



Essex Pension Fund

Appendix A

ISC Responsible Investment Project Plan

Deliverables	Decisions and actions	Meeting Date	Due	Priority	Status
Training on requirement	Training	16 June 2021	Q1	High	Completed
Proposed scope and Project Plan	Agree scope of activities and Project Plan	16 June 2021	Q1	High	Completed
Training - Taskforce for Climate Related Disclosures (TCFD) framework and requirements	Training	16 September 2021	Q2	High	Completed
Training - Key climate metrics (for manager monitoring, TCFD metrics and targets)	Training	16 September 2021	Q2	High	Completed
Training - Equity benchmarks with RI credentials (for Index Tracking Equity mandate)	Training	16 September 2021	Q2	High	Completed
Proposal on Index Tracking Equity benchmarks	Agree approach to index tracking equity benchmarks and document as part of RI Policy	13 October 2021	Q3	Medium	In progress
Proposed Climate Metrics and Targets (for manager monitoring and TCFD)	Agree climate metrics and targets	13 October 2021	Q3	Medium	Completed
Meet Managers with focus on RI themes (with new format Briefing Note)	Identify areas for ongoing engagement with Managers	13 October 2021	Q3	Medium	Completed
Early draft of Stewardship Code submission (template with gaps)	<ul style="list-style-type: none"> Agree approach to passive equity benchmarks and Agree climate metrics and targets Identify areas for ongoing engagement with manager 	13 October 2021	Q3	Medium	Completed
Initial Engagement Plan with all managers including progress to date	Agree Engagement Plan	29 November 2021	Q3	Medium	Completed
Proposal on communication and engagement with key stakeholders	Agree Communication Plan	29 November 2021	Q3	Medium	Completed
Meet manager with focus on RI themes	Identify areas for ongoing engagement with Managers	29 November 2021	Q3	Medium	Completed
Follow up Stewardship Code training, including Fund Escalation Policy	Agree Fund Escalation Policy	Training TBC	Q4	Medium	In progress
Final draft of Stewardship Code submission, including Fund Escalation Policy	<ul style="list-style-type: none"> Delegate completion of Stewardship Code submission to O&A for submission by 30 April 2022 Identify areas for ongoing engagement with manager 	23 February 2022	Q4	Medium	In progress
Annual review of Managers' compliance with Fund's RI and Stewardship Policy	<ul style="list-style-type: none"> Identify areas for ongoing engagement with Managers 	23 February 2022	Q4	Medium	In progress
Meet Managers with focus on RI themes	<ul style="list-style-type: none"> Identify areas for ongoing engagement with Managers 	23 February 2022	Q4	Medium	In progress

PROGRESS : 9 February 2022



TASKS SUMMARY



ON THE HORIZON

