsibility for the selection, retention and realisation of investments to the underlying investment managers. The Trustees' policy is that the extent to which social, environmental or ethical considerations are considered in the selection, retention and realisation of investments is left to the discretion of the investment managers.

^[1] The Pension Protection Fund (Pensionable Service) and Occupational Pension Funds (Investment and Disclosure) (Amendment and Modification) Regulations 2018

4.10 Arrangements with the Asset Managers

The Trustees have appointed AIL as their fiduciary manager, who they consider to be their asset manager. References in this policy to 'underlying asset managers' refers to those asset managers which AIL in turn appoints to manage investment on behalf of the Trustees.

The Trustees recognise that the arrangements with their fiduciary manager, and correspondingly the underlying asset managers, are important to ensure that interests are aligned. The Trustees seek to ensure that the fiduciary manager is incentivised to operate in a manner that generates the best long-term results for the Fund and its beneficiaries.

The Trustees receive regular reports and verbal updates from the fiduciary manager on various items including the investment strategy, performance, and longer-term positioning of the portfolio. The Trustees focus on longer-term performance when considering the ongoing suitability of the investment strategy in relation to the Fund's objectives and assess the fiduciary manager over 3-year periods.

The Trustees receive annual stewardship reports on the monitoring and engagement activities carried out by their fiduciary manager, which supports the Trustees in determining the extent to which the Fund's engagement policy has been followed throughout the year.

The Trustees share the policies, as set out in this SIP, with the Fund's fiduciary manager and request that they review and confirm whether their approach is in alignment with the Trustees' policies.

The Trustees delegate the ongoing monitoring of underlying asset managers to the fiduciary manager. The fiduciary manager monitors the Fund's investments to consider the extent to which the investment strategy and decisions of the underlying asset managers are aligned with the investment objectives of the Fund.

This includes monitoring the extent to which the underlying asset managers:

- make decisions based on assessments about medium- to long-term financial and non-financial performance of an issuer of debt or equity; and
- engage with issuers of debt or equity in order to improve their performance in the medium- to long-term.

Before appointment of a new fiduciary manager, the Trustees review the governing documentation associated with the investment and will consider the extent to which it aligns with the Trustees' policies. Where necessary, the Trustees will seek to amend that documentation or express their expectations (such as through side letters, in writing, or verbally at Trustees' meetings) so that there is more alignment.

The Trustees believe that having appropriate governing documentation, setting clear expectations to the fiduciary manager, and regular monitoring of the fiduciary manager's performance and investment strategy, is sufficient to incentivise the fiduciary manager to make decisions that align with the Trustees' policies and are based on assessments of medium- and long-term financial and non-financial performance.

Where the fiduciary manager is considered to make decisions that are not in line with the Trustees' policies, expectations, or the other considerations set out above, the Trustees will typically engage with the fiduciary manager to understand the circumstances and materiality of the decisions made.

There is typically no set duration for arrangements with the fiduciary manager, although the continued appointment will be reviewed periodically. Similarly, there are no set durations for arrangements with the underlying asset managers that the fiduciary manager invests in,

although this is regularly reviewed as part of the manager research and portfolio management processes in place.

4.11 Cost Monitoring

4.11.1 Cost Monitoring

The Trustees are aware of the importance of monitoring their asset managers' total costs and the impact these costs can have on the overall value of the Fund's assets. The Trustees recognise that in addition to annual management charges, there are other costs incurred by asset managers that can increase the overall cost incurred by their investments.

The Trustees receive annual cost transparency reports from their fiduciary manager. These reports present information in line with prevailing regulatory requirements for fiduciary managers. They clearly set out on an itemised basis:

- the total amount of investment costs incurred by the Fund;
- the fees paid to the fiduciary manager;
- the fees paid to the investment managers appointed by the fiduciary manager;
- the amount of portfolio turnover costs (transaction costs) incurred by the investment managers appointed by the fiduciary manager;
 - the Trustees define portfolio turnover costs as the costs incurred in buying and selling underlying securities held within the funds of the investment managers appointed by the fiduciary manager;
- any charges incurred through the use of pooled funds (custody, administration, and audit fees)
- the impact of costs on the investment return achieved by the Fund.

The Trustees acknowledge that portfolio turnover costs are a necessary cost to generate investment returns and that the level of these costs varies across asset classes and manager. The fiduciary manager monitors the level of portfolio turnover (defined broadly as the amount of purchases plus sales) of all the investment managers appointed on behalf of the Trustees.

The Trustees benefit from the economies of scale provided by the fiduciary manager in two key cost areas:

- the ability of the fiduciary manager to negotiate reduced annual management charges with the appointed investment managers;
- the ability of the fiduciary manager to monitor ongoing investment costs (including additional fund expenses and portfolio turnover) incurred by the investment managers and achieve efficiencies where possible.

4.11.2 Evaluation of performance and remuneration

The Trustees assess the (net of all costs) performance of their fiduciary manager on a rolling three-year basis against the Fund's specific liability benchmark and investment objective. The remuneration paid to the fiduciary manager and fees incurred by third parties appointed by the fiduciary manager are provided annually by the fiduciary manager to the Trustees. This cost information is set out alongside the performance of the fiduciary manager to provide context. The Trustees monitor these costs and performance trends over time.

4.12 Stewardship Policy – Voting and Engagement

The Trustees recognise the importance of their role as a steward of capital and the need to promote high standards of governance and corporate responsibility in the underlying companies and assets in which the Fund invests, as ultimately this creates long-term financial value for the Fund and its beneficiaries.

The Trustees have delegated all voting and engagement activities to the Fund's Underlying Managers, via its fiduciary provider, AIL. The Trustees accept responsibility for how the Underlying Managers steward assets on their behalf, including the casting of votes in line with each Underlying Manager's individual voting policies. The Trustees rely on AIL to review manager voting and engagement policies and activities on an annual basis. AIL review these factors to check they are aligned with expectations and can reasonably be considered to be in the Trustees', and therefore the members', best interests.

As part of AIL's management of the Fund's assets, the Trustees expect AIL to:

- ensure that (where appropriate) underlying asset managers exercise the Trustees' voting rights in relation to the Fund's assets; and
- report to the Trustees on stewardship activity by underlying asset managers as required.

Underlying Managers are expected to vote at company meetings and engage with companies on the Trustees' behalf in relation to ESG considerations and other relevant matters (such as the companies' performance, strategy, risks, capital structure, and management of conflicts of interest).

Where possible, the transparency for voting should include voting actions and rationale with relevance to the Fund's assets, in particular where: votes were cast against management; votes against management generally were significant; votes were abstained; voting differed from the voting policy of the Trustees.

Where voting is concerned, the Trustees expect the Underlying Managers to recall stock lending, as necessary, in order to carry out voting actions.

The Trustees will engage with AIL, which in turn is able to engage with Underlying Managers or other stakeholders, on matters including the performance, strategy, risks, social and environmental impact, corporate governance, capital structure, and management of actual or potential conflicts of interest, of the underlying investments made.

This engagement aims to ensure that robust active ownership behaviours, reflective of the Trustees' active ownership policies, are being actioned. This will take the form of annual reporting and follow up meetings, where necessary, from AIL. Such reporting will be made available to Fund members on request.

Should the Trustees' monitoring process reveal that an Underlying Manager's voting and engagement policies and actions are not aligned with the Trustees' expectations, the Trustees' will engage with AIL, via different medium such as emails and meetings, to discuss how alignment may be improved to bring about the best long-term outcomes for the Fund.

5. Governance

5.1 Division of Responsibilities

The Trustees are responsible for the investment of the Fund's assets. The Trustees take some decisions themselves and delegate others. When deciding which decisions to take themselves and which to delegate, the Trustees have considered whether they have the appropriate training and expert advice to take an informed decision. The Trustees have established the following decision-making structure:

Trustees <ul style="list-style-type: none">▪ Monitor actual returns versus the Fund's investment objective▪ Monitor investment advisers (AIL) and fiduciary provider (AIL)▪ Make ongoing decisions relevant to the operational principles of the Fund's investment strategy (where these decisions have not been delegated)▪ Approve this document	
Investment Adviser (AIL) <ul style="list-style-type: none">▪ Advise on all aspects of the investment of the Fund's assets▪ Advise on this SIP▪ Provide required training▪ Advise on the Liability Benchmark used by the Fiduciary Provider▪ Carry out further project work when required	Fiduciary Provider (AIL) <ul style="list-style-type: none">▪ Set the strategy for investing in different asset classes in line with the investment objective▪ Determine strategy for selecting fund managers▪ Implement the investment strategy▪ Select and appoint investment managers▪ Monitor investment managers▪ Adjust asset allocations to reflect medium term market expectations▪ Report on asset performance against the liability benchmark▪ Report on asset returns against objectives▪ Communicate any significant changes to the investment arrangements

5.2 Direct Investments

The Act distinguishes between investments where the management is delegated to a fund manager with a written contract and those where a product is purchased directly, e.g. the purchase of an insurance policy or units in a pooled vehicle. The latter are known as direct investments.

The Trustees' policy is to review its direct investments and to obtain written advice about them at regular intervals. When deciding whether to make any new direct investments the Trustees will obtain written advice and consider whether future decisions about those investments should be delegated to the fund managers.

The written advice will consider the issues set out in the Occupational Pension Funds (Investment) Regulations 2005 and the principles contained in this SIP. The regulations require all investments to be considered by the Trustees (or, if more appropriate, the Manager) against the following criteria:

- The best interests of the members and beneficiaries
- Security

- Quality
- Liquidity
- Profitability
- Nature and duration of liabilities
- Tradability on regulated markets
- Diversification
- Use of derivatives

5.3 Review of this SIP

The Trustees will review this SIP at least every three years and following any significant change in investment policy. The Trustees will take investment advice and consult with the Sponsoring Employer over any changes to the SIP.

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