

# *Implementation Statement, covering the Scheme Year from 31 December 2022 to 31 December 2023 (the “Scheme Year”)*

The Trustee of the Family Assurance Staff Pension Scheme (the “Scheme”) is required to produce a yearly statement to set out how, and the extent to which, the Trustee has followed the voting and engagement policies in its Statement of Investment Principles (“SIP”) during the Scheme Year. This is provided in Section 1 below.

The Statement is also required to include a description of the voting behaviour during the Scheme Year by, and on behalf of, Trustees (including the most significant votes cast by Trustees or on their behalf) and state any use of the services of a proxy voter during that year. This is provided in Section 3 below.

In preparing the Statement, the Trustee has had regard to the [guidance on Reporting on Stewardship and Other Topics through the Statement of Investment Principles and the Implementation Statement, issued by the Department for Work and Pensions \(“DWP’s guidance”\) in June 2022.](#)

## **1. Introduction**

No changes were made to the voting and engagement policies in the SIP during the Scheme Year. The last time these policies were formally reviewed was April 2023.

The Trustee has, in its opinion, followed the Scheme’s voting and engagement policies during the Scheme Year, by continuing to delegate to their investment managers the exercise of rights and engagement activities in relation to investments, as well as seeking to appoint managers that have strong stewardship policies and processes. The Trustee took steps to review the Scheme’s existing managers and funds over the period, as described in Section 2 (Voting and engagement) below.

## **2. Voting and engagement**

The Trustee has delegated to the investment managers the exercise of rights attaching to investments, including voting rights, and engagement.

However, the Trustee takes ownership of the Scheme’s stewardship by monitoring and engaging with managers as detailed below.

As part of its advice on the selection and ongoing review of the investment managers, the Scheme’s investment adviser, LCP, incorporates its assessment of the nature and effectiveness of managers’ approaches to voting and engagement.

Given the absence of equity holdings and the intention to secure all benefits with an insurer in the near future, the Trustee has not set particular stewardship priorities.

## **3. Description of voting behaviour during the Scheme Year**

The Scheme did not invest in equities during the reporting period to 31 December 2023 and therefore there is not any voting behaviour to report on in this Statement. The Trustee did not **use of the services of a proxy voter during the period.**