

## **Annual Implementation Statement – for scheme year ending 31 December 2023**

### **Thomas & Betts Retirement Benefits Scheme**

#### **Introduction and purpose to this statement**

This document is the Annual Implementation Statement (“the statement”) prepared by the Trustees of the Thomas & Betts Retirement Benefits Scheme (the “Scheme”) covering the scheme year to 31 December 2023.

The purpose of this statement is to set out the extent to which, in the opinion of the Trustees, the engagement policy under the Scheme’s Statement of Investment Principles (“SIP”) dated January 2022 has been followed during the year.

A copy of this implementation statement will be made available on the company’s website and included in the Trustees’ annual Report and Financial Statements for the year ended 31 December 2023.

#### **Trustees’ engagement policy**

In line with the Trustees’ Statement of Investment Principles, the Trustees have delegated all day-to-day investment decisions to the Scheme’s sole investment manager (apart from AVCs) – Legal & General Investment Management (“LGIM”). The Scheme’s assets (excluding AVCs) are entirely passively managed and invested in unit-linked pooled arrangements.

Due to the passive nature of the Scheme’s investments, the Trustees recognise that no material decisions are taken by the investment manager on the holdings to be included in the portfolio. However, the Trustees expect that the extent to which social, environmental or ethical issues may have a fundamental impact on the portfolio will be taken into account by the investment manager in the exercise of their delegated duties.

The Trustees encourage LGIM to discharge their responsibilities in respect of investee companies in accordance with the Stewardship Code published by the Financial Reporting Council. The Trustees will monitor the activities of their manager on a regular basis but appreciate that its applicability may be limited for certain asset classes such as bonds.

The Trustees meet with the investment manager, LGIM, at least once a year to discuss any relevant matters. The Trustees met the manager on 14 March 2024 and discussed the portfolio performance and activity in the context of the general macroeconomic environment. The Trustees are comfortable that the manager is engaging with investee companies in a manner aligned with the Scheme’s long-term investment objectives. In relation to the corporate bond fund which the Scheme is invested in, LGIM engaged with a number of companies over the year on topics including climate change, remuneration, corporate strategy, energy and public health. Additionally, as a long-term investor, LGIM aims to use its influence to ensure that companies integrate ESG factors into their culture and everyday thinking, and that markets and regulators create an environment in which good management of ESG factors is valued and supported. LGIM seeks to achieve these aims by holding boards to account, creating sustainable value and promoting market resilience.

The Trustees’ policy is to delegate responsibility to the investment managers for the exercising of rights attaching to investments. As the Scheme only invests in bonds, there are no mandates that hold voting rights.

In the Trustees’ opinion, the Statement of Investment Principles has been followed during the year to 31 December 2023 in relation to engagement.

The Trustees of the Thomas & Betts Retirement Benefits Scheme

March 2024