



LEA 02	Disclosures: Mandatory	Reason for Interaction	Principle: PRI 1, 2, 3
Individual/ internal staff engagements	<p><input checked="" type="checkbox"/> To support investment decision-making in & company's internal ESG issues</p> <p><input checked="" type="checkbox"/> To enhance corporate transparency for identifying the need to take action on</p> <p><input type="checkbox"/> To engage directly</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage via internal staff</p>	<p><input checked="" type="checkbox"/> To support investment decision-making in & company's internal ESG issues</p> <p><input checked="" type="checkbox"/> To enhance corporate transparency for identifying the need to take action on</p> <p><input type="checkbox"/> To engage directly</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage via collaborative engagements</p>	
Collaborative engagements	<p><input type="checkbox"/> To support investment decision-making in & company's internal ESG issues</p> <p><input type="checkbox"/> To enhance corporate transparency for identifying the need to take action on</p> <p><input type="checkbox"/> To engage directly</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage via collaborative engagements</p>		
Service provider engagements	<p><input type="checkbox"/> To support investment decision-making in & company's internal ESG issues</p> <p><input type="checkbox"/> To enhance corporate transparency for identifying the need to take action on</p> <p><input type="checkbox"/> To engage directly</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage via service providers</p>		

RI TRANSPARENCY REPORT

2013/14

UCA Funds Management

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	🔒	n/a							✓
OO 08	Breakdown of AUM by market	✓	Private							✓
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	✓	Private							✓
OA 07	Governance, management structures and RI processes	✓	Private							✓
OA 08	RI roles and responsibilities	✓	Public							✓
OA 09	RI in performance management, reward and/or personal development	✓	Private							✓
OA 10	Collaborative organisations / initiatives	✓	Public				✓	✓		
OA 11	Promoting RI independently	✓	Public				✓			
OA 12	Dialogue with public policy makers or standard setters	✓	Private				✓	✓	✓	
OA 13	ESG issues in strategic asset allocation	✓	Private	✓						
OA 14	Allocation of assets to environmental and social themed areas	✓	Private	✓						
OA 15	ESG issues for internally managed assets not reported in framework	✓	Private							✓
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	✓	Private							✓
OA 19	Internal and external review and assurance of responses	✓	Private							✓

Direct - Listed Equity Incorporation				Principle						General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
LEI 01	Breakdown by passive, quantitative, fundamental and other active strategies	✓	Private	✓						
LEI 02	Description of ESG incorporation	✓	Private	✓						
LEI 03	Percentage of each incorporation strategy	✓	Public	✓						
LEI 04	Type of ESG information used in investment decision	✓	Private	✓						
LEI 05	Information from engagement and/or voting used in investment decision-making	✓	Private	✓						
LEI 06	Types of screening applied	✓	Public	✓						
LEI 07	Processes to ensure screening is based on robust analysis	✓	Public	✓						
LEI 08	Processes to ensure fund criteria are not breached	✓	Private	✓						
LEI 09	Types of sustainability thematic funds/mandates	✓	Public	✓						
LEI 10	Description of ESG integration	✓	Private	✓						
LEI 11	Review ESG issues while researching companies/sectors	✓	Public	✓						
LEI 12	Processes to ensure integration is based on robust analysis	✓	Private	✓						
LEI 13	Aspects of analysis ESG information is integrated into	✓	Private	✓						
LEI 14	ESG issues in index construction	🔒	n/a	✓						
LEI 15	How ESG incorporation has influenced portfolio composition	✓	Private	✓						
LEI 16	Incorporation of ESG issues has improved financial/ESG performance and reduced risk	✓	Private	✓						
LEI 17	Examples of ESG issues that affected your investment view / performance	✓	Private	✓						
LEI 18	Disclosure of approach to ESG incorporation	✓	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	✓	Private		✓					
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	🔒	n/a		✓					
LEA 06	Objectives for engagement activities	🔒	n/a		✓					
LEA 07	Role in engagement process	🔒	n/a		✓		✓			
LEA 08	Monitor / discuss service provider information	🔒	n/a		✓				✓	
LEA 09	Share insights from engagements with internal/external managers	✓	Private	✓	✓					
LEA 10	Tracking number of engagements	✓	Public		✓					
LEA 11	Number of companies engaged with, intensity of engagement and effort	✓	Private		✓					
LEA 12	Engagements on E, S and/or G issues	✓	Private		✓					
LEA 13	Companies changing practices / behaviour following engagement	✓	Private		✓					
LEA 14	Examples of ESG engagements	✓	Private		✓					
LEA 15	Disclosure of approach to ESG engagements	✓	Public		✓				✓	
LEA 16	Description of approach to (proxy) voting	✓	Private		✓					
LEA 17	Typical approach to (proxy) voting decisions	✓	Public		✓					
LEA 18	Percentage of voting recommendations reviewed	🔒	n/a		✓					
LEA 19	Confirmation of votes	✓	Private		✓					
LEA 20	Securities lending programme	✓	Private		✓					
LEA 21	Informing companies of the rationale of abstaining/voting against management	✓	Public		✓					
LEA 22	Percentage of (proxy) votes cast	✓	Public		✓					
LEA 23	Proportion of ballot items that were for/against/abstentions	✓	Private		✓					
LEA 24	Shareholder resolutions	✓	Private		✓					
LEA 25	Examples of (proxy) voting activities	✓	Private		✓					
LEA 26	Disclosing voting activities	✓	Public		✓				✓	

UCA Funds Management

Reported Information

Public version

Organisational Overview

PRI disclaimer

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Basic Information

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

OO 01.1 Select the services you offer.

Fund management

% of assets under management (AUM) in ranges

<10%

10-50%

>50%

Fund of funds, manager of managers, sub-advised products

Other, specify

Execution and advisory only services

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

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

Australia

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

21

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			900	000	000
Currency	USD				
Assets in USD			900	000	000

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
- Publish our asset class mix as broad ranges

	Internally managed (%)	Externally managed (%)
Listed equity	10-50%	0
Fixed income – corporate	0	0
Fixed income – government	0	0
Fixed income – other	0	0
Private debt	0	0
Private equity	0	0
Property	0	0
Infrastructure	0	0
Commodities	0	0
Hedge funds	0	0

Forestry	0	0
Farmland	0	0
Inclusive finance	0	0
Cash	>50%	0
Other (1), specify	0	0
Other (2), specify	0	0

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

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.
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~We believe that participation, active advocacy and representation in the responsible investment sector are an important part of demonstrating leadership in the ethical investment industry. We participate in regular forums, conferences and councils in order to share our expertise and to ensure we part of efforts to develop best practice as the sector matures.

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 incorporate ESG issues into investment decisions on our internally managed assets
- 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

~UCA FM's investment philosophy is shaped by the needs and objectives for our underlying investors. We believe charitable and faith-based organisations are best suited to an investment approach that emphasises four factors: Fiduciary responsibility, a focus on income, recognition of their tax exempt status and alignment with their values or mission. We provide some detail on the importance of these characteristics to our investment success over the long term:

~As stewards of capital, our 360° Ethical® Investing process encourages a range of ethical issues to be considered in our investment process.

Our ethical investment policy and positive screening encourages investment in companies that produce goods or services which:

- Enhance the health and welfare of individuals and communities; and
- Preserve the environment.

Similarly, our negative screening seeks to avoid investing in companies whose products, services or practices:

- Cause or perpetuate injustice and suffering;
- Infringe human rights;
- Cause unacceptable damage to the natural environment; or
- Have unacceptable occupational health and safety practices;
- We avoid investing in companies that support oppressive regimes.

Prohibited industries are currently armaments, uranium, thermal coal, unconventional oil and gas, gambling, alcohol production, tobacco manufacturing and pornography.

In practice, the majority of investments will be in companies which are considered to be neutral in terms of the positive and negative screens. Such investments will be made on the basis of investment criteria, which will assist UCA FM to exercise good stewardship, and provide a reliable source of income and capital growth. The wise use of resources is, in itself, an ethical outcome.

For more information on our Ethical Investment Policy and 360° ethical® investing, please visit www.ucafunds.com.au/Ethical Approach or read our latest annual report.

Top down themes

Our big picture view of the world is shaped by an understanding of the present nature of the business cycle. This allows an assessment to be made on the trajectory of sales and earnings growth, prospects for job creation, credit growth and interest rates. While not an exact science it can help to steer portfolios away from structurally challenged investments.

In a similar way, we monitor themes which have the potential to impact the portfolio. Recent examples include the rise in demand from China for raw materials, the ageing population and demand for health care, fiscal austerity and the search for higher yields.

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.

- Cash
- None of the above

~Our ethical policy encompasses environmental, social, governance and labour considerations and is designed to reflect the values of charitable and faith-based organisations. We describe UCA FM's philosophy as 360° Ethical® Investing, which consists of four principles:

1. To maintain consistently-competitive investment returns.
2. To adhere to a comprehensive, clearly enunciated ethical investment policy.
3. To be a leading example of how an ethical financial institution should operate.
4. To give back operating surplus to community services, advocacy and mission-based activities.

~Our Australian Equity investment style reflects an active, concentrated, style neutral approach. Ethical and tax considerations have important consequences for our style.

We adopt a long term approach to managing investment and believe that markets can be inefficient over shorter periods creating opportunities for active managers to add value to portfolio returns.

Our investment style is style neutral. Growth and value investing are well established disciplines with their own strengths and weaknesses. Our style neutral approach encourages a broad approach to idea generation and seeks to minimise the impact of a style bias on medium term performance.

We construct concentrated portfolios. Portfolio concentration encourages conviction in stock positions, minimises the drag on returns from legacy positions and creates competition for the capital available in the portfolio. It also allows us to increase the depth of our knowledge on holdings in the portfolio.

We are ethical investors and our ethical policy encompasses environmental, social, governance and labour considerations and is designed to reflect the values of charitable and faith-based organisations. This includes a focus on positive investment (companies which promote human welfare, dignity and respect, and for the general good) as well as avoiding investing in companies whose products, services or practices cause or perpetuate injustice and suffering, infringe human rights or cause unacceptable damage to the natural environment.

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 incorporation

- Listed Equity incorporation

Direct - Listed Equity active ownership

Engagements

(Proxy) voting

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.

UCA Funds Management

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]

~~Ethical Filters

As stewards of capital, our 360° Ethical® Investing process encourages a range of ethical issues to be considered in our investment process.

Our ethical investment policy and positive screening encourages investment in companies that produce goods or services which:

- Enhance the health and welfare of individuals and communities; and
- Preserve the environment.

Similarly, our negative screening seeks to avoid investing in companies whose products, services or practices:

- Cause or perpetuate injustice and suffering;
- Infringe human rights;
- Cause unacceptable damage to the natural environment; or
- Have unacceptable occupational health and safety practices;
- We avoid investing in companies that support oppressive regimes.

Prohibited industries are currently armaments, uranium, thermal coal, unconventional oil and gas, gambling, alcohol production, tobacco manufacturing and pornography.

In practice, the majority of investments will be in companies which are considered to be neutral in terms of the positive and negative screens. Such investments will be made on the basis of investment criteria, which will assist UCA FM to exercise good stewardship, and provide a reliable source of income and capital growth. The wise use of resources is, in itself, an ethical outcome.

For more information on our Ethical Investment Policy and 360° ethical® investing, please visit www.ucafunds.com.au/Ethical Approach or read our latest annual report.

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://ucafunds.com.au/Ethical%20Approach/360%c2%b0%20Ethical%20Approach/Pages/360%c2%b0-Ethical-Investing.aspx>

No

OA 02.3 Indicate if your other policies or guidance documents related to responsible investment are publicly available.

Yes

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 checked="" type="checkbox"/> (Proxy) voting policy <input checked="" type="checkbox"/> Engagement/active ownership policy <input checked="" type="checkbox"/> Specific guidelines on corporate governance <input checked="" type="checkbox"/> Specific guidelines on environmental issues <input checked="" 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 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

OA 04.2	Describe your policy on managing potential conflicts of interest in the investment process. [Optional]
----------------	--

~~~ UCA FM conducts a quarterly review of its universe for possible breaches of the Ethical Investment Policy, and to identify positive ethical companies.

~~All companies are reviewed for compliance with our Ethical Investment Policy which, because of its integrated nature, bears a strong semblance with ESG integration.

We also have a documented policy of when and how we engage with companies that are excluded under the Ethical Investment Policy. This policy orients the engagement process to encouraging companies to improve their ESG performance.

Companies who may engage practices that do not fit our investible universe are placed on a watch list and are reviewed on a regular basis.

No

## Objectives and strategies

|              |                  |                              |                |
|--------------|------------------|------------------------------|----------------|
| <b>OA 05</b> | <b>Mandatory</b> | <b>Gateway/Core Assessed</b> | <b>General</b> |
|--------------|------------------|------------------------------|----------------|

|                |                                                                                          |
|----------------|------------------------------------------------------------------------------------------|
| <b>OA 05.1</b> | Indicate if your organisation sets objectives for its responsible investment activities. |
|----------------|------------------------------------------------------------------------------------------|

Yes

|                |                                                                                                  |
|----------------|--------------------------------------------------------------------------------------------------|
| <b>OA 05.2</b> | Indicate how frequently your organisation sets or revises objectives for responsible investment. |
|----------------|--------------------------------------------------------------------------------------------------|

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

|                |                                                                                                                           |
|----------------|---------------------------------------------------------------------------------------------------------------------------|
| <b>OA 05.3</b> | 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

## Governance and human resources

|              |                  |                              |                |
|--------------|------------------|------------------------------|----------------|
| <b>OA 08</b> | <b>Mandatory</b> | <b>Gateway/Core Assessed</b> | <b>General</b> |
|--------------|------------------|------------------------------|----------------|



|                |                                                                                                                                                                       |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>OA 08.1</b> | Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment. |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|  |                                           |
|--|-------------------------------------------|
|  | <b>Roles present in your organisation</b> |
|--|-------------------------------------------|

- 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
  - Oversight/accountability for responsible investment
  - Implementation of responsible investment
  - No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
- External managers or service providers
- Other role, specify
- Other role, specify

|                |                                                                                                 |
|----------------|-------------------------------------------------------------------------------------------------|
| <b>OA 08.2</b> | Indicate the number of dedicated responsible investment staff your organisation has. [Optional] |
|----------------|-------------------------------------------------------------------------------------------------|

|  |        |
|--|--------|
|  | Number |
|--|--------|

5

|                                         |
|-----------------------------------------|
| <b>Promoting responsible investment</b> |
|-----------------------------------------|

|              |                  |                      |                |
|--------------|------------------|----------------------|----------------|
| <b>OA 10</b> | <b>Mandatory</b> | <b>Core Assessed</b> | <b>PRI 4,5</b> |
|--------------|------------------|----------------------|----------------|

|                |                                                                                                                                                       |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>OA 10.1</b> | 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
- CDP Forests
- CDP Water
- 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
- 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

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]

The Uniting Church in Australia Synod of Victoria and Tasmania Justice unit is an active participant

- Other collaborative organisation/initiative, specify
- 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

# UCA Funds Management

## Reported Information

### Public version

#### Direct - Listed Equity Incorporation

## 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.

## ESG incorporation in actively managed listed equities

### Implementation processes

|        |           |                       |       |
|--------|-----------|-----------------------|-------|
| LEI 03 | Mandatory | Gateway/Core Assessed | PRI 1 |
|--------|-----------|-----------------------|-------|

LEI 03.1

Indicate (1) which ESG incorporation strategy and/or combination of strategies you apply to your actively managed listed equities and (2) the breakdown of your actively managed listed equities by strategy or combination of strategies.

#### ESG incorporation strategy (select all that apply)

- Screening alone (i.e. not combined with any other strategies)
- Thematic alone (i.e. not combined with any other strategies)
- Integration alone (i.e. not combined with any other strategies)
- Screening + Integration strategies
- Thematic + integration strategies
- Screening + thematic strategies
- All three strategies combined

|                                                                                                                                  |  |
|----------------------------------------------------------------------------------------------------------------------------------|--|
| Percentage of actively managed listed equities to which each strategy or combination of strategies is applied (estimate +/- 10%) |  |
|----------------------------------------------------------------------------------------------------------------------------------|--|

|     |  |
|-----|--|
| %   |  |
| 100 |  |

- No incorporation strategies applied

|                                        |
|----------------------------------------|
| Total actively managed listed equities |
|----------------------------------------|

100%

LEI 03.2

Describe your primary reasons for choosing a particular ESG incorporation strategy.

It is the basis of who we are - We believe that participation, active advocacy and representation in the responsible investment sector are an important part of demonstrating leadership in the ethical investment industry. We participate in regular forums, conferences and councils in order to share our expertise and to ensure we part of efforts to develop best practice as the sector matures.

### (A) Implementation: Screening

|        |           |             |       |
|--------|-----------|-------------|-------|
| LEI 06 | Mandatory | Descriptive | PRI 1 |
|--------|-----------|-------------|-------|

**LEI 06.1**

Indicate and describe the type of screening you apply to your internally managed active listed equities.

**Type of screening**

- Negative/exclusionary screening

**Screened by**

- Product  
 Activity  
 Sector  
 Country/geographic region  
 Environmental and social practices and performance  
 Corporate governance

**Description****~~Ethical Filters**

As stewards of capital, our 360° Ethical® Investing process encourages a range of ethical issues to be considered in our investment process.

Our ethical investment policy and positive screening encourages investment in companies that produce goods or services which:

- Enhance the health and welfare of individuals and communities; and
- Preserve the environment.

Similarly, our negative screening seeks to avoid investing in companies whose products, services or practices:

- Cause or perpetuate injustice and suffering;
- Infringe human rights;
- Cause unacceptable damage to the natural environment; or
- Have unacceptable occupational health and safety practices;
- We avoid investing in companies that support oppressive regimes.

Prohibited industries are currently armaments, uranium, thermal coal, unconventional oil and gas, gambling, alcohol production, tobacco manufacturing and pornography.

In practice, the majority of investments will be in companies which are considered to be neutral in terms of the positive and negative screens. Such investments will be made on the basis of investment criteria, which will assist UCA FM to exercise good stewardship, and provide a reliable source of income and capital growth. The wise use of resources is, in itself, an ethical outcome.

For more information on our Ethical Investment Policy and 360° ethical® investing, please visit [www.ucafunds.com.au/Ethical Approach](http://www.ucafunds.com.au/Ethical Approach) or read our latest annual report.

- Positive/best-in-class screening

**Screened by**

- Product
- Activity
- Sector
- Country/geographic region
- Environmental and social practices and performance
- Corporate governance

## Description

### ~~Positive screening

UCA Funds Management seeks to invest in companies which promote human welfare, dignity and respect, and for the general good. This includes companies whose products, services and practices enhance health and welfare, and that preserve the environment. Industry examples considered a positive effect include companies involved in:

- Clean energy
- Recycling
- Employment
- Health Care
- Community Services

- Norms-based screening

|                 |                                                                                                                                                                 |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>LEI 06.2</b> | Describe how the screening criteria are established, how often the criteria are reviewed and how you notify clients and/or beneficiaries when changes are made. |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|

~~Ethical Filters

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This is reviewed on a quarterly basis and all changes are updated on the website and clients are notified in our quarterly newsletter.

|               |                  |                      |              |
|---------------|------------------|----------------------|--------------|
| <b>LEI 07</b> | <b>Mandatory</b> | <b>Core Assessed</b> | <b>PRI 1</b> |
|---------------|------------------|----------------------|--------------|

|                 |                                                                                                       |
|-----------------|-------------------------------------------------------------------------------------------------------|
| <b>LEI 07.1</b> | Indicate which processes your organisation uses to ensure that screening is based on robust analysis. |
|-----------------|-------------------------------------------------------------------------------------------------------|

- Comprehensive ESG research is undertaken or sourced to determine companies' activities and products.
- Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies
- External research and data used to identify companies to be excluded/included is subject to internal audit by ESG/RI staff, the internal audit function or similar
- Company ESG information/ratings are updated regularly to ensure that portfolio holdings comply with fund policies
- A committee or body with representatives independent of the individuals who conduct company research reviews some or all screening decisions
- A periodic review of the quality of the research undertaken or provided is carried out
- Other, specify
- None of the above

**(B) Implementation: Thematic**



|        |           |             |       |
|--------|-----------|-------------|-------|
| LEI 09 | Mandatory | Descriptive | PRI 1 |
|--------|-----------|-------------|-------|

**LEI 09.1** Indicate the type of sustainability thematic funds or mandates that your organisation manages.

- Environmentally themed funds
- Socially themed funds
- Combination of themes

### (C) Implementation: Integration of ESG issues

|        |           |               |       |
|--------|-----------|---------------|-------|
| LEI 11 | Mandatory | Core Assessed | PRI 1 |
|--------|-----------|---------------|-------|

**LEI 11.1** Indicate if E, S and G issues are reviewed while researching companies and/or sectors in active strategies.

| ESG issues           | Coverage/extent of review on these issues                                                                                                                                                                                                                                                                                                                             |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental        | <input checked="" type="radio"/> We systematically review the potential significance of environmental issues and investigate them accordingly<br><input type="radio"/> We occasionally review the potential significance of environmental issues and investigate them accordingly<br><input type="radio"/> We do not review environmental issues                      |
| Social               | <input checked="" type="radio"/> We systematically review the potential significance of social issues and investigate them accordingly<br><input type="radio"/> We occasionally review the potential significance of social issues and investigate them accordingly<br><input type="radio"/> We do not review social issues                                           |
| Corporate Governance | <input checked="" type="radio"/> We systematically review the potential significance of corporate governance issues and investigate them accordingly<br><input type="radio"/> We occasionally review the potential significance of corporate governance issues and investigate them accordingly<br><input type="radio"/> We do not review corporate governance issues |

### Communication

|        |           |               |         |
|--------|-----------|---------------|---------|
| LEI 18 | Mandatory | Core Assessed | PRI 2,6 |
|--------|-----------|---------------|---------|

**LEI 18.1** Indicate if your organisation proactively discloses information on your approach to ESG incorporation in listed equity.

- We disclose it publicly
- We disclose it to clients and/or beneficiaries only

**LEI 18.3**

Indicate the information your organisation proactively discloses to clients/beneficiaries regarding your approach to ESG incorporation.

- Broad approach to ESG incorporation
- Detailed explanation of ESG incorporation strategy used

**LEI 18.4**

Indicate how frequently you typically report this information.

- Quarterly or more frequently
  - Between quarterly and annually
  - Less frequently than annually
  - Other, specify
- We do not proactively disclose it to the public and/or clients/beneficiaries

# UCA Funds Management

## Reported Information

### Public version

#### Direct - Listed Equity Active Ownership

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## Engagement

### Overview

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

|                 |                                                       |
|-----------------|-------------------------------------------------------|
| <b>LEA 03.2</b> | Describe how you identify and prioritise engagements. |
|-----------------|-------------------------------------------------------|

When we identify a company for exclusion, we write to the company explaining the reason why they have been excluded from our investible universe and request that they alter their practices.

No

|               |                  |                      |              |
|---------------|------------------|----------------------|--------------|
| <b>LEA 04</b> | <b>Mandatory</b> | <b>Core Assessed</b> | <b>PRI 2</b> |
|---------------|------------------|----------------------|--------------|

|                 |                                                                            |
|-----------------|----------------------------------------------------------------------------|
| <b>LEA 04.1</b> | 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

|                 |                                                                                     |
|-----------------|-------------------------------------------------------------------------------------|
| <b>LEA 04.2</b> | 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

|                 |                                                                                   |
|-----------------|-----------------------------------------------------------------------------------|
| <b>LEA 04.3</b> | Describe how you monitor and evaluate the progress of your engagement activities. |
|-----------------|-----------------------------------------------------------------------------------|

Date received from research houses and other reporting agencies.

No

**General processes for all three groups of engagers**

|               |                  |                              |              |
|---------------|------------------|------------------------------|--------------|
| <b>LEA 10</b> | <b>Mandatory</b> | <b>Gateway/Core Assessed</b> | <b>PRI 2</b> |
|---------------|------------------|------------------------------|--------------|

|                 |                                                                |
|-----------------|----------------------------------------------------------------|
| <b>LEA 10.1</b> | Indicate if you track the number of companies you engage with. |
|-----------------|----------------------------------------------------------------|

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

## Communication

|               |                  |                      |                |
|---------------|------------------|----------------------|----------------|
| <b>LEA 15</b> | <b>Mandatory</b> | <b>Core Assessed</b> | <b>PRI 2,6</b> |
|---------------|------------------|----------------------|----------------|

|                 |                                                                                          |
|-----------------|------------------------------------------------------------------------------------------|
| <b>LEA 15.1</b> | Indicate whether your organisation proactively discloses information on its engagements. |
|-----------------|------------------------------------------------------------------------------------------|

- We disclose it publicly

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

<http://ucafunds.com.au/Ethical%20Approach/Pages/CorporateSocialResponsibility.aspx>

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

- Yes

|                 |                                                                                                                          |
|-----------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>LEA 15.3</b> | 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

|                 |                                                                       |
|-----------------|-----------------------------------------------------------------------|
| <b>LEA 15.4</b> | 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.

**(Proxy) voting and shareholder resolutions**

**Process**

|               |                  |                    |              |
|---------------|------------------|--------------------|--------------|
| <b>LEA 17</b> | <b>Mandatory</b> | <b>Descriptive</b> | <b>PRI 2</b> |
|---------------|------------------|--------------------|--------------|

|                 |                                                                                                   |
|-----------------|---------------------------------------------------------------------------------------------------|
| <b>LEA 17.1</b> | Indicate how you typically make your (proxy) voting decisions and what this approach is based on. |
|-----------------|---------------------------------------------------------------------------------------------------|

|  |          |
|--|----------|
|  | Approach |
|--|----------|

We use our own research or voting team and make our own voting decisions without the use of service providers.

|  |                    |
|--|--------------------|
|  | Based primarily on |
|--|--------------------|

- our own voting policy
  - our clients requests or policy
  - other, explain
- We hire service provider(s) which make voting recommendations or provide research that we use to inform our voting decisions.
  - We hire service provider(s) which make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions.
  - We hire service provider(s) which make voting decisions on our behalf.

|               |                  |                      |              |
|---------------|------------------|----------------------|--------------|
| <b>LEA 21</b> | <b>Mandatory</b> | <b>Core Assessed</b> | <b>PRI 2</b> |
|---------------|------------------|----------------------|--------------|

|                 |                                                                                                                                                                                     |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>LEA 21.1</b> | Indicate if you ensure that companies are informed of the rationale when you and/or the service providers acting on your behalf abstain or vote against management recommendations. |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Yes, in most cases
- Sometimes, in the following cases:
- No
- Not applicable as we and/or our service providers do not abstain or vote against management recommendations

## Outputs and outcomes

|        |           |               |       |
|--------|-----------|---------------|-------|
| LEA 22 | Mandatory | Core Assessed | PRI 2 |
|--------|-----------|---------------|-------|

|          |                                                                                                                                                                                   |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEA 22.1 | For listed equities where you and/or your service provider has the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year. |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We do track or collect this information

|                                |
|--------------------------------|
| Votes cast (to the nearest 1%) |
|--------------------------------|

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

100

|                                                          |
|----------------------------------------------------------|
| Specify the basis on which this percentage is calculated |
|----------------------------------------------------------|

- of the total number of ballot items on which you could have issued instructions
- of the total number of company meetings at which you could have voted
- of the total value of your listed equity holdings on which you could have voted

We do not track or collect this information

## Communication

|        |           |               |         |
|--------|-----------|---------------|---------|
| LEA 26 | Mandatory | Core Assessed | PRI 2,6 |
|--------|-----------|---------------|---------|

|          |                                                                                            |
|----------|--------------------------------------------------------------------------------------------|
| LEA 26.1 | Indicate if your organisation proactively discloses information on your voting activities. |
|----------|--------------------------------------------------------------------------------------------|

We disclose it publicly

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

[http://ucafunds.com.au/About%20Us/Corporate-Governance/Pages/corporate\\_governance.aspx](http://ucafunds.com.au/About%20Us/Corporate-Governance/Pages/corporate_governance.aspx)

|          |                                                                                                             |
|----------|-------------------------------------------------------------------------------------------------------------|
| LEA 26.2 | Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries. |
|----------|-------------------------------------------------------------------------------------------------------------|

Yes

|          |                                                                                                                        |
|----------|------------------------------------------------------------------------------------------------------------------------|
| LEA 26.3 | Indicate the voting information your organisation proactively discloses to the public and/or to clients/beneficiaries. |
|----------|------------------------------------------------------------------------------------------------------------------------|



Indicate how much of your voting record you disclose

- All voting decisions
- Some voting decisions
- Only abstentions and opposing vote decisions
- Summary of votes only

Indicate what level of explanation you provide

- Explain all voting decisions
- Explain some voting decisions
- Only explain abstentions and votes against management
- No explanations provided

**LEA  
26.4**

Indicate how frequently you typically report voting information.

- Continuously (primarily before meetings)
  - Continuously (soon after votes are cast)
  - Quarterly or more frequently
  - Between quarterly and annually
  - Less frequently than annually
  - Other, specify
- No
- We disclose it to clients/beneficiaries only
  - We do not proactively disclose our voting activities to the public and/or to clients/beneficiaries