




The image shows two overlapping forms from the PRI LEA (Leadership Engagement Assessment) toolkit. The top form is LEA 02, titled 'Discretionary', and the bottom form is LEA 03, titled 'Mandatory'. Both forms are used for assessing engagement with companies. LEA 02 includes a section for 'Reason for interaction' with checkboxes for 'To support investment decision-making in a company's transition to a sustainable business model', 'To encourage corporate action on climate change', 'To encourage corporate action on human rights', 'To encourage corporate action on labour rights', 'To encourage corporate action on anti-corruption', 'To encourage corporate action on other ESG issues', and 'Other, specify'. LEA 03 includes a section for 'Reason for interaction' with checkboxes for 'To support investment decision-making in a company's transition to a sustainable business model', 'To encourage corporate action on climate change', 'To encourage corporate action on human rights', 'To encourage corporate action on labour rights', 'To encourage corporate action on anti-corruption', 'To encourage corporate action on other ESG issues', and 'Other, specify'.

RI TRANSPARENCY REPORT

2013/14

The Central Church Fund of Finland



UNEP Finance Initiative
Changing finance, financing change



United Nations Global Compact

An investor initiative in partnership with UNEP Finance Initiative and UN Global Compact

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2013-14 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six [Principles for Responsible Investment](#). It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted. This results in some Principles not being explicitly highlighted. For instance, Principle 1 and 2 cannot be implemented without implementing Principle 3, but there are cases when Principle 3 is not explicitly highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

| Symbol | Status |
|--------|---|
| ✓ | The signatory has completed all mandatory parts of this indicator |
| ☑ | The signatory has completed some parts of this indicator |
| 🔒 | This indicator was not relevant for this signatory |
| - | The signatory did not complete any part of this indicator |
| ⌛ | The signatory has flagged this indicator for internal review |

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

PRI disclaimer

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Principles Index

| Organisational Overview | | | | Principle | | | | | | General |
|-------------------------|---|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OO 01 | Signatory category and services | ✓ | Public | | | | | | | ✓ |
| OO 02 | Headquarters and operational countries | ✓ | Public | | | | | | | ✓ |
| OO 03 | Subsidiaries that are separate PRI signatories | ✓ | Public | | | | | | | ✓ |
| OO 04 | Reporting year and AUM | ✓ | Public | | | | | | | ✓ |
| OO 05 | Breakdown of AUM by asset class | ✓ | n/a | | | | | | | ✓ |
| OO 06 | How would you like to disclose your asset class mix | ✓ | Public | | | | | | | ✓ |
| OO 07 | Segregated mandates or pooled funds | ✓ | Public | | | | | | | ✓ |
| OO 08 | Breakdown of AUM by market | ✓ | Public | | | | | | | ✓ |
| OO 09 | Additional information about organisation | ✓ | Public | | | | | | | ✓ |
| OO 10 | RI activities for listed equities | ✓ | Public | | | | | | | ✓ |
| OO 11 | RI activities in other asset classes | ✓ | Public | | | | | | | ✓ |
| OO 12 | Modules and sections required to complete | ✓ | Public | | | | | | | ✓ |

| Overarching Approach | | | | Principle | | | | | | General |
|----------------------|--|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OA 01 | RI policy and other guidance documents | ✓ | Public | | | | | | | ✓ |
| OA 02 | Publicly available policies / documents | ✓ | Public | | | | | | ✓ | |
| OA 03 | Policy components and coverage | ✓ | Public | ✓ | ✓ | | | | | |
| OA 04 | Conflicts of interest | ✓ | Public | | | | | | | ✓ |
| OA 05 | RI goals and objectives | ✓ | Public | | | | | | | ✓ |
| OA 06 | Main goals/objectives this year | ✓ | Public | | | | | | | ✓ |
| OA 07 | Governance, management structures and RI processes | ✓ | Public | | | | | | | ✓ |
| OA 08 | RI roles and responsibilities | ✓ | Public | | | | | | | ✓ |
| OA 09 | RI in performance management, reward and/or personal development | ✓ | Public | | | | | | | ✓ |
| OA 10 | Collaborative organisations / initiatives | ✓ | Public | | | | ✓ | ✓ | | |
| OA 11 | Promoting RI independently | ✓ | Public | | | | ✓ | | | |
| OA 12 | Dialogue with public policy makers or standard setters | ✓ | Public | | | | ✓ | ✓ | ✓ | |
| OA 13 | ESG issues in strategic asset allocation | ✓ | Public | ✓ | | | | | | |
| OA 14 | Allocation of assets to environmental and social themed areas | ✓ | Public | ✓ | | | | | | |
| OA 15 | ESG issues for internally managed assets not reported in framework | 🔒 | n/a | | | | | | | ✓ |
| OA 16 | ESG issues for externally managed assets not reported in framework | 🔒 | n/a | | | | | | | ✓ |
| OA 17 | RI/ESG in execution and/or advisory services | 🔒 | n/a | ✓ | ✓ | | | | | |
| OA 18 | Innovative features of approach to RI | ✓ | Public | | | | | | | ✓ |
| OA 19 | Internal and external review and assurance of responses | ✓ | Public | | | | | | | ✓ |

| Indirect – Manager Selection, Appointment and Monitoring | | | | Principle | | | | | | General |
|--|---|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SAM 01 | Description of RI considerations | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 02 | Role of investment consultants | ✓ | Public | | | | ✓ | | | |
| SAM 03 | RI factors in selection, appointment and monitoring across asset classes | ✓ | Public | | | | | | | ✓ |
| SAM 04 | Breakdown of passive, active quant and active fundamental | ✓ | Public | | | | | | | ✓ |
| SAM 05 | ESG incorporation strategies | ✓ | Public | ✓ | ✓ | | | | | |
| SAM 06 | Selection processes (listed assets) | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 07 | Appointment considerations (listed assets) | ✓ | Public | | | | ✓ | | | |
| SAM 08 | Monitoring processes (listed assets) | ✓ | Public | ✓ | | | | | | |
| SAM 09 | Percentage of (proxy) votes cast | 🔒 | n/a | | ✓ | | | | | |
| SAM 10 | Selection processes (non-listed assets) | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 11 | Appointment considerations (non-listed assets) | ✓ | Public | | | | ✓ | | | |
| SAM 12 | Monitoring processes (non-listed assets) | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 13 | Description of RI considerations in 'other' asset classes | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 14 | Percentage of externally managed assets managed by PRI signatories | ✓ | Public | ✓ | | | | | ✓ | |
| SAM 15 | Examples of ESG issues in selection, appointment and monitoring processes | ✓ | Public | | ✓ | | | | | |
| SAM 16 | Disclosure of RI considerations | ✓ | Public | | | | | | ✓ | |

| Direct - Listed Equity Active Ownership | | | | Principle | | | | | | General |
|---|--|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| LEA 01 | Description of approach to engagement | ✓ | Public | | ✓ | | | | | |
| LEA 02 | Reasoning for interaction on ESG issues | ✓ | Public | ✓ | ✓ | ✓ | | | | |
| LEA 03 | Process for identifying and prioritising engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 04 | Objectives for engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 05 | Process for identifying and prioritising engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 06 | Objectives for engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 07 | Role in engagement process | ✓ | Public | | ✓ | | ✓ | | | |
| LEA 08 | Monitor / discuss service provider information | ✓ | Public | | ✓ | | | | ✓ | |
| LEA 09 | Share insights from engagements with internal/external managers | ✓ | Public | ✓ | ✓ | | | | | |
| LEA 10 | Tracking number of engagements | ✓ | Public | | ✓ | | | | | |
| LEA 11 | Number of companies engaged with, intensity of engagement and effort | ✓ | Public | | ✓ | | | | | |
| LEA 12 | Engagements on E, S and/or G issues | ✓ | Public | | ✓ | | | | | |
| LEA 13 | Companies changing practices / behaviour following engagement | ✓ | Public | | ✓ | | | | | |
| LEA 14 | Examples of ESG engagements | ✓ | Public | | ✓ | | | | | |
| LEA 15 | Disclosure of approach to ESG engagements | ✓ | Public | | ✓ | | | | ✓ | |
| LEA 16 | Description of approach to (proxy) voting | 🔒 | n/a | | ✓ | | | | | |
| LEA 17 | Typical approach to (proxy) voting decisions | 🔒 | n/a | | ✓ | | | | | |
| LEA 18 | Percentage of voting recommendations reviewed | 🔒 | n/a | | ✓ | | | | | |
| LEA 19 | Confirmation of votes | 🔒 | n/a | | ✓ | | | | | |
| LEA 20 | Securities lending programme | 🔒 | n/a | | ✓ | | | | | |
| LEA 21 | Informing companies of the rationale of abstaining/voting against management | 🔒 | n/a | | ✓ | | | | | |
| LEA 22 | Percentage of (proxy) votes cast | 🔒 | n/a | | ✓ | | | | | |
| LEA 23 | Proportion of ballot items that were for/against/abstentions | 🔒 | n/a | | ✓ | | | | | |
| LEA 24 | Shareholder resolutions | 🔒 | n/a | | ✓ | | | | | |
| LEA 25 | Examples of (proxy) voting activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 26 | Disclosing voting activities | 🔒 | n/a | | ✓ | | | | ✓ | |

| Direct - Property | | | | Principle | | | | | | General |
|-------------------|--|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| PR 01 | Breakdown of investments by equity and debt | ✓ | Public | | | | | | | ✓ |
| PR 02 | Breakdown of assets by management | ✓ | Public | | | | | | | ✓ |
| PR 03 | Largest property types | ✓ | Public | | | | | | | ✓ |
| PR 04 | Description of approach to RI | ✓ | Public | ✓ | | | | | ✓ | |
| PR 05 | Responsible Property Investment (RPI) policy | ✓ | Public | ✓ | | | | | ✓ | |
| PR 06 | Fund placement documents and RI | 🔒 | n/a | ✓ | | | ✓ | | ✓ | |
| PR 07 | Formal commitments to RI | 🔒 | n/a | | | | ✓ | | | |
| PR 08 | Incorporating ESG issues when selecting investments | ✓ | Public | ✓ | | | | | | |
| PR 09 | ESG advice and research when selecting investments | ✓ | Public | ✓ | | | ✓ | | | |
| PR 10 | Examples of ESG issues in investment selection process | ✓ | Public | ✓ | | ✓ | | | | |
| PR 11 | Types of ESG information considered in investment selection | ✓ | Public | ✓ | | ✓ | | | | |
| PR 12 | ESG issues impact in selection process | ✓ | Public | ✓ | | | | | | |
| PR 13 | ESG issues in selection, appointment and monitoring of third-party property managers | ✓ | Public | | | | ✓ | | | |
| PR 14 | ESG issues in post-investment activities | ✓ | Public | | ✓ | | | | | |
| PR 15 | Proportion of assets with ESG targets that were set and monitored | ✓ | Public | | ✓ | ✓ | | | | |
| PR 16 | Certification schemes, ratings and benchmarks | ✓ | Public | | ✓ | | | | | |
| PR 17 | Proportion of developments and refurbishments where ESG issues were considered | ✓ | Public | | ✓ | | | | | |
| PR 18 | Proportion of property occupiers that were engaged with | ✓ | Public | | ✓ | | | | | |
| PR 19 | Proportion of green leases or MOUs referencing ESG issues | ✓ | Public | | ✓ | | | | | |
| PR 20 | Proportion of assets engaged with on community issues | 🔒 | n/a | | ✓ | | | | | |
| PR 21 | ESG issues affected financial/ESG performance | ✓ | Public | ✓ | ✓ | | | | | |
| PR 22 | Examples of ESG issues that affected your property investments | ✓ | Public | ✓ | | ✓ | | | | |
| PR 23 | Disclosure of ESG information to public and clients/beneficiaries | ✓ | Public | | | | | | ✓ | |

The Central Church Fund of Finland

Reported Information

Public version

Organisational Overview

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Basic Information

| | | | |
|-------|-----------|-----------------|---------|
| OO 01 | Mandatory | Gateway/Peering | General |
|-------|-----------|-----------------|---------|

OO 01.1 Select the category which best represents your primary activity.

- ☒ Non-corporate pension or superannuation or retirement or provident fund or plan
- ☐ Corporate pension or superannuation or retirement or provident fund or plan
- ☐ Insurance company
- ☐ Foundation or endowment
- ☐ Development bank
- ☐ Reserve - sovereign or government controlled fund
- ☐ Other, specify

| | | | |
|-------|-----------|---------|---------|
| OO 02 | Mandatory | Peering | General |
|-------|-----------|---------|---------|

OO 02.1 Select the location of your organisation's headquarters.

Finland

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

- ☒ 1
- ☐ 2-5
- ☐ 6-10
- ☐ >10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

4

| | | | |
|-------|-----------|-------------|---------|
| OO 03 | Mandatory | Descriptive | General |
|-------|-----------|-------------|---------|

OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- ☐ Yes
- ☒ No

| | | | |
|-------|-----------|-----------------|---------|
| OO 04 | Mandatory | Gateway/Peering | General |
|-------|-----------|-----------------|---------|

OO 04.1 Indicate the year end date for your reporting year.

31/12/2013

OO 04.2

Indicate your total AUM at the end of your reporting year.

| | trillions | billions | millions | thousands | hundreds |
|---------------|-----------|----------|----------|-----------|----------|
| Total AUM | | 1 | 114 | 290 | 250 |
| Currency | EUR | | | | |
| Assets in USD | | 1 | 467 | 736 | 531 |

OO 04.3

Indicate the level of detail you would like to provide about your asset class mix.

- ☒ Approximate percentage breakdown to the nearest 5% (e.g. 45%)
- ☐ Broad ranges breakdown (i.e. <10%; 10-50%; >50%)

OO 06**Mandatory****Descriptive****General****OO 06.1**

To contextualise your responses to the public, indicate how you would like to disclose your asset class mix.

- ☒ Publish our asset class mix as percentage breakdown

| | Internally managed (%) | Externally managed (%) |
|---------------------------|------------------------|------------------------|
| Listed equity | 0 | 43.2 |
| Fixed income – corporate | 0 | 18 |
| Fixed income – government | 0 | 13.4 |
| Fixed income – other | 0 | 0 |
| Private debt | 0 | 0 |
| Private equity | 0 | 4.7 |
| Property | 6.4 | 7.5 |
| Infrastructure | 0 | 0 |
| Commodities | 0 | 0 |
| Hedge funds | 0 | 0 |
| Forestry | 0 | 0 |
| Farmland | 0 | 0 |
| Inclusive finance | 0 | 0 |

| | | |
|--------------------|---|-----|
| Cash | 0 | 5 |
| Other (1), specify | 0 | 1.8 |
| Other (2), specify | 0 | 0 |

| | |
|--|-----------------------|
| | 'Other (1)' specified |
|--|-----------------------|

Structured investment product

☐ Publish our asset class mix as broad ranges

☐ Publish our asset class mix as per attached file (the following image formats can be uploaded: .jpg, .jpeg, .png, .bmp and .gif)

| | | | | |
|-------|---------------------|-----------------------|---------|---------|
| OO 07 | Mandatory to Report | Voluntary to Disclose | Peering | General |
|-------|---------------------|-----------------------|---------|---------|

| | |
|---------|--|
| OO 07.1 | Provide a breakdown of your organisation's externally managed assets between segregated mandates and pooled funds. |
|---------|--|

| | % of externally managed assets |
|--|--|
| Segregated mandate(s) | <input type="radio"/> 0% <input type="radio"/> <10% <input checked="" type="radio"/> 10-50% <input type="radio"/> >50 % |
| Pooled fund(s) | <input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50 % |
| <i>Total externally managed assets</i> | <i>100%</i> |

| | |
|---------|---|
| OO 07.2 | Indicate the proportion of your externally managed assets in fund-of-funds. |
|---------|---|

| | % of externally managed assets |
|---------------|--|
| Fund-of-funds | <input type="radio"/> 0% <input checked="" type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50 % |

| | | | | |
|-------|---------------------|-----------------------|---------|---------|
| OO 08 | Mandatory to Report | Voluntary to Disclose | Peering | General |
|-------|---------------------|-----------------------|---------|---------|

| | |
|---------|--|
| OO 08.1 | Indicate the breakdown of your organisation's AUM by market. |
|---------|--|

| Market breakdown | % of AUM |
|--------------------------------------|--|
| Developed Markets | <input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50 % |
| Emerging, Frontier and Other Markets | <input type="radio"/> 0% <input type="radio"/> <10% <input checked="" type="radio"/> 10-50% <input type="radio"/> >50 % |

| OO 09 | Voluntary | Descriptive | General |
|-------|-----------|-------------|---------|
|-------|-----------|-------------|---------|

| | |
|---------|---|
| OO 09.1 | Provide any additional information about your organisation, its mission, strategies, activities or investments which are important to contextualise your responsible investment activities. |
|---------|---|

The Central Church Fund of Finland manages the Church Pension Fund assets. The Pension Fund of the Evangelical Lutheran Church of Finland is a buffer fund with the purpose to secure future pensions for church employees. The pension fund gathers its assets from employee pension payments and investment returns.

Gateway asset class implementation indicators

| OO 10 | Mandatory | Gateway | General |
|-------|-----------|---------|---------|
|-------|-----------|---------|---------|

| | |
|---------|--|
| OO 10.1 | Select the responsible investment activities your organisation implemented, directly and/or indirectly, for listed equities in the reporting year. |
|---------|--|

- ☒ We address ESG incorporation, engagement and/or (proxy) voting in our external manager selection, appointment and/or monitoring processes
- ☒ We engage with companies on ESG issues via our staff, collaborations or service providers
- ☐ We cast our (proxy) votes directly or via service providers
- ☐ None of the above

| OO 11 | Mandatory | Gateway | General |
|-------|-----------|---------|---------|
|-------|-----------|---------|---------|

| | |
|---------|--|
| OO 11.1 | Indicate if in the reporting year you incorporated ESG issues into your investment decisions and/or your active ownership practices in the following internally managed asset classes. |
|---------|--|

- ☒ Property
- ☐ None of the above

OO 11.2

Indicate if in the reporting year you addressed ESG incorporation and/or active ownership in your external manager selection, appointment and/or monitoring processes in the following externally managed asset classes.

- ☒ Fixed income – corporate
- ☒ Fixed income – government
- ☒ Private equity
- ☒ Property
- ☒ Cash
- ☒ Other (1)
- ☐ None of the above

'Other (1)' [as defined in OO 05]

Structured investment product

OO 12**Mandatory****Gateway****General****OO 12.1**

The modules and sections that you will be required to complete are listed below. They are based on the percentages provided in your AUM breakdown and your responses to the gateway indicators. Note, you are only required to report on asset classes that represent 10% or more of your AUM. You may report voluntarily on any applicable modules or sections by selecting them from the list. Direct - Fixed Income and Infrastructure are always voluntary.

Core modules

- ☒ Organisational Overview
- ☒ Overarching Approach (including assets which do not have a separate module)

RI implementation directly or via service providers

Direct - Listed Equity active ownership

- ☒ Engagements

Direct - Other asset classes with dedicated modules

- ☒ Property

RI implementation via external managers

Indirect - Selection, Appointment and Monitoring of External Managers

- ☒ Listed Equities
- ☒ Fixed Income - Corporate
- ☒ Fixed Income - Government
- ☒ Private Equity
- ☒ Property
- ☒ Cash
- ☒ Other (1)

Closing module

- ☒ Closing module

Note: Please make sure your response to this indicator is complete and confirmed before you progress. Your response will determine which tailored modules and sections you will be presented with.

The Central Church Fund of Finland

Reported Information

Public version

Overarching Approach

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Responsible investment policy

| OA 01 | Mandatory | Gateway/Core Assessed | General |
|-------|-----------|-----------------------|---------|
|-------|-----------|-----------------------|---------|

OA 01.1 Indicate if you have a responsible investment policy.

☒ Yes

☐ No

OA 01.2 Indicate if you have other guidance documents or more specific policies related to responsible investment.

☐ Yes

☒ No

OA 01.3 Provide a brief description of the key elements of your responsible investment policy or, if you do not have a policy, of your overall approach to responsible investment. [Optional]

The Church Pension Fund is committed to responsible investing. We strive to comply with the principles in all our investment activities and asset categories. Our guidance is set in the Evangelical Lutheran Church of Finland's guidelines for responsible investing, published by the Church Council in 2007, and the Ownership policy of the Church (2009). The Church Pension Fund is updating the responsible investing guidelines during 2014.

The main investment principles are as follows:

- favouring responsible companies as investment objects
- avoiding investment objects and specific sectors
- direct and indirect engagement
- ESG integration and compliance with the responsibility criteria in all investment decisions.

We work in close co-operation with our external asset managers in order to develop our responsible investment policies and practices further.

| OA 02 | Mandatory | Core Assessed | PRI 6 |
|-------|-----------|---------------|-------|
|-------|-----------|---------------|-------|

OA 02.1 Indicate if your responsible investment policy is publicly available.

☒ Yes

OA 02.2 Provide a URL to your responsible investment policy.

| | |
|--|-----|
| | URL |
|--|-----|

<http://evl.fi/EVLen.nsf/Documents/EF83DC47D5AB0BE4C2257C30004D9FF8?openDocument&yp=y&lang=EN>

☐ No

| | | | |
|-------|-----------|---------------|---------|
| OA 03 | Mandatory | Core Assessed | PRI 1,2 |
|-------|-----------|---------------|---------|

| | |
|---------|--|
| OA 03.1 | Indicate the components/types and coverage of your responsible investment policy and guidance documents. |
|---------|--|

Select all that apply

| Policy components/types | Coverage by AUM |
|---|--|
| <input checked="" type="checkbox"/> Policy setting out your overall approach <input type="checkbox"/> (Proxy) voting policy <input checked="" type="checkbox"/> Engagement/active ownership policy <input type="checkbox"/> Specific guidelines on corporate governance <input type="checkbox"/> Specific guidelines on environmental issues <input type="checkbox"/> Specific guidelines on social issues <input type="checkbox"/> Asset class-specific guidelines <input checked="" type="checkbox"/> Screening/exclusion policy <input type="checkbox"/> Other, specify <input type="checkbox"/> Other, specify | <input checked="" type="radio"/> Applicable policies cover all AUM <input type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM |

| | |
|---------|---|
| OA 03.2 | Comment on any variations or exceptions in the coverage of your responsible investment policy. [Optional] |
|---------|---|

The Church Pension Fund is updating the responsible investment policy during 2014. This work includes writing asset class-specific guidelines.

| | | | |
|-------|-----------|---------------|---------|
| OA 04 | Mandatory | Core Assessed | General |
|-------|-----------|---------------|---------|

| | |
|---------|---|
| OA 04.1 | Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process. |
|---------|---|

☐ Yes

☒ No

Objectives and strategies

| | | | |
|-------|-----------|-----------------------|---------|
| OA 05 | Mandatory | Gateway/Core Assessed | General |
|-------|-----------|-----------------------|---------|

OA 05.1 | Indicate if your organisation sets objectives for its responsible investment activities.

☒ Yes

OA 05.2 | Indicate how frequently your organisation sets or revises objectives for responsible investment.

- ☒ At least once per year
☐ Less than once per year

OA 05.3 | Indicate how frequently your organisation formally reviews performance against its objectives for responsible investment.

- ☐ Quarterly
☐ Biannually
☒ Annually
☐ Every two years or less
☐ It is not reviewed
☐ No

OA 05.4 | Additional information. [Optional]

Responsible investment objectives are included in the annual investment plan approved by the Church Pension Fund board.

| OA 06 | Voluntary | Descriptive | General |
|-------|-----------|-------------|---------|
|-------|-----------|-------------|---------|

OA 06.1 | List your three main responsible investment objectives you had set for the reporting year. For each, indicate any key performance indicators you set to measure your progress and also indicate your progress towards achieving your objectives.

☒ Add responsible investment objective 1

| | |
|--------------------------------|---|
| Objective 1 | Improving monitoring and assessment of responsible investment activities among our external asset managers. |
| Key performance indicators | |
| Describe the progress achieved | Development of asset manager ESG questionnaire and rating framework. |

☒ Add responsible investment objective 2

| | |
|--------------------------------|--|
| Objective 2 | Continuing investor collaboration and knowledge sharing. |
| Key performance indicators | |
| Describe the progress achieved | Board and working group coordinator role in Finsif - Finland's Sustainable Investment Forum. |

☒ Add responsible investment objective 3

| | |
|--------------------------------|---|
| Objective 3 | Developing internal ESG knowledge and discussion. |
| Key performance indicators | |
| Describe the progress achieved | The responsible investment working group was established. |

| | |
|----------------|---|
| OA 06.2 | List your three main objectives for responsible investment implementation for the next reporting year and indicate any key performance indicators you intend to use to measure your progress. |
|----------------|---|

☒ Add responsible investment objective 1 for the next reporting year

| | |
|---|--|
| Objective 1 for the next reporting year | Updating our responsible investment policy. |
| Key performance indicators | A practical, asset class focussed policy including ownership practices and strategies. |

☒ Add responsible investment objective 2 for the next reporting year

| | |
|---|--|
| Objective 2 for the next reporting year | Developing responsible investment related communication. |
| Key performance indicators | New website for responsible investment. |

☒ Add responsible investment objective 3 for the next reporting year

| | |
|---|---|
| Objective 3 for the next reporting year | Improving monitoring and assessment of responsible investment activities among our external asset managers. |
| Key performance indicators | Further development of asset manager ESG questionnaire and rating framework. |

Governance and human resources

| | | | |
|--------------|------------------|--------------------|----------------|
| OA 07 | Voluntary | Descriptive | General |
|--------------|------------------|--------------------|----------------|

OA 07.1

Provide a brief description of your organisation's governance, management structures and processes related to responsible investment.

The Church Pension Fund has outsourced the analysis and selection of investment objects to external asset managers. We work in co-operation with the asset managers in assessing the responsibility of the investment objects. We strive to assess and advance the knowledge, skills and opportunities related to the responsibility analyses of our asset managers. For this reason, we present our aims and expectations already during the tender phase for investment products. The signing of PRI is a selection criterion.

All investment team members at the Church Pension Fund have responsibility to monitor and develop responsible investment issues in their own field of work. We take ESG issues into consideration in all asset categories. Our responsible investment working group discusses relevant ESG topics during the year and makes suggestions to the investment team.

The Central Church Fund prepares an annual investment plan including objectives for responsible investment activities. The PRI Principles are used as a framework in our annual plan.

We have regular updates on our responsible investment activities at board meetings. Developing responsible investment practices is officially one area of responsibility for the board of the Church Pension Fund since June 2012. The Pension Fund publishes an annual report on responsible investing, where the yearly actions and results can be reviewed. We require transparency and openness from our asset managers and strive to fulfill the same obligations in the communication to our own stakeholders.

☐ I would like to attach an organisation chart (the following image formats can be uploaded: .jpg, .jpeg, .png, .bmp and .gif)

OA 08**Mandatory****Gateway/Core Assessed****General****OA 08.1**

Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.

Roles present in your organisation

- ☒ Board members or trustees
 - ☒ Oversight/accountability for responsible investment
 - ☐ Implementation of responsible investment
 - ☐ No oversight/accountability or implementation responsibility for responsible investment
- ☒ Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
 - ☒ Oversight/accountability for responsible investment
 - ☒ Implementation of responsible investment
 - ☐ No oversight/accountability or implementation responsibility for responsible investment
- ☐ Other Chief-level staff or head of department, specify
- ☒ Portfolio managers
 - ☒ Oversight/accountability for responsible investment
 - ☒ Implementation of responsible investment
 - ☐ No oversight/accountability or implementation responsibility for responsible investment
- ☐ Investment analysts
- ☒ Dedicated responsible investment staff
 - ☒ Oversight/accountability for responsible investment
 - ☒ Implementation of responsible investment
 - ☐ No oversight/accountability or implementation responsibility for responsible investment
- ☒ External managers or service providers
 - ☒ Oversight/accountability for responsible investment
 - ☒ Implementation of responsible investment
 - ☐ No oversight/accountability or implementation responsibility for responsible investment
- ☐ Other role, specify
- ☐ Other role, specify

OA 08.2

Indicate the number of dedicated responsible investment staff your organisation has. [Optional]

Number

1

OA 09

Voluntary

Additional Assessed

General

OA 09.1

Indicate if your organisation's performance management, reward and/or personal development processes have a responsible investment element.

Board members/Board of trustees

- ☒ Responsible investment included in personal development and/or training plan

**OA
09.2**

Describe any activities undertaken during the reporting year to develop and maintain Board members' skills and knowledge in relation to responsible investment.

The development of responsible investment practices is included in the board's responsibilities. Responsible investment is frequently addressed in the board meeting agenda - also with a purpose of introducing new practices and current ESG issues.

☐ None of the above

Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee

- ☒ Responsible investment KPIs and/or goals included in objectives
- ☒ Responsible investment included in appraisal process
- ☐ Variable pay linked to responsible investment performance
- ☐ Responsible investment included in personal development and/or training plan
- ☐ None of the above

Portfolio managers

- ☒ Responsible investment KPIs and/or goals included in objectives
- ☒ Responsible investment included in appraisal process
- ☐ Variable pay linked to responsible investment performance
- ☐ Responsible investment included in personal development and/or training plan
- ☐ None of the above

Dedicated responsible investment staff

- ☒ Responsible investment KPIs and/or goals included in objectives
- ☒ Responsible investment included in appraisal process
- ☐ Variable pay linked to responsible investment performance
- ☐ Responsible investment included in personal development and/or training plan
- ☐ None of the above

Promoting responsible investment

OA 10

Mandatory

Core Assessed

PRI 4,5

OA 10.1

Indicate if your organisation is a member of and/or participant in any collaborative organisation or initiatives that promote responsible investment.

☒ Yes

OA 10.2

Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

Select all that apply

- ☐ Asian Corporate Governance Association
- ☐ Association for Sustainable & Responsible Investment in Asia
- ☐ Australian Council of Superannuation Investors
- ☒ CDP Climate Change

Your organisation's role in the initiative during the reporting period
(see definitions)

- ☒ Basic
- ☐ Moderate
- ☐ Advanced

- ☐ CDP Forests
- ☒ CDP Water

Your organisation's role in the initiative during the reporting period
(see definitions)

- ☒ Basic
- ☐ Moderate
- ☐ Advanced

- ☐ CFA Institute Centre for Financial Market Integrity
- ☐ Council of Institutional Investors (CII)
- ☐ Eumedion
- ☐ Extractive Industries Transparency Initiative (EITI)
- ☐ Global Investors Governance Network (GIGN)
- ☐ Global Real Estate Sustainability Benchmark (GRESB)
- ☐ Institutional Investors Group on Climate Change (IIGCC)
- ☐ Interfaith Center on Corporate Responsibility (ICCR)
- ☐ International Corporate Governance Network (ICGN)
- ☐ Investor Group on Climate Change, Australia/New Zealand (IGCC)
- ☐ Investor Network on Climate Risk (INCR)/CERES
- ☐ Local Authority Pension Fund Forum
- ☒ Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period
(see definitions)

- ☒ Basic
- ☐ Moderate
- ☐ Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Attending PRI seminars and events.

- ☐ Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify
- ☐ Shareholder Association for Research and Education (Share)
- ☐ United Nations Environmental Program Finance Initiative (UNEP FI)
- ☐ United Nations Global Compact
- ☒ Other collaborative organisation/initiative, specify

Finsif - Finland's Sustainable Investment Forum

Your organisation's role in the initiative during the reporting year (see definitions)

- ☐ Basic
- ☐ Moderate
- ☒ Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Board member and working group coordinator role.

- ☐ Other collaborative organisation/initiative, specify
- ☐ Other collaborative organisation/initiative, specify
- ☐ Other collaborative organisation/initiative, specify

☐ No

| OA 11 | Mandatory | Core Assessed | PRI 4 |
|-------|-----------|---------------|-------|
|-------|-----------|---------------|-------|

OA 11.1

Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

☒ Yes

OA 11.2

Indicate which of the following actions your organisation has taken to promote responsible investment, independently of collaborative initiatives.

- ☒ Provided or supported education or training programmes for clients, investment managers, broker/dealers, investment consultants, legal advisers or other investment organisations
- ☒ Provided financial support for academic or industry research on responsible investment
- ☒ Encouraged better transparency and disclosure of responsible investment practices across the investment industry
- ☒ Spoke publicly at events and conferences to promote responsible investment
- ☐ Wrote and published in-house research papers on responsible investment
- ☒ Encouraged the adoption of the PRI
- ☐ Other, specify

☐ No

OA 11.3

Additional information. [Optional]

We are a member of Finsif. Finsif annually grants scholarships for academic research.

OA 12

Voluntary

Additional Assessed

PRI
4,5,6

OA 12.1

Indicate if your organisation - individually or in collaboration with others - conducted dialogue with public policy makers or standard-setters in support of responsible investment in the reporting year.

☐ Yes

☒ No

OA 12.4

Additional information.

We are a member of Finsif. Finsif is a member organisation of Eurosif, that is involved in public policy work through Brussels and EU.

ESG issues in asset allocation

OA 13

Voluntary

Descriptive

PRI 1

OA 13.1

Indicate if your organisation considers ESG issues in strategic asset allocation and/or allocation of assets between geographic markets.

☒ Yes

OA 13.2

Describe how you apply ESG issues in strategic asset allocation and/or allocation of assets between geographic markets.

We have made active decisions based on responsibility issues not to participate in specific asset classes, such as agricultural commodities.

☐ No

OA 14

Voluntary

Descriptive

PRI 1

OA 14.1

Indicate if your organisation allocates assets to, or manages, funds based on specific environmental and social themed areas.

☒ Yes

OA 14.2

Indicate the percentage of your total AUM invested in environmental and social themed areas.

% of total AUM

1

OA 14.3

Please specify which thematic area(s) you invest in and provide a brief description.

Area

☒ Clean technology

Asset class invested

- ☐ Listed equity
- ☐ Fixed income - corporate
- ☐ Fixed income - government
- ☒ Private equity
- ☐ Property
- ☐ Cash
- ☐ Other (1)

| | |
|--|---------------------------------|
| | Brief description of investment |
|--|---------------------------------|

Two clean technology funds.

- ☐ Green buildings
- ☐ Sustainable forestry
- ☐ Sustainable agriculture
- ☐ Microfinance
- ☐ SME financing
- ☐ Social enterprise / community investing
- ☐ Affordable housing
- ☐ Education
- ☒ Global health

| | |
|--|----------------------|
| | Asset class invested |
|--|----------------------|

- ☒ Listed equity
- ☐ Fixed income - corporate
- ☐ Fixed income - government
- ☐ Private equity
- ☐ Property
- ☐ Cash
- ☐ Other (1)

| | |
|--|---------------------------------|
| | Brief description of investment |
|--|---------------------------------|

Healthcare sector focus.

- ☐ Other area, specify

☐ No

| | | | |
|------------|--|--|--|
| Innovation | | | |
|------------|--|--|--|

| OA 18 | Voluntary | Descriptive | General |
|-------|-----------|-------------|---------|
|-------|-----------|-------------|---------|

OA 18.1

Describe any specific features of your approach to responsible investment that you believe are particularly innovative.

We collaborate broadly with the Finnish fund management industry on developing responsible investment practices. We consider this level of knowledge sharing very important for both parties.

We are frequently contacted by other investors, asset managers and students to discuss responsible investment. In local market surveys we are listed as one key source of information/ consultancy.

Assurance of responses

OA 19

Voluntary

Additional Assessed

General

OA 19.1

Indicate whether your reported information has been reviewed, validated and/or assured by internal and/or external parties.

☒ Yes
OA 19.2

Indicate who has reviewed, validated and/or assured your reported information.

- ☒ Reviewed by Board, CEO, CIO or Investment Committee
- ☐ Validated by internal audit or compliance function
- ☐ Assured by an external independent provider, specify name

OA 19.3

Describe the steps you have taken to review, validate and/or assure the content of your reported information.

The Pension Fund's annual report for responsible investment is reviewed by our responsible investment working group and approved by the board. The annual report is also presented to the Church Council Plenum and the Church Synod.

The Pension Fund board meetings regularly review responsible investment practices such as norm-based screening results and engagement activities.

☐ No

The Central Church Fund of Finland

Reported Information

Public version

Indirect – Manager Selection, Appointment and Monitoring

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Overview

| | | | |
|---------------|------------------|--------------------|----------------|
| SAM 01 | Voluntary | Descriptive | PRI 1-6 |
|---------------|------------------|--------------------|----------------|

**SAM
01.1**

Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

We address ESG issues in all investment manager selection processes as it is an integrated part of our due diligence and final appointment weightings. We regularly address relevant ESG topics in our manager meetings quarterly or bi-annually. We screen all our equity and corporate bond fund holdings twice a year for information on international norm breaches. In addition, all managers are annually monitored through a comprehensive ESG questionnaire.

| | | | |
|---------------|------------------|----------------------|--------------|
| SAM 02 | Mandatory | Core Assessed | PRI 4 |
|---------------|------------------|----------------------|--------------|

**SAM
02.1**

Indicate if your organisation uses investment consultants and/or fiduciary managers in the selection, appointment and/or monitoring of external managers.

☐ Yes

☒ No

| | | | |
|---------------|------------------|----------------|----------------|
| SAM 03 | Mandatory | Gateway | General |
|---------------|------------------|----------------|----------------|

**SAM
03.1**

Indicate for which of the following externally managed asset classes your organisation, and/or your investment consultants, consider responsible investment factors in investment manager: (a) Selection, (b) Appointment (investment management agreements/contracts), and (c) Monitoring

Select all that apply

| Asset classes | (a) Selection | (b) Appointment | (c) Monitoring |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| Listed equity | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - corporate | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - government | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Private equity | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Property | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Cash | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other (1) [as defined in Organisational Overview module] | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Listed equity (LE), fixed income corporate (FIC) and fixed income government (FIG)

Overview

| SAM 04 | Mandatory to Report | Voluntary to Disclose | Gateway/Peering | General |
|-----------------|--|-----------------------|-----------------|---------|
| SAM 04.1 | Provide a breakdown of your externally managed listed equities, corporate fixed income and government fixed income by passive, active quant, active fundamental and other active strategies. | | | |
| | Listed equity (LE) | | | |

| Type of strategy | As % of externally managed listed equity |
|---------------------------------------|---|
| Passive | <input type="radio"/> 0% <input type="radio"/> <10% <input checked="" type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - quantitative (quant) | <input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - fundamental and other active | <input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50% |

Fixed income - corporate (FIC)

| Type of strategy | As % of externally managed corporatefixed income |
|---------------------------------------|---|
| Passive | <input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - quantitative (quant) | <input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - fundamental and other active | <input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50% |

Fixed income - government (FIG)

| Type of strategy | As % of externally managed government fixed income |
|---------------------------------------|---|
| Passive | <input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - quantitative (quant) | <input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50% |
| Active - fundamental and other active | <input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50% |

| | | | |
|---------------|------------------|----------------|----------------|
| SAM 05 | Mandatory | Gateway | PRI 1,2 |
|---------------|------------------|----------------|----------------|

| | |
|-----------------|---|
| SAM 05.1 | Indicate which of the following ESG incorporation strategies you encourage or require your external manager(s) to implement on your behalf: |
|-----------------|---|

| | |
|--|------------------------------|
| | Active investment strategies |
|--|------------------------------|

| Active investment strategies | LE | FIC | FIG |
|------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Screening | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Thematic | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Integration | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | |
|--|-------------------------------|
| | Passive investment strategies |
|--|-------------------------------|

| | | | |
|--------------------------------------|-------------------------------------|--|--|
| Passive investment strategies | LE | | |
| Screening | <input checked="" type="checkbox"/> | | |
| Thematic | <input type="checkbox"/> | | |
| Integration | <input type="checkbox"/> | | |
| None of the above | <input type="checkbox"/> | | |

**SAM
05.2**

Indicate if - on your externally managed assets - you engage directly, via service providers, or via your external manager.

| | LE | FIC |
|--|-------------------------------------|-------------------------------------|
| We engage directly or via service providers on our externally managed assets | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| We require our external managers to engage on our behalf | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> |

**SAM
05.3**

Indicate if - on your externally managed listed equities - you cast your (proxy) votes directly, via service providers, or via your external manager.

| | LE |
|--|-------------------------------------|
| We cast our (proxy) votes directly or via service providers on our externally managed assets | <input type="checkbox"/> |
| We require our external managers to cast our (proxy) votes on our behalf | <input type="checkbox"/> |
| None of the above | <input checked="" type="checkbox"/> |

Selection

SAM 06

Mandatory

Core Assessed

PRI 1-6

**SAM
06.1**

Indicate whether your organisation, and/or your investment consultant, in the manager selection process for listed assets, typically do any of the following:

General

| | LE | FIC | FIG |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Review the manager's responsible investment policies | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss managers' governance and management of responsible investment activities | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Meet staff with responsible investment responsibilities to assess their skills and competence | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss minimum responsible investment expectations that managers must meet | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the role managers have played in collaborative initiatives | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Ask whether the organisation is a signatory to the PRI and/or other relevant organisations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the manager's responsible investment reporting to clients and/or the public, including PRI reporting | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the type of ESG reporting you expect | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assign specific weighting to ESG factors in your manager evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other general aspects in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ESG incorporation

| | LE | FIC | FIG |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| Evaluate the quality and coverage of ESG research used by managers | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assess how the manager incentivises brokers to provide ESG research | <input type="checkbox"/> | n/a | n/a |
| Assess managers' ESG incorporation strategies and ability to identify and manage ESG issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss with managers how ESG issues have impacted specific investment decisions and, where relevant, stock or portfolio performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Evaluate index providers' ESG incorporation when designing the index | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other ESG incorporation issues in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Engagements

| | LE | |
|---|-------------------------------------|--|
| Discuss the managers' engagement processes | <input checked="" type="checkbox"/> | |
| Discuss the role managers have played in influencing companies' ESG practices and performance | <input checked="" type="checkbox"/> | |
| Discuss how information gained through engagement is incorporated into investment decision-making | <input checked="" type="checkbox"/> | |
| Other engagement issues in your selection process, specify | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | |

Appointment

| | | | |
|--------|-----------|---------------------|-------|
| SAM 07 | Voluntary | Additional Assessed | PRI 4 |
|--------|-----------|---------------------|-------|

**SAM
07.1**

When appointing managers, indicate which of the following responsible investment considerations your organisation typically includes in investment management agreements/contracts for your listed assets:

General

| | LE | FIC | FIG |
|---|-------------------------------------|--------------------------|--------------------------|
| Acting in accordance with your organisation's overall investment beliefs or policy on responsible investment and ESG issues | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other general RI considerations in investment management agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ESG incorporation

| | LE | FIC | FIG |
|--|-------------------------------------|--------------------------|--------------------------|
| Specific requirements relating to the incorporation of ESG issues into investment decision-making | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other RI considerations relating to ESG incorporation in investment management agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Engagement

| | LE | |
|---|-------------------------------------|--|
| Specific requirements relating to engagement | <input checked="" type="checkbox"/> | |
| Other RI considerations relating to engagement in investment management agreements, specify | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | |

Reporting

| | LE | FIC | FIG |
|--|-------------------------------------|--------------------------|--------------------------|
| Reporting on the agreed responsible investment activities | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Reporting on the ESG characteristics of the portfolio | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Reporting on the impact of ESG issues on financial performance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other RI considerations relating to reporting in investment management agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**SAM
07.2**

Provide additional information relevant to your organisation's manager appointment process and considerations included in contractual agreements for listed assets.

We have these agreements for our three segregated equity mandates.

Monitoring

SAM 08

Mandatory

Core Assessed

PRI 1

**SAM
08.1**

Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager typically do any of the following:

General

| | LE | FIC | FIG |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| Include responsible investment as a standard agenda item at performance review meetings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Highlight examples of good responsible investment practice by other managers | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the manager's responsible investment reporting, for example PRI-generated responsible investment reports | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Encourage your managers to consider joining responsible investment initiatives/organisations or participate in collaborative projects with other investors | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Include responsible investment criteria as a formal component of overall manager performance evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other general aspects of your monitoring, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ESG incorporation

| | LE | FIC | FIG |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Request information on ESG incorporation in specific investment decisions | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other ways you monitor ESG incorporation, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Engagements

| | | |
|---|-------------------------------------|--|
| | LE | |
| Review the ESG information relevant to the engagements | <input checked="" type="checkbox"/> | |
| Discuss the number of engagements and their comprehensiveness | <input checked="" type="checkbox"/> | |
| Discuss the type of role played (i.e. leading or supporting) | <input type="checkbox"/> | |
| Review the progress of ongoing engagements and/or outcomes of completed engagements | <input checked="" type="checkbox"/> | |
| Other ways you monitor engagement activities, specify | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | |

Private equity (PE), property (PR) and infrastructure (INF) - non-listed assets

Selection

| SAM 10 | Mandatory | Core Assessed | PRI 1-6 |
|-----------------|---|---------------|---------|
| SAM 10.1 | Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager typically do any of the following: | | |
| | General | | |

| | PE | PR | |
|--|-------------------------------------|-------------------------------------|--|
| Review the manager's/general partner's responsible investment policy | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Discuss the manager's governance and management of responsible investment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Meet staff with responsible investment responsibilities to assess their skills and competence | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Discuss minimum responsible investment expectations that managers must meet | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Discuss the role managers have played in collaborative initiatives | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Ask whether the organisation is a signatory to the PRI and/or other relevant organisations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Assess the external manager's reporting and how it will help you to monitor that it is acting consistent with the agreed-upon ESG-related policies and practices during the life of the fund | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review the manager's responsible investment disclosure, including PRI reporting | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Assign specific weighting to ESG factors in your manager evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other general aspects in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Investment selection (pre-investment) of underlying holding

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Assess the manager's policies, processes and systems for identifying ESG-related value drivers and managing material ESG-related risks pre-investment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other pre-investment aspects reviewed in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Investment monitoring (post-investment) of underlying holding

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Understand if and how the manager influences and supports its portfolio companies'/assets' management of ESG-related risks and pursuit of ESG-related opportunities | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Discuss examples of how managers have previously identified and addressed ESG issues in their portfolios on an ongoing basis | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Assess the manager's/general partner's approach to managing and disclosing material incidents at the manager / General Partner and underlying holdings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other post-investment aspects reviewed in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Appointment

| | | | |
|---------------|------------------|----------------------------|--------------|
| SAM 11 | Voluntary | Additional Assessed | PRI 4 |
|---------------|------------------|----------------------------|--------------|

| | |
|-----------------|---|
| SAM 11.1 | When appointing managers, indicate which of the following responsible investment considerations your organisation typically includes in agreements/fund formation contracts for your non-listed assets: |
|-----------------|---|

| | |
|--|---------|
| | General |
|--|---------|

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Acting in accordance with your organisation's overall investment beliefs or policy on responsible investment and ESG issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other general RI considerations in your agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

| | |
|--|---|
| | Investment selection (pre-investment) of underlying holding |
|--|---|

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Specific requirements relating to how ESG issues are identified and managed in investment decision-making | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other RI considerations relating to investment selection in your agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Investment monitoring (post-investment) of underlying holding

| | PE | PR | |
|--|-------------------------------------|-------------------------------------|--|
| Specific requirements relating to the manager supporting or influencing the underlying holdings' management of ESG factors | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other RI considerations relating to investment monitoring in your agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Reporting

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Reporting on the agreed ESG implementation activities | <input type="checkbox"/> | <input type="checkbox"/> | |
| Reporting on the ESG characteristics of the portfolio | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Reporting on company incidents relating to ESG issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Reporting on the impact of ESG issues on financial performance | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other RI considerations relating to reporting in your agreements, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Monitoring

SAM 12

Mandatory

Core Assessed

PRI 1-6

**SAM
12.1**

Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager, typically do any of the following:

General

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Include responsible investment as a standard agenda item at performance review meetings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Highlight examples of good responsible investment practice by other managers | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review manager's responsible investment reporting, for example PRI-generated responsible investment reports | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Encourage your managers to consider joining responsible investment initiatives or organisations or participate in collaborative projects with other investors | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Include responsible investment criteria as a formal component of overall manager performance evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other general aspects of your monitoring, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Investment selection (pre-investment) of underlying holding

| | PE | PR | |
|--|-------------------------------------|-------------------------------------|--|
| Discuss how the analysis of ESG issues affected investment decisions during the reporting period | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other ways ESG issues are incorporated in the pre-investment process, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Investment monitoring (post-investment) of underlying holding

| | PE | PR | |
|---|-------------------------------------|-------------------------------------|--|
| Request reports on the ESG characteristics of the manager's underlying holdings and discuss related developments that may impact holdings in the fund | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Request examples of ESG issues identified within the portfolio and action taken in response | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Request details of how ESG factors were considered when preparing to exit from investments | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other ways ESG issues are monitored in the post-investment process, specify | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | |

Other asset classes

| SAM 13 | Voluntary | Descriptive | PRI 1-6 |
|--------|-----------|-------------|---------|
|--------|-----------|-------------|---------|

| | |
|-----------------|---|
| SAM 13.1 | Describe how your organisation, and/or your investment consultants, address responsible investment factors in manager selection, appointment and/or monitoring process for the following asset classes: |
|-----------------|---|

| Asset Class | Description |
|-------------|---|
| Cash | Our money market fund manager is a PRI signatory. We value true short-term money market strategies and transparency. Money market funds are included in our bi-annual norm-based screening process. |

Outputs and outcomes

| SAM 14 | Mandatory to Report Voluntary to Disclose | Descriptive | PRI 1-6 |
|--------|---|-------------|---------|
|--------|---|-------------|---------|

| | |
|-----------------|--|
| SAM 14.1 | Indicate approximately what percentage (+/- 10%) of your externally managed assets are managed by PRI signatories. |
|-----------------|--|

| | |
|--|---|
| | % |
|--|---|

90

| SAM 15 | Voluntary | Descriptive | PRI 2 |
|--------|-----------|-------------|-------|
|--------|-----------|-------------|-------|

**SAM
15.1**

Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.

☒ Add Example 1

| | |
|-------------------|---|
| Topic or issue | Search for index funds screened for controversial weapons. |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input type="checkbox"/> All asset classes <input checked="" type="checkbox"/> Listed Equity <input type="checkbox"/> Fixed income – corporate bonds <input type="checkbox"/> Fixed income – government bonds <input type="checkbox"/> Private equity <input type="checkbox"/> Property <input type="checkbox"/> Cash |
| Scope and process | The search covered the whole range of regional equity indices: Europe, North America, Emerging Markets and Global. |
| Outcomes | Only recently introduced index products for European investors. A result of several years' search. |

☒ Add Example 2

| | |
|-------------------|---|
| Topic or issue | Influencing our asset manager in introducing ESG criteria in new fund product; a prerequisite for our investment. |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input checked="" type="checkbox"/> Fixed income – corporate bonds <input type="checkbox"/> Fixed income – government bonds <input type="checkbox"/> Private equity <input type="checkbox"/> Property <input type="checkbox"/> Cash |
| Scope and process | Investment negotiations. |
| Outcomes | ESG criteria applied and a positive investment decision. |

☒ Add Example 3

| | |
|-------------------|---|
| Topic or issue | Influencing responsible investment policy process of new asset manager. |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input type="checkbox"/> All asset classes <input checked="" type="checkbox"/> Listed Equity <input type="checkbox"/> Fixed income – corporate bonds <input type="checkbox"/> Fixed income – government bonds <input type="checkbox"/> Private equity <input type="checkbox"/> Property <input type="checkbox"/> Cash |
| Scope and process | New collaboration negotiations with a small asset manager. The lack of a responsible investment policy a major obstacle. |
| Outcomes | Decision by manager to develop a policy during the following year. |

☐ Add Example 4

☐ Add Example 5

Communication

| | | | |
|---------------|------------------|----------------------|--------------|
| SAM 16 | Mandatory | Core Assessed | PRI 6 |
|---------------|------------------|----------------------|--------------|

| | |
|-----------------|---|
| SAM 16.1 | Indicate if your organisation proactively discloses any information about responsible investment considerations in your indirect investments. |
|-----------------|---|

☒ Yes, we disclose information publicly

| | |
|--|-------------|
| | provide URL |
|--|-------------|

[http://sakasti.evl.fi/sakasti.nsf/0/BB3CD14797710867C22576C500406C53/\\$FILE/Vastuullisen%20sijoittamisen%20toimintakertomus%202013.pdf](http://sakasti.evl.fi/sakasti.nsf/0/BB3CD14797710867C22576C500406C53/$FILE/Vastuullisen%20sijoittamisen%20toimintakertomus%202013.pdf)

| | |
|-----------------|--|
| SAM 16.2 | Indicate if the level of information you disclose to the public is the same as that disclosed to clients and/or beneficiaries. |
|-----------------|--|

☒ Yes

**SAM
16.3**

Indicate what type of information your organisation proactively discloses to the public and clients and/or beneficiaries about your indirect investments.

- ☒ How responsible investment considerations are included in manager selection, appointment and monitoring processes
- ☐ Details of the responsible investment activities carried out by managers on your behalf
- ☐ E, S and/or G impacts and outcomes that have resulted from your managers' investments and active ownership
- ☒ Other, specify

Specific project during the year: climate impact assessment results for 2013.

- ☐ No
- ☐ Yes, we disclose information to clients/beneficiaries only
- ☐ We do not proactively disclose information to the public and/or clients/beneficiaries

The Central Church Fund of Finland

Reported Information

Public version

Direct - Listed Equity Active Ownership

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Engagement

Overview

| LEA 01 | Voluntary | Descriptive | PRI 2 |
|----------|---|-------------|-------|
| LEA 01.1 | Provide a brief overview of your organisation's approach to engagement. | | |

The Church' ownership policy and the Guidelines for responsible investment stipulates the bases of the Church Pension Fund's ownership and shareholder steering. Both policies are under review during 2014.

The Church Pension Fund conducts both direct and indirect engagement. In direct engagement, a representative of the Pension Fund participate in the annual general meetings of domestic companies or enter dialogue with company representatives. The organising of various company and investor gatherings and seminars is also a central part of direct engagement activities.

On the indirect engagement side, the Central Church Fund co-operates with Ethix SRI Advisors Ab, a research-based consulting firm specialising in corporate responsibility analyses. With the help of Ethix's screening service the Church Pension Fund is able to identify the international norm breaches within its own investment portfolio and to survey sectors that require closer monitoring. Based on the screening results Ethix conducts engagement dialogue with the companies on the behalf of the Church Pension Fund.

In addition to this, the asset managers of the Pension Fund engage with companies according to their policies or joint agreements.

The Church Pension Fund also participates in investor initiatives. The Pension Fund has made a long-term commitment to the Carbon Disclosure Project (CDP) and the Water Disclosure (WDP) initiative.

| LEA 02 | Mandatory | Gateway | PRI 1,2,3 |
|----------|---|---------|-----------|
| LEA 02.1 | Indicate your reasons for interacting with companies on ESG issues and indicate who carries out these interactions. | | |

| Type of engagement | Reason for interaction |
|--|---|
| Individual/Internal staff engagements | <input type="checkbox"/> To support investment decision-making (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via internal staff |
| Collaborative engagements | <input type="checkbox"/> To support investment decision-making (e.g. company research) <input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via collaborative engagements |
| Service provider engagements | <input type="checkbox"/> To support investment decision-making (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via service providers |

Process

Process for engagements run internally

LEA 03

Mandatory

Core Assessed

PRI 2

LEA
03.1

Indicate whether your organisation has a formal process for identifying and prioritising engagement activities carried out by internal staff.

☉ Yes

LEA
03.2

Describe how you identify and prioritise engagements.

In advance of the Annual General Meeting season we meet with the asset managers of our segregated Finnish equity mandates to discuss the upcoming agendas and themes - and if there is a special need to attend some AGMs. We strive to attend the AGMs of all our largest investments.

We follow closely the current debate by our stakeholders such as the media and NGOs. In order to gather more information on the topic we can invite experts in the field to internal or open seminars, where we also invite our asset managers and other investors.

Participation in investor initiatives is a long-term decision, where we focus on long-term issues such as climate change.

☐ No

LEA 04

Mandatory

Core Assessed

PRI 2

LEA
04.1

Indicate if you define specific objectives for your engagement activities.

☒ Yes

☐ Yes, for all engagement activities

☒ Yes, for the majority of engagement activities

☐ Yes, for a minority of engagement activities

☐ No

LEA
04.2

Indicate if you monitor the actions that companies take following your engagements.

☒ Yes

☐ Yes, in all cases

☒ Yes, in the majority of cases

☐ Yes, in the minority of cases

**LEA
04.3**

Describe how you monitor and evaluate the progress of your engagement activities.

We follow-up the outcomes from all events: annual meetings, seminars and investor initiatives. We make a summary with our asset managers on the AGM season outcomes, put the information to practice from lessons learnt at the seminars and study the progress made in investor initiatives by company responses etc.

☐ No

Process for engagements conducted via collaborations

LEA 05

Mandatory

Core Assessed

PRI 2

**LEA
05.1**

Indicate whether your organisation has a formal process for identifying and prioritising collaborative engagements.

☒ Yes

**LEA
05.2**

Describe how you identify and prioritise collaborative engagements.

The Ethix pooled engagement service is a continuous collaboration with other investors. Our investor initiative participation is focused on long-term themes such as climate change and water issues, where the commitment is ongoing. On a case basis, we can participate in more ad-hoc engagements via the PRI Clearinghouse or others.

☐ No

LEA 06

Mandatory

Core Assessed

PRI 2

**LEA
06.1**

Indicate if the collaborative engagements in which you are involved have defined objectives.

☒ Yes

☐ Yes, for all collaborative engagement activities

☒ Yes, for the majority of collaborative engagement activities

☐ Yes, for a minority of collaborative engagement activities

☐ No

**LEA
06.2**

Indicate if you monitor the actions companies take following your collaborative engagements.

- ☒ Yes
- ☐ Yes, in all cases
- ☒ Yes, in the majority of cases
- ☐ Yes, in the minority of cases

**LEA
06.3**

Describe how you monitor and evaluate the progress of your collaborative engagement activities.

The Carbon Disclosure Project and Water Disclosure Project target a broader set of companies every year. We follow the result through the annual reports and signatory events.

☐ No

Process for engagements conducted with/on your behalf by service providers

LEA 07

Mandatory

Core Assessed

PRI 2,4

**LEA
07.1**

Indicate if you play a role in the engagement process that your service provider conducts on your behalf.

☒ Yes

**LEA
07.2**

Indicate what role you play in engagements that your service provider conducts on your behalf.

- ☐ Specify the issues for the engagement
- ☐ Specify the objectives for the engagement
- ☐ Select the companies to be engaged with
- ☐ Participate directly in the engagements with your service provider
- ☒ Actively monitor and review the activities of the service provider
- ☐ Other, specify

☐ No

LEA 08

Mandatory

Core Assessed

PRI 2,6

**LEA
08.1**

Indicate whether you monitor and/or discuss the following information provided to you by your service provider

Please select all that apply

- ☒ The subject (or ESG issue(s)) of engagement
- ☒ The objectives of the engagement
- ☒ The rationale for engagement
- ☒ The frequency/intensity of interactions with companies
- ☒ Progress towards achieving engagement goals
- ☒ Outcomes that have been achieved from the engagement
- ☒ Next steps for engagement activity
- ☐ Other, specify
- ☐ None of the above

General processes for all three groups of engagers

| | | | |
|---------------|------------------|----------------------------|----------------|
| LEA 09 | Voluntary | Additional Assessed | PRI 1,2 |
|---------------|------------------|----------------------------|----------------|

LEA 09.1

Indicate if the insights gained from your engagements are shared with your internal or external investment managers as input for consideration in investment decisions.

| Type of engagement | Insights shared |
|--|---|
| Individual/Internal staff engagements | <input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No |
| Collaborative engagements | <input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No |
| Service provider engagements | <input checked="" type="radio"/> Yes, systematically <input type="radio"/> Yes, occasionally <input type="radio"/> No |

| | | | |
|---------------|------------------|------------------------------|--------------|
| LEA 10 | Mandatory | Gateway/Core Assessed | PRI 2 |
|---------------|------------------|------------------------------|--------------|

LEA 10.1

Indicate if you track the number of companies you engage with.

| Type of engagement | Tracking engagements |
|--|---|
| Individual / Internal staff engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |
| Collaborative engagements | <input type="radio"/> Yes, we track the number of our engagements in full <input checked="" type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |
| Service provider engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |

Outputs and outcomes

| | | | |
|---------------|--|----------------------|--------------|
| LEA 11 | Mandatory to Report Voluntary to Disclose | Core Assessed | PRI 2 |
|---------------|--|----------------------|--------------|

| | |
|-----------------|--|
| LEA 11.1 | Indicate the number of companies with which your organisation engaged during the reporting year. |
|-----------------|--|

| | Number of companies engaged (avoid double counting, see explanatory notes) |
|---|---|
| Individual / Internal staff engagements | 0 |
| Collaborative engagements | 0 |
| Service provider engagements | 16 |

| | |
|-----------------|---|
| LEA 11.2 | Indicate what percentage of your engagements were comprehensive during the reporting year. [Optional] |
|-----------------|---|

| Type of engagement | % Comprehensive engagements |
|---|--|
| Individual / Internal staff engagements | <input type="radio"/> > 50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> None |
| Collaborative engagements | <input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> None |
| Service provider engagements | <input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> None |

**LEA
11.3**

Indicate what percentage of your collaborative engagements you were a leading organisation during the reporting year. [Optional]

| Type of engagement | % Leading role |
|---------------------------|---|
| Collaborative engagements | <input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> None |

**LEA
11.4**

Indicate for which part of your service provider engagements you were highly involved during the reporting year. [Optional]

| Type of engagement | % High involvement |
|------------------------------|---|
| Service provider engagements | <input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> None |

LEA 12

Voluntary

Additional Assessed

PRI 2

**LEA
12.1**

Indicate if your engagements in the reporting year covered E, S and/or G issues.

| Type of engagement | Coverage |
|---|---|
| Individual / Internal staff engagements | <input type="checkbox"/> Environmental <input type="checkbox"/> Social <input checked="" type="checkbox"/> Corporate Governance <input type="checkbox"/> We do not track this information |
| Collaborative engagements | <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Social <input type="checkbox"/> Corporate Governance <input type="checkbox"/> We do not track this information |
| Service provider engagements | <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Social <input type="checkbox"/> Corporate Governance <input type="checkbox"/> We do not track this information |

**LEA
12.2**

Provide an estimated breakdown by E, S and/or G issues.

Individual / Internal staff engagements

% Corporate Governance only

100

100%

Collaborative engagements

% Environmental only

100

100%

Service provider engagements

% Environmental only

7

% Social only

81

| | |
|--|--------------------------|
| | % Overlapping ESG issues |
|--|--------------------------|

12

100%

| | | | |
|--------|-----------|-------------|-------|
| LEA 13 | Voluntary | Descriptive | PRI 2 |
|--------|-----------|-------------|-------|

| | |
|----------|--|
| LEA 13.1 | Indicate whether you have a reliable estimate of the number of cases during the reporting year where a company has changed its practices, or made a commitment to do so, following your organisation's and/or your service provider's engagement activities. |
|----------|--|

☒ Yes

| | |
|----------|--|
| LEA 13.2 | Indicate the number of companies that changed or committed to change in the reporting year following your organisation's and/or your service provider's engagement activities. |
|----------|--|

| | Number of company changes or commitments to change |
|---|--|
| Individual / Internal staff engagements | |
| Collaborative engagements | |
| Service provider engagements | 1 |

☐ No

| | |
|----------|-------------------------|
| LEA 13.3 | Additional information. |
|----------|-------------------------|

The engagement process takes a long time and there are many criteria to fulfill before a company can change all its activities.

| | | | |
|--------|-----------|-------------|-------|
| LEA 14 | Voluntary | Descriptive | PRI 2 |
|--------|-----------|-------------|-------|

| | |
|----------|---|
| LEA 14.1 | Provide examples of the engagements that your organisation carried out during the reporting year. |
|----------|---|

☒ Add Example 1

| | |
|--------------------|--|
| Topic or ESG issue | Institutionalised resistance to employees' exercising their union rights in the United States |
| Conducted by | <input type="checkbox"/> Individual / Internal <input type="checkbox"/> Collaborative <input checked="" type="checkbox"/> Service provider |
| Objectives | Formulation and implementation of a policy that ensures that employees' freedom of association and right to collective bargaining are protected in the United States. |
| Scope and Process | Engagement was pursued with three companies that are reportedly engaging in activity that undermines and subdue trade union organisation at their operations in the United States. |
| Outcomes | Engagement with one company has not yielded a desired outcome as the company has consistently defended the approach adopted at its operations in the United States. |

☒ Add Example 2

| | |
|--------------------|---|
| Topic or ESG issue | Provision of infrastructure and services to illegal colonies/settlements in an occupied land. |
| Conducted by | <input type="checkbox"/> Individual / Internal <input type="checkbox"/> Collaborative <input checked="" type="checkbox"/> Service provider |
| Objectives | End to the provision of services and infrastructure that support colonies/settlements. |
| Scope and Process | Engagement was pursued with two companies that provide infrastructure to illegal colonies/settlements. |
| Outcomes | Following initiation of engagement, in 2013 one company successfully sold its stake in a tramway that services colonies/settlements. The other company ended its provision of bus services to colonies/settlements. The provision of services and/or infrastructure has not ended entirely, however, and engagement goals have not yet been satisfactorily fulfilled. |

☒ Add Example 3

| | |
|--------------------|--|
| Topic or ESG issue | Mining operation that threatens water quality in the Andes. |
| Conducted by | <input type="checkbox"/> Individual / Internal <input type="checkbox"/> Collaborative <input checked="" type="checkbox"/> Service provider |
| Objectives | Disclosure and implementation of comprehensive environmental risk management strategies for Andean mining operation. |
| Scope and Process | Engagement was pursued with a mining company that operates a mining project in the Andes mountain range. |
| Outcomes | The company has incrementally disclosed more information on measures taken to prevent water contamination at the mining site. |

- ☐ Add Example 4
- ☐ Add Example 5
- ☐ Add Example 6
- ☐ Add Example 7
- ☐ Add Example 8
- ☐ Add Example 9
- ☐ Add Example 10

Communication

| | | | |
|--------|-----------|---------------|---------|
| LEA 15 | Mandatory | Core Assessed | PRI 2,6 |
|--------|-----------|---------------|---------|

| | |
|----------|--|
| LEA 15.1 | Indicate whether your organisation proactively discloses information on its engagements. |
|----------|--|

- ☒ We disclose it publicly

| | |
|--|--------------------|
| | please provide URL |
|--|--------------------|

[http://sakasti.evl.fi/sakasti.nsf/0/BB3CD14797710867C22576C500406C53/\\$FILE/Vastuullisen%20sijoittamisen%20toimintakertomus%202013.pdf](http://sakasti.evl.fi/sakasti.nsf/0/BB3CD14797710867C22576C500406C53/$FILE/Vastuullisen%20sijoittamisen%20toimintakertomus%202013.pdf)

| | |
|----------|---|
| LEA 15.2 | Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries. |
|----------|---|

- ☒ Yes

**LEA
15.3**

Indicate what engagement information your organisation proactively discloses to clients/beneficiaries and/or the public.

Engagement information disclosed

- ☐ Details of the selections, priorities and specific goals of engagement
- ☒ Number of engagements
- ☒ Breakdown of engagements by type/topic
- ☐ Breakdown of engagements by region
- ☐ An assessment of the current status of the engagement
- ☐ Outcomes that have been achieved from the engagement
- ☐ Other information

**LEA
15.4**

Indicate how frequently you typically report engagements information.

- ☐ Disclosed continuously (prior and post engagements)
- ☐ Disclosed quarterly
- ☒ Disclosed annually
- ☐ Disclosed every two years or less
- ☐ Other, specify
- ☐ No
- ☐ We disclose it to clients and/or beneficiaries only
- ☐ We do not proactively disclose it to the public and/or clients/beneficiaries.

The Central Church Fund of Finland

Reported Information

Public version

Direct - Property

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Overview

PR 01

Mandatory to Report Voluntary to Disclose

Gateway/Peering

General

PR 01.1

Provide a breakdown of your organisation's internally managed property investments by equity and debt.

Property investments instruments

☒ Equity investments

| Property investment instruments | Percentage of your internally managed property investments (in terms of AUM) |
|---------------------------------|---|
| Equity investments | <input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% |

PR 01.2

Indicate the level of ownership you typically hold in your property investments.

- ☐ a majority stake (>50%)
- ☒ a 50% stake
- ☐ a significant minority stake (between 10-50%)
- ☐ a limited minority stake (<10%)
- ☐ a mix of ownership stakes

☐ Debt investments

Total 100%

☐ N/A, we manage properties, new constructions and/or refurbishments on behalf of our clients, but do not hold equity or debt in property on their behalf

PR 02

Mandatory to Report Voluntary to Disclose

Gateway/Peering

General

PR 02.1

Provide a breakdown of your organisation's property assets based on who manages the assets.

| Property assets managed by | Breakdown of your property assets (by number) |
|--|---|
| Managed directly by your organisation | <input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0% |
| Managed via third-party property managers appointed by you | <input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0% |
| Managed by other investors or their property managers | <input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0% |
| Total | 100% |

| | | | |
|-------|-----------|-------------|---------|
| PR 03 | Voluntary | Descriptive | General |
|-------|-----------|-------------|---------|

| | |
|---------|---|
| PR 03.1 | Indicate up to three of your largest property types by AUM. |
|---------|---|

| Types | Main property types (by AUM) |
|------------------------------|---|
| Largest property type | <input type="radio"/> Industrial <input type="radio"/> Retail <input checked="" type="radio"/> Office <input type="radio"/> Residential <input type="radio"/> Leisure/Hotel <input type="radio"/> Mixed use <input type="radio"/> Other, specify |
| Second largest property type | <input type="radio"/> Industrial <input type="radio"/> Retail <input type="radio"/> Office <input type="radio"/> Residential <input type="radio"/> Leisure/Hotel <input type="radio"/> Mixed use <input checked="" type="radio"/> Other, specify Medical centers |
| Third largest property type | <input type="radio"/> Industrial <input type="radio"/> Retail <input type="radio"/> Office <input type="radio"/> Residential <input type="radio"/> Leisure/Hotel <input type="radio"/> Mixed use <input type="radio"/> Other, specify |

| | | | |
|-------|-----------|-------------|---------|
| PR 04 | Voluntary | Descriptive | PRI 1-6 |
|-------|-----------|-------------|---------|

| | |
|---------|--|
| PR 04.1 | Provide a brief overview of your organisation's approach to responsible investment in property where you have equity stakes. |
|---------|--|

The Church Pension Fund currently has nine office building investments in the direct property portfolio. This portfolio is very static and responsible investment is, therefore, mainly focused on managing ESG issues in the existing properties. For three of our nine property investments we have compiled extensive energy and environmental programs with development targets.

| | | | |
|-------|-----------|---------------|---------|
| PR 05 | Mandatory | Core Assessed | PRI 1-6 |
|-------|-----------|---------------|---------|

| | |
|---------|---|
| PR 05.1 | Indicate if your organisation has a Responsible Property Investment (RPI) policy. |
|---------|---|

- ☒ Yes
☐ No

| | |
|---------|------------------------------------|
| PR 05.3 | Additional information. [Optional] |
|---------|------------------------------------|

Responsible investing criteria is included in our real estate investment strategy. We are including these criteria in the 2014 update of our public Responsible Investment Policy.

Pre-investment (selection)

| | | | |
|-------|-----------|---------|-------|
| PR 08 | Mandatory | Gateway | PRI 1 |
|-------|-----------|---------|-------|

| | |
|---------|--|
| PR 08.1 | Indicate if your organisation typically incorporates ESG issues when selecting property investments. |
|---------|--|

☒ Yes

| | |
|---------|--|
| PR 08.2 | Provide a description of your organisation's approach to incorporating ESG issues in property investment selection. [Optional] |
|---------|--|

- Mapping the energy efficiency certificates of the properties
- Taking energy issues into account in renovations objects
- Promoting responsibility among tenants and property companies through board activity
- Engaging with the managing directors and partner companies
- Addressing sustainability issues in the property acquirement process

☐ No

| | | | |
|-------|-----------|-------------|---------|
| PR 09 | Voluntary | Descriptive | PRI 1,4 |
|-------|-----------|-------------|---------|

| | |
|---------|--|
| PR 09.1 | Indicate whether your organisation typically uses ESG advice and research sourced internally and/or externally when incorporating ESG issues into the property investment selection process. |
|---------|--|

☒ Internal staff

☒ Specify role

Real estate investment manager

☐ Specify role

☐ Specify role

☐ External resources

☐ No use of internal or external advice on ESG issues

| | | | |
|-------|-----------|---------------|---------|
| PR 10 | Mandatory | Core Assessed | PRI 1,3 |
|-------|-----------|---------------|---------|

| | |
|---------|---|
| PR 10.1 | Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process and list up to three examples per issue. |
|---------|---|

ESG issues

☒ Environmental

List up to three typical examples of environmental issues

Central location and link to public transportation
Checking energy efficiency certificates

☒ Social

List up to three typical examples of social issues

Planning of common spaces and facilities

☐ Governance

| PR 11 | Voluntary | Additional Assessed | PRI 1,3 |
|-------|-----------|---------------------|---------|
|-------|-----------|---------------------|---------|

PR 11.1 Indicate what type of ESG information your organisation typically considers during your property investment selection process.

- ☒ Raw data from the target property asset/company
- ☒ Appraisals/audits
- ☐ Benchmarks/ratings against similar property asset
- ☐ Country level data/benchmarks
- ☐ Data aligned with established property reporting standards, industry codes and certifications
- ☐ International initiatives, declarations or standards
- ☐ Data from engagements with stakeholders (e.g. tenants and local community surveys)
- ☐ Information from external advisers
- ☐ Other, specify
- ☐ We do not track this information

| PR 12 | Voluntary | Additional Assessed | PRI 1 |
|-------|-----------|---------------------|-------|
|-------|-----------|---------------------|-------|

PR 12.1 Indicate if ESG issues impacted your property investment selection process during the reporting year.

- ☐ ESG issues helped identify risks and/or opportunities for value creation
- ☐ ESG issues led to the abandonment of potential investments
- ☐ ESG issues impacted the investment in terms of price offered and/or paid
- ☐ ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ☐ ESG issues were considered but did not have an impact on the investment selection process
- ☒ Other, specify
No new investments in 2013.
- ☐ We do not track this potential impact

Selection, appointment and monitoring third-party property managers

| PR 13 | Mandatory | Core Assessed | PRI 4 |
|-------|-----------|---------------|-------|
|-------|-----------|---------------|-------|

| | |
|----------------|--|
| PR 13.1 | Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers. |
|----------------|--|

☐ Yes

☒ No

| | |
|----------------|------------------------------------|
| PR 13.5 | Additional information. [Optional] |
|----------------|------------------------------------|

We are planning a tender process in the near future. There will be a focus on manager values and ESG.

Post-investment (monitoring and active ownership)

Overview

| | | | |
|--------------|------------------|----------------|--------------|
| PR 14 | Mandatory | Gateway | PRI 2 |
|--------------|------------------|----------------|--------------|

| | |
|----------------|---|
| PR 14.1 | Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets. |
|----------------|---|

☒ Yes

| | |
|----------------|--|
| PR 14.2 | Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets. |
|----------------|--|

- ☒ We consider ESG issues in property monitoring and management
- ☒ We consider ESG issues in property developments and refurbishments
- ☒ We consider ESG issues in property occupier engagements
- ☐ We consider ESG issues in community engagements related to our properties
- ☐ We consider ESG issues in other post-investment activities, specify

| | |
|----------------|--|
| PR 14.3 | Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets. [Optional] |
|----------------|--|

Delevoping energy and environmental programs for the properties in co-operation with the tenants and property managers. Project lead by an environmental consultant, setting actions for shorter and longer term. Regular monitoring and follow-up in property board meetings.

☐ No

Property monitoring and management

| | | | |
|-------|-----------|---------------|---------|
| PR 15 | Mandatory | Core Assessed | PRI 2,3 |
|-------|-----------|---------------|---------|

| | |
|---------|--|
| PR 15.1 | Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year. |
|---------|--|

- ☐ >90% of property assets
- ☐ 51-90% of property assets
- ☒ 10-50% of property assets
- ☐ <10% of property assets

(in terms of number of property assets)

| | |
|---------|--|
| PR 15.2 | Indicate ESG issues for which your organisation, and/or property managers, typically sets and monitors targets (KPIs or similar) and provide examples per issue. |
|---------|--|

ESG issues

- ☒ Environmental

| | |
|--|--|
| | List up to three example targets per issue |
|--|--|

Energy use: checking radiator settings, target temperature 21-22 degrees including tenant guidance.

Water use: checking toilet leaks and tenant guidance.

Energy use: changing running times for ventilation systems, earlier turn-off (-1,5 hours).

- ☐ Social
- ☐ Governance
- ☐ We do not set and/or monitor against targets

Property developments and refurbishments

| | | | |
|-------|-----------|---------------|-------|
| PR 17 | Mandatory | Core Assessed | PRI 2 |
|-------|-----------|---------------|-------|

| | |
|---------|---|
| PR 17.1 | Indicate the proportion of active property developments and refurbishments where ESG issues have been considered. |
|---------|---|

- ☐ >90% of active developments and refurbishments
- ☐ 51-90% of active developments and refurbishments
- ☐ 10-50% of active developments and refurbishments
- ☐ <10% of active developments and refurbishments
- ☒ N/A, no developments and refurbishments of property assets are active

(by number of active property developments and refurbishments)

| | |
|--|--|
| PR 17.2 | Indicate if the following ESG considerations are typically implemented and monitored in your property developments and refurbishments. |
| <input type="checkbox"/> Minimum environmental site selection requirements <input type="checkbox"/> Minimum environmental site development requirements <input checked="" type="checkbox"/> Sustainable construction materials <input checked="" type="checkbox"/> Minimum water efficiency requirements <input checked="" type="checkbox"/> Minimum energy efficiency requirements <input type="checkbox"/> Energy generation from on-site renewable sources <input type="checkbox"/> Waste management plans at sites <input type="checkbox"/> Health and safety management systems at sites <input type="checkbox"/> Construction contractors comply with sustainability guidelines <input type="checkbox"/> Other, specify | |
| PR 17.3 | Additional information. [Optional] |

We are not involved in property development projects.

Occupier engagement

| | | | |
|---|---|----------------------------|--------------|
| PR 18 | Mandatory | Core Assessed | PRI 2 |
| PR 18.1 | Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year. | | |
| <input type="radio"/> >90% of occupiers <input type="radio"/> 51-90% of occupiers <input checked="" type="radio"/> 10-50% of occupiers <input type="radio"/> <10% of occupiers (in terms of number of occupiers) | | | |
| PR 18.2 | Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements. | | |
| <input type="checkbox"/> Distribute a sustainability guide to occupiers <input checked="" type="checkbox"/> Organise occupier events focused on increasing sustainability awareness <input checked="" type="checkbox"/> Deliver training on energy and water efficiency <input checked="" type="checkbox"/> Deliver training on waste minimisation <input type="checkbox"/> Provide feedback on energy and water consumption and/or waste generation <input type="checkbox"/> Provide feedback on waste generation <input checked="" type="checkbox"/> Carry out occupier satisfaction surveys <input type="checkbox"/> Other, specify | | | |
| PR 19 | Voluntary | Additional Assessed | PRI 2 |

| | |
|----------------|---|
| PR 19.1 | Indicate the proportion of all leases signed during the reporting year that used green leases or the proportion of Memoranda of Understandings (MoUs) with reference to ESG issues. |
|----------------|---|

☐ >90% of leases or MoUs
☐ 51-90% of leases or MoUs
☐ 10-50% of leases or MoUs
☐ <10% of leases or MoUs
☒ 0% of leases or MoUs
☐ N/A, no leases or MoUs were signed during the reporting year

(in terms of number of leases or MoUs)

Outputs and outcomes

| PR 21 | Voluntary | Additional Assessed | PRI 1,2 |
|-------|-----------|---------------------|---------|
|-------|-----------|---------------------|---------|

| | |
|----------------|--|
| PR 21.1 | Indicate whether your organisation measures how your approach to ESG issues in property investments has affected financial and/or ESG performance. |
|----------------|--|

| | |
|--|-----------------------|
| | Financial performance |
|--|-----------------------|

- ☐ We measure how ESG issues affect financial performance
☒ We do not measure how ESG issues affect financial performance

| | |
|--|-----------------|
| | ESG performance |
|--|-----------------|

- ☒ We measure changes in ESG performance

| | |
|----------------|---|
| PR 21.3 | Describe the measures your organisation uses to assess the impact of your activities on your property investments' ESG performance. |
|----------------|---|

Annual monitoring of changes in energy and water use.

- ☐ We do not measure changes in ESG performance

Communication

| PR 23 | Mandatory | Core Assessed | PRI 6 |
|-------|-----------|---------------|-------|
|-------|-----------|---------------|-------|

PR 23.1

Indicate if your organisation proactively discloses ESG information on your property investments.

- ☐ Disclose publicly
- ☐ Disclose to clients/beneficiaries only
- ☒ No proactive disclosure to the public or to clients/beneficiaries