

Jaguar Land Rover Pensions

The AMNT Red Lines – a Trustee Journey

Schemes background

- Board of 18 – 50% MNTs
- Two pensioner MNTs
- Sub-committees
 - Finance
 - Governance
 - Audit
 - Discretionary
 - Sustainability

Scheme	Members	Assets
Jaguar exec plan	170	£187m
Jaguar main plan	16,600	£4.0bn
Land Rover	12,400	£4.3bn

Scheme	Funds
Jaguar exec plan	5
Jaguar main plan	41
Land Rover	45

How did we get to the Red Lines?

- Investment consultant (Willis Towers Watson) raised ‘sustainability’ with Finance Committee in 2012
- Early discussion – business case for improved risk adjusted rate of return
- Volume of data – sub-committee set up – 3 trustees
- Opportunities for sustainable investment explored
- Full board discussion of principles – supportive including company representative
- Personal input to Red Lines

Where are we with Red Line implementation?

- Finance committee agreed in principle to ask equity managers:
 - With concentrated portfolio - to adopt
 - Tracker fund – provide commentary at a policy level
- Progress so far
 - Veritas and Sanders have agreed
 - Hosking – in progress
 - SSGA – in discussions – separated principles from sanctions
- Issues:
 - Pooled funds
 - Costs/resource
 - Global vs UK equity focus

Learning

- Don't need to be an expert – but beware loads of jargon
- Recognise increasing regulatory expectation of being more active
- Use your advisor – take action if not supportive
- Need a sense of personal commitment – it takes effort
- Ask for support from AMNT Red Line team and other trustees who are on the journey
- Rome was not built in a day – it's a long game
- Don't be put off – it is our members' money, the fund managers work for us.