

Principle	Best Practice Guidance (CIPFA)	Having Position/Compliance
<p>1. Effective decision-making</p> <p>Administrating authorities should ensure that :</p> <p>(a) Decisions are taken by persons or organisations with the skills, knowledge, advice and resources necessary to make them effectively and monitor their implementation; and</p> <p>(b) those persons or organisations have sufficient expertise to be able to evaluate and challenge the advice they receive, and manage conflicts of interest</p>	<p>1) Administering authorities should have a designated group of elected members appointed to a committee to whom responsibility for pension fund activities have been assigned.</p> <p>2) Roles of the officers with responsibility for ensuring the proper running of the administration authority's and the committee's business should be set out clearly. The rules drawn up should provide a framework for the committee's code of business and <u>include a process for the declaration of conflicts of interest</u></p> <p>3) The committee should be governed by specific terms of reference, standing orders and operational procedures that define those responsible for taking investment decisions, including officers <u>and/or external investment managers</u>.</p> <p>4) The process of delegation should be described in the constitution and record delegated powers relating to the committee. This should be shown in a public document, such as the statement of investment principles (superceded by the Investment Strategy Statement (ISS)).</p> <p>5) In describing the delegation process, roles of members, officers, external advisors and managers should be differentiated and <u>specified</u>.</p> <p>6) Where possible, appointments to the committee should be based on consideration of relevant skills, experience and continuity.</p>	<p>SUMMARY: FULLY COMPLIANT</p> <p>A designated group of elected members, reflecting the political balance of the Council, have been appointed to a Pensions Committee who are responsible for pension fund functions, as specified in the Council's constitution (Part 2).</p> <p>Roles of the officers with responsibility for the day to day running of the administering authority's and the committee's business is specified in the Council's constitution (Part 3). Declarations of interests are considered at the start of each committee meeting.</p> <p>The Pensions Committee is governed by specific terms of reference and is specified in the Council's constitution (Part 3), officer functions are also specified (Part 3).</p> <p>The delegation process for the day to day running of the pension scheme is specified in the Council's constitution (Part 3). The Council's constitution is available via the Council's website: www.havering.gov.uk, follow links council and democracy and council, select constitution, select view our constitution or select the link below. www.havering.gov.uk our constitution</p> <p>Roles of members, officers, external advisors and managers are no longer required to be specified in the ISS but these are included <u>within the Funds Annual Report</u></p> <p>Where possible, appointments made to the committee are based on consideration of relevant skills, experience and continuity.</p>
	<p>7) The committee should ensure that it has appropriate skills, and is run in a way designed to facilitate effective decision making. It should conduct skills and knowledge audits of its membership at regular intervals. The adoption of a training plan and an annual update of training and development needs would represent good practice to demonstrate that the committee is actively managing the development of its members. A statement should appear in the annual report describing actions taken and progress made.</p> <p>8) The committee review its structure and composition regularly and provide each member with a handbook containing committee's terms of reference, standing orders and operational procedures. It is good practice to establish an investment or other subcommittee <u>to provide focus on a range of issues</u>.</p> <p>9) The committee may wish to establish subcommittees or panels to take responsibility for progressing significant areas of activity between meetings.</p> <p>10) The committee should obtain proper advice from suitably qualified persons, including officers. The CFO should assess the need for proper advice and recommend to the committee when such advice is necessary from an external advisor. The committee should ensure that it has sufficient internal and external resources <u>to carry out its responsibilities effectively</u>.</p> <p>11) Allowances paid to elected members should be set out in a published allowances scheme and reviewed regularly.</p> <p>12) Employees appointed as member representatives should be allowed adequate time off from normal duties to attend meetings.</p> <p>13) Papers and related documentation should be clear and comprehensive, and circulated to members of the committee <u>sufficiently in advance of the meeting</u>.</p>	<p>Structured training of elected members ensures that members are proficient in investment issues. The Council incorporates training within its forward looking Business Plan for the fund. Forward looking Business Plan is presented at the Pensions Committee meeting annually and training undertaken is reported in the Pension Fund Annual Report. Members are requested to complete the CIPFA's Knowledge and Skills self assessment of training needs and the Fund has commissioned Hymans LGPS Online Learning Academy (LOLA), which is mandatory for members to complete. Following the establishment of a Local Pension Board (LPB) a joint training strategy was developed that incorporates training of Pension Committee members with LPB members, where appropriate.</p> <p>Council recommends that the membership of the Pensions Committee remains static for the life of their term in office to facilitate knowledge continuity and helps to maintains expertise within the committee. Elected members are aware of their their roles and <u>responsibilities</u>.</p> <p>The committee has not established any subcommittees as the Pensions Committee focuses only on the activities of the Pension Fund. The Council does have a pension panel that exercises discretions within the LGPS and deals with the Internal Dispute <u>Resolution Procedure regulations</u>.</p> <p>The Pensions Committee has appointed two advisors – Investment advisor and Actuarial advisor. The Pension Fund Manager (Finance) provides in house support to members. The Pension Committee is also supported by the Statutory Section 151 and the Council's Pension administration and payroll services. Internal and <u>external resources are considered as part of the Business Plan</u></p> <p>Members of the Pensions Committee expenses are reimbursed in line with the Council's constitution (Part 6 -Members Allowance Scheme)</p> <p>Having Council's conditions of service permits special leave up to a number of specified days for employees who act as a member of a <u>publicly elected body</u></p> <p>Committee policy established and ensures that target dates for report clearance and agenda dispatch targets are met. Members receives <u>agendas five working days prior to meeting date</u>.</p>
	<p>14) The <u>CFO</u> should be given the responsibility for the provision of a training plan and ensure that members are fully aware of their <u>statutory & fiduciary duties</u>.</p> <p>15) The CFO should ensure that a medium term Business Plan is created and contains: financial estimates for the investment and administration of the fund, appropriate provision for training, major milestones and issues to be considered, key targets and method of measurement. The Business Plan should be submitted to the <u>committee for consideration</u>.</p> <p>16) Business Plan to review the level of internal and external resources the committee needs to carry out its functions.</p> <p>17) Administrating Authorities are required to prepare, publish and maintain statements of compliance against a set of good practice principles for scheme governance and stewardship .</p> <p>18) Administrating authorities are required to publish a Governance Compliance Statement in accordance with CLG guidance.</p> <p>19) The fund's Administration Strategy documents should refer to all aspects of the committee's activities relevant to the relationship between the committee and the employing authorities.</p>	<p>The Training Plan is incorporated within the Business Plan and includes a log of training undertaken and attendance. Indicative <u>future training plans are also included in the Business Plan</u>.</p> <p>The Business Plan is considered by the Pensions Committee and contains: financial estimates for the investment and administration of the fund, appropriate provision for training, major milestones and issues to be considered, key targets and method of measurement. The Business Plan also incorporates the training plan.</p> <p>Medium term Business Plan is considered by the Pensions Committee. The Business Plan includes the outcome of an internal <u>review of resources, when appropriate</u>.</p> <p>The Pension Fund prepares, publishes and maintains a Governance compliance statement which shows the extent to which the administering authority complies with the principles and is reviewed <u>annually</u>.</p> <p>The Governance Compliance Statement is included within the Annual Report and is available on the Council's website: www.havering.gov.uk, select finance,pensions and data, then select Havering Pension page or select the link to the pensions page below. www.havering.gov.uk Havering Pensions page</p> <p>The Administration Strategy is available on the Council's website: www.havering.gov.uk, select finance,pensions and data, then select Havering Pension page or select the link to the pensions page below. www.havering.gov.uk Havering Pensions page</p>
<p>2. Clear objectives</p>		<p>SUMMARY: FULLY COMPLIANT</p>

<p>(a) An overall investment objective (s) should be set out for the fund that takes account of the scheme's liabilities, the potential impact on local tax payers, the strength of the covenant for non-local authority employers, and these should be clearly communicated to advisors and investment managers.</p>	<p>The committee should:</p> <p>1) demonstrate that in setting an overall objective of the fund it has considered: the fund's liabilities in the context of expected net contribution inflows; the adequacy of the fund's assets to meet its liabilities; the maturity profile of the fund's liabilities and its cash flow situation.</p>	<p>As part of the Valuation process consideration is given, with full consultation of the fund's actuary, to : the fund's liabilities in the context of the expected net contribution inflows; adequacy of the assets to meet its liabilities; maturity profile and its cash flows;</p>
	<p>2) consider the nature of membership profiles and financial position of the employers in the fund and decide, on the advice of <u>actuaries, whether or not to establish sub funds</u></p> <p>3) seek to include the achievement of value for money and <u>efficiency in its objectives and all aspects of its operation</u></p> <p>4) with the <u>CFO</u> need to give consideration to the general and strategic impact of the funding levels and employer contribution rates on Council tax levels over time. The responsibility of the actuary to keep employer contribution rates as constant as possible over time is the primary means of achieving this.</p> <p>5) consider its own appetite for risk and that of the employers in the fund when considering advice on the mix of asset classes and on active and passive management. Consider all assets classes currently available to members.</p> <p>6) take proper advice and should appoint advisors in open competition and set them clear strategic investment performance objectives. The committee should state how the advisors' overall performance will be measured and the relevant short, medium and longer term performance measurement framework. All external procurement should be conducted within the EU procurement regulations and the administering authority's own <u>procurement rules</u></p> <p>7) also demonstrate that it has sought proper advice, including from specialist independent advisors, as to how this might be expressed in terms of the expected or required annual return on the fund and how it should be measured against stated <u>benchmarks</u></p> <p>8) consider when it would be desirable to receive advice based on an asset/liability study and make appropriate arrangements.</p> <p>9) evaluate the split between equities and bonds before considering any other asset class. It should state the range of investments it is prepared to include and give reasons why some asset classes may have been excluded. Strategic asset allocations decision should receive a level of attention (and, where relevant, advisory or management fees) that fully reflects the contribution they can make towards achieving the fund's <u>investment objectives</u></p> <p>10) have a full understanding of the transaction-related costs incurred, including commissions, and have a strategy for ensuring that these costs are properly controlled.</p> <p>11) Understanding transaction-related costs should be a clear consideration in letting and monitoring a contract and where appropriate, independent and expert advice should be taken, <u>particularly in relation to transition management</u></p> <p>12) The use of peer group benchmarks should be for comparison purposes only and not to define the overall fund objective.</p>	<p>membership profiles; financial position of the employers and whether or not to establish a sub fund;</p> <p>value for money;</p> <p>and the general and strategic impact of the funding levels and employer contribution rates on Council tax levels over time.</p> <p>The Fund's investment policies and objectives are laid out in the Funding Strategy Statement (FSS) and can be found on the Councils website: www.havering.gov.uk, select finance,pensions and data, then select Havering Pension page or select the link to the pensions page below. Havering Pensions page</p> <p>The Pensions Committee considers, in consultation with the fund's investment advisor, its own appetite for risk when setting the investment strategy and considers the mix of asset classes and weighs up the risk v return in considering whether the assets are managed on a passive or active basis. The Investment strategy currently includes a mix of different asset classes which are managed <u>actively and passively</u></p> <p>The Pensions Committee appoints external advisors in line with EU procurement rules and the administering authorities own procurement rules. The Fund had adopted the format as set out in the Pensions Regulator "trustee guide to:setting objectives for investment consultancy services" to comply with CMA "order" 2019. Service review is undertaken and reported to the committee annually, last review presented to the Pensions Committee on the 13 December 2022</p> <p>After full consultation with the Council's Actuary and Investment advisors a clear financial and therefore fully measurable investment objective for the fund has been set.</p> <p>The Pensions Committee commission the Fund's investment advisor and actuary to undertake an asset/liability study as appropriate, when <u>compiling the investment strategy</u></p> <p>All asset classes are considered as part of the investment strategy review process and the range of investments are included in the Fund's ISS</p> <p>Transaction costs are disclosed in the statement of accounts. All of the Funds' managers have signed up to Scheme Advisory Board Cost Transparency Initiative (CTI) and the Fund receives CTI reports <u>either quarterly, annually or both</u></p> <p>Understanding transaction costs are considered and where appropriate expert advice would be sought. Costs are considered in the decision making process when any changes to the investment <u>strategy are under discussion</u></p> <p>The committee uses the services of Northern Trust for monitoring of performance against benchmarks and use the services provided by Pensions & Investment Research Consultants (PIRC) for peer group <u>comparison purposes</u>.</p>
<p>3. Risk and liabilities</p>		<p>SUMMARY: FULLY COMPLIANT</p>
<p>a) In setting and reviewing their investment strategy, administering authorities should take account of the form and structure of liabilities.</p> <p>b) These include the implications for local tax payers, the strength of the covenant for participating employers, the risk of their default and longevity risk.</p>	<p>The committee should:</p> <p>1) set an overall investment strategy for the fund that: represents its best judgement of what is necessary to meet the fund's liabilities given its understanding of the contributions likely to be received from employer (s) and employees; takes account of the committee's attitude to risk, and specifically its willingness to accept underperformance due to market conditions.</p> <p>2) ensure that its investment strategy is suitable for its objectives and takes account of the ability to pay of the employers in the <u>fund</u>.</p> <p>3) consider the extent to which the cash flow from the fund's assets should attempt to match the liabilities and the relevant timing. It should also consider the volatility of returns it is prepared to <u>accept</u>.</p>	<p>An investment strategy review was carried out following the actuarial valuation results in 2022. The Fund has formulated its own asset allocations based on identified liabilities particular to the fund. The Fund's investment strategy was adopted having considered the members attitude to risks and these risks are identified within the ISS and FSS.</p>
	<p>4) be aware of its willingness to accept underperformance due to market conditions. If performance benchmarks are set against relevant indices, variations in market conditions will be built in, and acceptable tolerances above and below market returns will be stated explicitly. Benchmarks are likely to be measured over <u>periods of up to seven years</u></p> <p>5) believe that regardless of market conditions, on certain asset <u>classes, a certain rate of return is acceptable and feasible</u>.</p> <p>6) state whether a scheme specific benchmark has been considered and established and what level of risk, both active and <u>market risk, is acceptable to it</u>.</p>	<p>The Fund in aggregate has a liability related benchmark (strategic benchmark). However for individual mandates, the fund managers have a specific benchmark (tactical benchmark) and a performance target that may be based on broad indices or composites. The targets are shown in the Fund's ISS.</p> <p>Specific benchmarks are considered as part of any investment strategy review and monitored on an on-going basis.</p>

	<p>7) receive a risk assessment in relation to the valuation of its liabilities and assets as part of the triennial valuations. Where there is reasonable doubt during performance monitoring of the fund about valuation of assets and liabilities the CFO should ensure that a risk assessment is reported to the committee, with any appropriate recommendations for action to clarify and/or <u>mitigate the risks</u>.</p> <p>8) at the time of the triennial valuations, analyse factors affecting long-term performance and receive advice on how these impact on the scheme and its liabilities. The committee should also ask this question of its actuaries and other advisors during <u>discussions on performance</u>.</p> <p>9) use reports from internal and external auditors to satisfy itself about the standards of internal control applied to the scheme to its administration and investment operations. Ensuring effective internal control is an important responsibility of the CFO.</p> <p>10) The fund's Statement of Investment Principles (now ISS) should include a description of the risk assessment framework used for <u>potential and existing investments</u>.</p> <p>11) Objectives for the overall fund should not be expressed in terms that have no relationship to the fund's liabilities, such as performance relative to other pension funds, or to a market index.</p>	<p>The Fund receives a risk assessment as part of the Valuation process with full consultation of the Fund's Actuary. Performance is monitored and reported to the committee on a quarterly basis and includes recommendations for action where appropriate. Liabilities are considered as part of the triennial valuations and mid valuations, however cash flow is monitored monthly and reported to committee quarterly.</p> <p>The external auditors opinion is included in the Pension Fund Annual Report. Internal control audits for pensions are undertaken as required by internal auditors and are reported to Audit Committee. Any identified issues would be reported to the Pensions Committee. Investment Manager Audited Internal Control reports are received and checked by officers for matters of concerns.</p> <p>The Pension Fund's ISS includes a description of the risk assessment framework.</p> <p>Objectives for the overall fund are set having regard to: the advisability of investing fund money in a wide range of investments; the suitability of particular investments and types of investments and <u>the results of asset/ liability modelling</u>.</p>
	<p>12) The Annual Report of the pension fund should include an overall risk assessment in relation to each of the fund's activities and factors expected to have an impact on the financial and reputational health of the fund. This could be done by summarising the contents of a regularly updated risk register. An analysis of the risks should be reported periodically to the committee, together with necessary actions to mitigate risk and assessment of any residual risk.</p>	<p>The Pension Fund Annual Report includes an overall risk assessment in relation to each of the fund's activities and includes a copy of the Risk Register. The Risk Register is designed to be a living document and is included as a standing item on the Fund's Local Pension Board Agenda. It is reported periodically to the Pensions Committee.</p>
4. Performance assessment		SUMMARY: FULLY COMPLIANT
a) Arrangements should be in place for the formal measurement of performance of the investments, investment managers and advisors	<p>Investments</p> <p>The committee should:</p>	
b) Administering authorities should also periodically make a formal assessment of their own effectiveness as a decision-making body and report on this to scheme members	<p>1) explicitly consider, for each asset class invested, whether active or passive management would be more appropriate; where it believes active management has the potential to achieve higher returns, set both targets and risk controls that reflect this, giving managers the freedom to pursue genuinely active strategies; if setting limits on divergence from an index, ensure that they reflect the approximations involved in index construction and selection.</p> <p>2) explicitly consider, in consultation with its investment manager (s), whether the index benchmarks are appropriate, and in particular, whether the construction of the index creates incentives <u>to follow sub-optimal investment strategies</u></p> <p>3) Where active management is selected, divergence from a benchmark should not be so constrained as to imply index tracking (i.e. passive management) or so wide as to imply unconstrained risk.</p> <p>4) Performance targets in relation to benchmark should be related to clear time periods and risk limits and monitoring arrangements should include reports on tracking errors.</p>	<p>As part of any investment strategy review the Pension Fund considered and adopted its own asset allocation in full consultation with the Fund's investment advisor, it considered and has adopted active and passive management and appropriate targets and risk controls set.</p> <p>Benchmarks are set in agreement with the fund's investment manager (s)</p> <p>Performance monitoring reports are presented to the committee quarterly and cover the latest quarter, rolling one year and three year performance. In line with the reporting cycle, the Committee will see one fund manager at each meeting unless there are performance concerns for individual managers. Where appropriate Fund managers <u>will report tracking errors</u>.</p>
	<p>5) Although returns will be measured on a quarterly basis a longer time frame (three to seven years) should be used to assess the effectiveness of the fund management arrangements and review the continuing compatibility of the asset/liability profile.</p> <p>6) Investment activity in relation to benchmark should be monitored regularly to check divergence and any impact on overall asset allocation strategy.</p> <p>7) Returns should be obtained from specialist performance agencies independent of the fund managers.</p> <p>8) Investment manager returns should be measured against their agreed benchmark and variations should be attributed to asset allocation, stock selection, sector selection and currency risk, all of which should be provided by an independent performance <u>measurement agency</u></p> <p>9) In addition to the overall fund returns the return achieved in each asset class should be measured so that the impact of different investment choices can be assessed (e.g. equities by country, fixed <u>interest by country and type etc.</u>)</p> <p>10) The use of peer group benchmarks (such as CIPFA/WM) may not be appropriate for directing a mandate of a manager insofar as they infer a common asset liability structure or investment requirement. Such benchmarks can be used for comparative information.</p> <p>11) The mandate represents the instruction to the manager as to how the investment portfolio is to be managed, covering the objective, asset allocation, benchmark, flexibility, risk parameters, <u>performance targets and measurement timescales</u>.</p>	<p>The asset /liability profile is considered at each triennial valuation.</p> <p>Included within the officer quarterly monitoring reports, the investment advisor monitors and reports quarterly to the Pension Committee on performance, personnel, process and organisational issues of fund managers. The fundamental risk of the investment strategy not delivering the required – net of fee - return is measured quarterly in <u>terms of the overall financial objective</u></p> <p>The Pension Fund uses the services of Northern Trust who report against the overall fund and individual manager returns on a quarterly basis. Performance returns are monitored against fund manager returns and discrepancies are investigated. The Fund also uses the Services of PIRC to provide LGPS universe comparisons.</p> <p>Each quarter, Northern Trust measure fund manager returns against their set benchmarks and variations are attributed to asset allocation and stock selection. Relative risk is also measured and the degree of the manager deviating from the benchmark is included in the <u>performance report</u>.</p> <p>The Pension Fund does not measure fund returns on an asset class basis because the focus is on how individual manager performance contributes to the overall fund performance. However the weightings <u>in each asset class are monitored and reported</u></p> <p>PIRC performance returns against peer group benchmarks are used for comparison purposes only.</p> <p>The mandate agreed with the investment manager includes how it is to be managed and covers the objective, asset allocation, benchmark, flexibility, risk parameters, performance targets and <u>measurement timescales</u>.</p>
	Advisors	

	<p>12) The committee should devise a performance framework against which to measure the cost, quality and consistency of advice received from its actuaries. It is advisable to market test the <u>actuarial service periodically.</u></p> <p>13) It is necessary to distinguish between qualitative assessments (which are subjective) and quantitative reviews which require the compilation of series of data and are therefore more long term by <u>nature.</u></p> <p>14) Consultants should be assessed on a number of issues including the appropriateness of asset allocation recommendations, the quality of advice in choosing benchmarks and any related performance targets and risk profiles. The quality and appropriateness of the investment managers that are recommended and the extent to which advisors are proactive and <u>consistent in recommending subsequent changes.</u></p> <p>15) When assessing managers and advisors it is necessary to consider the extent to which decisions have been delegated and <u>advice heeded by officers and elected members.</u></p> <p>Decision-making bodies</p> <p>16) The process of self assessment involves both officers and members of the committee reviewing a range of items, including manager selection, asset allocation decisions, benchmarking decisions, employment of consultants and best value outcomes;</p> <p>17) the objective of the reviews would be to consider whether outcomes were as anticipated, were appropriate, or could have been <u>improved.</u></p> <p>18) The committee should set out its expectations of its own performance in its Business Plan. This could include progress on certain matters, reviews of governance and performance and attendance targets. It should include standards relating to <u>administration of the committee's business such as:</u></p>	<p>Annual service assessments are undertaken for the services provided the Fund's actuary and advisors. They are measured against a set of criteria adopted by the Pension Committee. Objectives for the investment consultant have now been formulated to be in line with the Competition and Markets Authority (CMA) Order 2019.</p> <p>Pensions Committee performance is reviewed as part of the Business plan Report. Performance can be measured by the success or otherwise of the strategy put in place and the individual performance of investment managers appointed by the committee, and full compliance with governance requirements including training. The business plan includes an indicative work plan and the committee achievements against the plan</p> <p>The Business Plan sets out the expectations of the committee.</p>
	<p>19) attainment of standards set down in CIPFA's knowledge and skills framework and code of practice; achievement of required training outcomes; achievement of administrative targets such as dates for issuing agendas and minutes.</p> <p>20) This assessment should be included in the fund's Annual Report.</p>	<p>Achievement of training outcomes are self assessed by the Pensions Committee. The Fund has also adopted Hymans LGPS Online Learning Academy (LOLA), learning modules are aligned to the CIPFA KSF and the Fund has made it mandatory for members to complete and progress is measurable against the CIPFA KSF. Targets such as dates for issuing agendas and minutes are strictly adhered to. Achievement of administrative targets are reported in the <u>Pension Fund Annual report.</u></p> <p>The assessment of the committee expectations and training are included in the Business Plan and Annual Report</p>
<p>5. Responsible ownership</p> <p>Administrating authorities should:</p> <p>a) recognise, and ensure that their partners in the investment chain adopt, the FRC's UK Stewardship Code</p> <p>b) include a statement of their policy on responsible ownership in the statement of investment principles (now ISS)</p> <p>c) report periodically to scheme members on the discharge of such responsibilities.</p>	<p>1) Policies regarding responsible ownership must be disclosed in the statement of investment principles (now ISS) which must be contained the annual report.</p> <p>2) Responsible ownership should incorporate the committee's approach to long term responsible investing including its approach to consideration of environmental, social and governance issues.</p> <p>3) The committee should discuss the potential for consideration of environmental, social and governance issues to add value, in accordance with its policies on responsible investing, when selecting investment managers and in discussing their subsequent <u>performances.</u></p> <p>4) Authorities may wish to consider seeking alliances with either other pension funds in general, or a group of local authority pension funds, to benefit from collective size where there is a common interest to influence companies to take action on environmental, <u>social and governance issues e.g. LAPFF</u></p> <p>5) It is important to ensure that through the terms of an explicit strategy that an authority's policies are not overridden, negated or <u>diluted by the general policy of an investment manager.</u></p> <p>6) Where the exercise of voting action is separated from the investment manager, authorities should ensure that the appropriate investment decision is taken into account by reference to those appointed to manage the investments. Authorities may use the services of external voting agencies and advisors to assist compliance in engagement. Measuring effectiveness is difficult but can only be achieved by open monitoring of action taken</p>	<p>SUMMARY: PARTIALLY COMPLIANT</p> <p>Policies on Social Environmental and ethical considerations are disclosed in the ISS, a copy of which is also included in the Pension Fund Annual Report.</p> <p>The Pension Committee has considered socially responsible investments and the view has been taken that the funds investment managers to integrate all material financial factors into the decision making process for fund investments.</p> <p>On the 19 March 2019 the Pensions Committee established and published a Statement of investment Beliefs which reflects the broad views of committee members in regard to ESG .Over the long term, the Pensions Committee requires the investment managers to consider, as part of the investment decisions, socially responsible investment issues and the potential impact on investment performance. The Fund are members of LAPFF</p> <p>The ISS is distributed to fund managers so that they are aware of the overall strategy. Fund managers are included in the consultation <u>process if there are major changes.</u></p> <p>Fund managers have been given delegated authority to vote in accordance with their proxy voting policies. Fund Managers report voting activity quarterly and made available for the Pensions Committee to review.</p>
	<p>7) The committee should ensure that investment managers have an explicit strategy, setting out the circumstances in which they will intervene in a company that is acceptable within the committee's <u>policy.</u></p> <p>8) The committee should engage with, and consider the implications of, the UK Stewardship Code on a comply or explain <u>basis.</u></p> <p>9) The committee should also ensure that external partners in the investment chain (advisors, consultants, investment managers, etc.) adopt the UK Stewardship Code insofar as it relates to their activities on behalf of the fund.</p> <p>10) The United Nations Environment Programme Finance Initiative (UNEP FI) has published Principles for Responsible Investment (UNPRI) and has encouraged asset owners and asset managers to sign up and commit to the six principles and regularly assess themselves against a comply or explain framework.</p>	<p>Consideration of compliance will need to be given for future appointments. For existing investment managers, where applicable they are compliant or work is well underway to becoming compliant.</p> <p>Whilst the Fund is not signatories to the Stewardship Code , the Committee fully endorses the principles laid down in the UK <u>Stewardship Code</u></p> <p>Becoming a signatory of the The UK Stewardship Code 2020 is voluntarily and directed to institutional investors (asset owners and asset managers with equity holdings in UK listed companies). 5 out of 9 non pool and 6 out of 8 sub fund pool managers have met the requirements of the Stewardship Code 2020. The Fund's advisor, actuary and custodian are also signatories. The Fund will continue to monitor and explore the rationale of any managers not yet signed up.</p> <p>The UNPRI is voluntary and applies on a comply or explain basis. All of the fund's asset managers have adopted the code.</p>
<p>6. Transparency and reporting</p> <p>Administrating authorities should:</p>	<p>The committee should:</p>	<p>SUMMARY: FULLY COMPLIANT</p>

<p>a) act in a transparent manner, communicating with stakeholders on issues relating to their management of investment, its governance and risks, including performance against stated objectives</p> <p>b) provide regular communication to scheme members in the form they consider most appropriate.</p>	<p>1) ensure that its Governance Compliance Statement is maintained regularly. It should actively challenge any non-compliance and be very clear about its reasons for this and be comfortable with the explanations given.</p>	<p>The Governance Compliance Statement is considered and reviewed by the Pensions Committee on a regular basis. Any non-compliance is reported and necessary actions included.</p>
	<p>2) have a comprehensive view of who its stakeholders are and the nature of the interests they have in the scheme and the fund. There should be a clearly stated policy on the extent to which stakeholders will take a direct part in the committee's functions and those matters on which they will be consulted</p>	<p>The Governance Compliance Statement includes a statement on the extent to which stakeholders will take a direct part in the Pensions Committee's functions. Stakeholders are consulted and notified on major strategic and legalisation matters.</p>
	<p>3) build an integrated approach to its own governance and to communicating this and all other aspects of its work to its stakeholders.</p>	<p>The work of the Pensions Committee is publicly available on the Councils website at www.havering.gov.uk, follow links for council & democracy, council committees, then pension committee. There is also a dedicated page on the Council's website for the Pension Fund under the page for council and democracy. How the work is communicated to its stakeholders is included in the fund's Communication Strategy, select link below to see the pensions page on the council's website Havering Pensions page</p>
	<p>4) seek examples of good practice from the published reports and communication policies of other pension funds. It should also share examples of its own good practice. The full range of available media should be considered and used as appropriate.</p>	<p>Havering has undertaken partnership working with the London Pension Fund Authority who have developed a website to enable pension sharing best practices across the London Boroughs at www.yourpension.org.uk. Havering Pension Fund is also members of the CIPFA Pensions Network and the London Pension Fund Forum which are good sources of sharing best practices</p>
	<p>5) compare regularly its annual report to the regulations setting out the required content and, if the report does not fully comply with the requirements, should ensure that an action plan is produced to achieve compliance as soon as possible.</p>	<p>The Pension Fund Annual Report is prepared in accordance with Regulation 57 of the LGPS Regulations 2013 which applied from 1 April 2014. It is also prepared in accordance with guidance published by CIPFA/PRAG 2019 edition</p>
	<p>6) The Funding Strategy (FSS), the Statement of Investment Principles (SIP) (now ISS) and the Governance Compliance Statement are core source documents produced by the fund to explain their approach to investments and risks.</p>	<p>The FSS, the ISS and the Governance Compliance Statement are available on the Council's website at www.havering.gov.uk, select finance pension & data, select pension page or select the link below. This page also includes the Pension Fund's Communication Strategy. Where applicable reference to all these documents is made in other publications Havering Pensions page</p>
	<p>7) contain delegation process and the roles of officers, members, external advisors and managers should be differentiated. The process by which the overall fund allocation process has been determined and include reference to assumptions as to future investment returns; mandates given to managers should describe fees structures, scale of charges, whether ad valorem or fixed, performance element built in, stating the implications for risk control; copies should be made available and its availability made clear in publications</p>	<p>The policies shows the delegation process and the roles of officers, members, external advisors and how managers are differentiated; the process by which the fund allocation has been determined and includes references to assumptions on future returns; mandates given to each manager are described, including fees; and implications for risk control.</p>
	<p>With regard to the Governance Compliance Statement it must include:</p>	
	<p>8) information on whether administrating authority delegates, the whole or part function; if it does delegate must state frequency of meetings, terms of reference, structure and operational procedures. It must also include whether the committee includes representatives of employing authorities and if so, whether they have voting rights.</p>	<p>The Governance Compliance Statement includes information on the administering authorities delegation process and functions delegated to the Pensions Committee. It also includes the frequency of meetings, terms of reference, structure and operational procedures.</p>
	<p>9) details of the extent to which it complies with CLG guidance. Where the statement does not comply, reasons must be given. A copy of the statement must be sent to the CLG</p>	<p>The Governance Compliance Statement also includes a table which shows the extent of compliance with Department of Levelling Up, Housing & Communities (DLUHC) formerly (DCLG & MHCLG).</p>
	<p>With regard to the fund's Communication Strategy it must:</p>	
	<p>10) set out the administering authority's policy on: the provision of information and publicity about the scheme to members, representatives of members and employing authorities; the format, frequency and method of distributing such information or publicity; the promotion of the scheme to prospective members and their employing authorities</p>	<p>The Communication Statement includes: the administering authorities policy on provision of information and publicity about the scheme, it also includes the format, frequency and method of distribution of such information.</p>