



# RI TRANSPARENCY REPORT 2014/15

# **Gestion FÉRIQUE**



An investor initiative in partnership with UNEP Finance Initiative and UN Global Compact

# About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the <u>PRI website</u>, ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2014-15 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

### Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six <u>Principles for Responsible Investment</u>. It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

Symbol	Status
×	The signatory has completed all mandatory parts of this indicator
Ø	The signatory has completed some parts of this indicator
6	This indicator was not relevant for this signatory
-	The signatory did not complete any part of this indicator
ß	The signatory has flagged this indicator for internal review

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

1



# Principles Index

Organisational Overview					Principle			General		
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
OO 01	Signatory category and services	√	Public							✓
OO 02	Headquarters and operational countries	1	Public							✓
OO 03	Subsidiaries that are separate PRI signatories	~	Public							✓
OO 04	Reporting year and AUM	✓	Public							✓
OO 05	Breakdown of AUM by asset class	✓	Asset mix disclosed in OO 06							~
OO 06	How would you like to disclose your asset class mix	✓	Public							×
OO 07	Segregated mandates or pooled funds	✓	Private							✓
OO 08	Breakdown of AUM by market	1	Private							✓
OO 09	Additional information about organisation	✓	Private							✓
OO 10	RI activities for listed equities	✓	Public							✓
00 11	RI activities in other asset classes	1	Public							$\checkmark$
00 12	Modules and sections required to complete	4	Public							✓



Overarching Approach					Principle				General	
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
OA 01	RI policy and other guidance documents	✓	Public							✓
OA 02	Publicly available policies / documents	1	Public						~	
OA 03	Policy components and coverage	✓	Public	<ul> <li>✓</li> </ul>	✓					
OA 04	Conflicts of interest	1	Public							✓
OA 05	RI goals and objectives	✓	Public							✓
OA 06	Main goals/objectives this year	1	Private							~
OA 07	Governance, management structures and RI processes	1	Private							×
OA 08	RI roles and responsibilities	✓	Public							✓
OA 09	RI in performance management, reward and/or personal development	1	Private							~
OA 10	Collaborative organisations / initiatives	✓	Public				✓	✓		
OA 11	Promoting RI independently	✓	Public				✓			
OA 12	Dialogue with public policy makers or standard setters	✓	Private				~	~	~	
OA 13	ESG issues in strategic asset allocation	1	Private	<ul> <li>✓</li> </ul>						
OA 14	Allocation of assets to environmental and social themed areas	✓	Private	~						
OA 15	ESG issues for internally managed assets not reported in framework	₿	n/a							✓
OA 16	ESG issues for externally managed assets not reported in framework	₿	n/a							✓
OA 17	RI/ESG in execution and/or advisory services	₿	n/a	~	~					
OA 18	Innovative features of approach to RI	1	Private							✓
OA 19	Internal and external review and assurance of responses	✓	Private							✓



Indirect	Indirect – Manager Selection, Appointment and Monitoring				Ρ	rin	cip	le		General
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
SAM 01	Description of RI considerations	✓	Private	✓					✓	
SAM 02	Role of investment consultants	1	Public				~			
SAM 03	RI factors in selection, appointment and monitoring across asset classes	~	Public							~
SAM 04	Breakdown of passive, active quant and active fundamental	~	Private							~
SAM 05	ESG incorporation strategies	✓	Public	1	✓					
SAM 06	Selection processes (listed assets)	✓	Public	✓					~	
SAM 07	Appointment considerations (listed assets)	~	Private				~			
SAM 08	Monitoring processes (listed assets)	✓	Public	✓						
SAM 09	Percentage of (proxy) votes cast	8	n/a		✓					
SAM 10	Selection processes (non-listed assets)	8	n/a	✓					~	
SAM 11	Appointment considerations (non-listed assets)	₽	n/a				~			
SAM 12	Monitoring processes (non-listed assets)	8	n/a	1					<ul> <li>✓</li> </ul>	
SAM 13	Description of RI considerations in 'other' asset classes	₽	n/a	~					~	
SAM 14	Percentage of externally managed assets managed by PRI signatories	•	Private	~					~	
SAM 15	Examples of ESG issues in selection, appointment and monitoring processes	✓	Private		~					
SAM 16	Disclosure of RI considerations	✓	Public						<ul> <li>✓</li> </ul>	



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Direct -	t - Listed Equity Active Ownership				Principle			General		
Indicator	Short description	Status	Disclosure	1	2	3	4	5	6	
LEA 01	Description of approach to engagement	✓	Private		✓					
LEA 02	Reasoning for interaction on ESG issues	✓	Public	<ul> <li>✓</li> </ul>	✓	✓				
LEA 03	Process for identifying and prioritising engagement activities	8	n/a		~					
_EA 04	Objectives for engagement activities	8	n/a		✓					
EA 05	Process for identifying and prioritising engagement activities	✓	Public		~					
_EA 06	Objectives for engagement activities	✓	Public		✓					
_EA 07	Role in engagement process	1	Public		✓		~			
LEA 08	Monitor / discuss service provider information	~	Public		~				~	
LEA 09	Share insights from engagements with internal/external managers	~	Private	~	~					
_EA 10	Tracking number of engagements	✓	Public		✓					
EA 11	Number of companies engaged with, intensity of engagement and effort	~	Private		~					
EA 12	Engagements on E, S and/or G issues	✓	Private		✓					
EA 13	Companies changing practices / behaviour following engagement	~	Private		~					
_EA 14	Examples of ESG engagements	✓	Private		✓					
EA 15	Disclosure of approach to ESG engagements	1	Public		~				~	
_EA 16	Description of approach to (proxy) voting	1	Private		✓					
EA 17	Typical approach to (proxy) voting decisions	~	Public		~					
_EA 18	Percentage of voting recommendations reviewed	8	n/a		~					
EA 19	Confirmation of votes	1	Private		✓					
EA 20	Securities lending programme	1	Private		✓					
EA 21	Informing companies of the rationale of abstaining/voting against management	~	Public		~					
EA 22	Percentage of (proxy) votes cast	✓	Public		~					
.EA 23	Proportion of ballot items that were for/against/abstentions	1	Private		~					
EA 24	Shareholder resolutions	1	Private		✓					
EA 25	Examples of (proxy) voting activities	-	n/a		✓					
EA 26	Disclosing voting activities	✓	Public		✓				<ul> <li>✓</li> </ul>	





# **Gestion FÉRIQUE**

**Reported Information** 

**Public version** 

**Organisational Overview** 

## **PRI disclaimer**

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### **Basic Information**

00 01	Mandatory	Gateway/Peering	General
000	1.1 Select the category which best rep	presents your primary activity.	
• N	on-corporate pension or superannuation or r	etirement or provident fund or plan	
0 C	orporate pension or superannuation or retire	ment or provident fund or plan	
$\odot$ In	surance company		
⊖ Fo	oundation or endowment		
$\bigcirc$ D	evelopment finance institution		
$\circ R$	eserve - sovereign or government controlled	fund	
$\bigcirc 0$	ther, specify		
00 02	Mandatory	Peering	General
000	2.1 Select the location of your organis	ation's neadquarters.	
Canada	a		

00 02.2	Indicate the number of countries in which you have offices (including your headquarters).
<b>●</b> 1	
○ 2-5	
○ 6-10	
○ >10	

OO 02.3	Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).
	FTE
46	

00 03	Ma	ndatory	Descriptive	General
00	03.1	Indicate whether you have subsidiaries within yo their own right.	our organisation that are also PRI sigr	atories in
ΟY	es			
• N	0			
00 04	Ma	ndatory	Gateway/Peering	General
00	04.1	Indicate the year end date for your reporting year	ar.	
31/1	2/2014			



# **OO 04.2** Indicate your total AUM at the end of your reporting year, excluding subsidiaries you have chosen not to report on, and advisory/execution only assets.

	trillions	billions	millions	thousands	hundreds
Total AUM		2	105	000	000
Currency	CAD				
Assets in USD		1	926	771	329

### **OO 04.5** Indicate the level of detail you would like to provide about your asset class mix.

• Approximate percentage breakdown to the nearest 5% (e.g. 45%)

○ Broad ranges breakdown (i.e. <10%; 10-50%; >50%)

### OO 06 Mandatory

OO 06.1

# To contextualise your responses to the public, indicate how you would like to disclose your asset class mix.

Descriptive

Publish our asset class mix as percentage breakdown

	Internally managed (%)	Externally managed (%)
Listed equity	0	65
Fixed income – corporate	0	13
Fixed income – government	0	22
Fixed income – other	0	0
Private debt	0	0
Private equity	0	0
Property	0	0
Infrastructure	0	0
Commodities	0	0
Hedge funds	0	0
Forestry	0	0

General

Farmland	0	0
Inclusive finance	0	0
Cash	0	0
Other (1), specify	0	0
Other (2), specify	0	0

○ Publish our asset class mix as broad ranges

 $\odot$  Publish our asset class mix as per attached file (the following image formats can be uploaded: .jpg, .jpeg, .png,.bmp and .gif)

O 10	Mai	ndatory	Gateway	Genera		
00 1	<b>OO 10.1</b> Select the responsible investment activities your organisation implemented indirectly, for listed equities in the reporting year.					
⊠ W	e enga	ge with companies on ESG issues via our staff, co	llaborations or service provid	ers		
⊠ W	☑ We cast our (proxy) votes directly or via service providers					
⊠ W appo	er selection,					
	one of t	ne above				
		ne above	Gateway	Genera		
	Mai		ESG incorporation and/or activ	ve ownership in your		
0 11	Mai 1.2	ndatory Indicate if in the reporting year you addressed I external manager selection, appointment and/o	ESG incorporation and/or activ	ve ownership in your		
0 11 00 1 ☑ Fi	Mai 11.2 xed inco	ndatory Indicate if in the reporting year you addressed I external manager selection, appointment and/o managed asset classes.	ESG incorporation and/or activ	ve ownership in your		

	,	,	
00 12.1	The modules and sections that you will be requi	red to complete are listed below.	

This list is based on the percentages provided in your AUM breakdown and your responses to the gateway indicators. You are only required to report on asset classes that represent 10% or more of your AUM. You may report voluntarily on any applicable modules or sections by selecting them from the list. Fixed Income and Infrastructure are voluntary.



### Core modules

☑ Organisational Overview

☑ Overarching Approach (including assets which do not have a separate module)

### RI implementation directly or via service providers

Direct - Listed Equity active ownership

- ☑ Engagements
- ☑ (Proxy) voting

### **RI implementation via external managers**

Indirect - Selection, Appointment and Monitoring of External Managers

- ☑ Listed Equities
- ☑ Fixed Income Corporate
- ☑ Fixed Income Government

### **Closing module**

☑ Closing module



# **Gestion FÉRIQUE**

**Reported Information** 

**Public version** 

**Overarching Approach** 

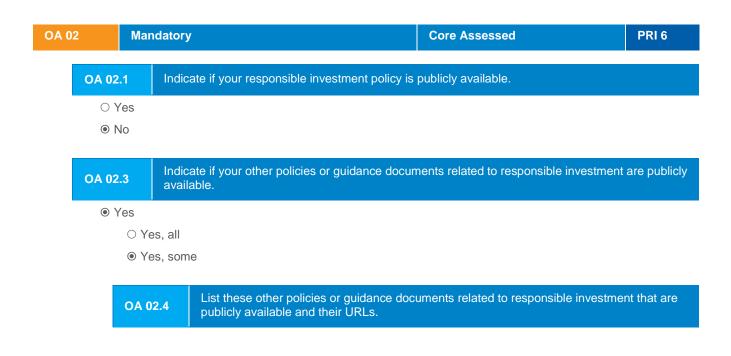
# **PRI disclaimer**

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01	Mar	ndatory	Gateway/Core Assessed	Genera
OA 01	1.1	Indicate if you have a responsible investment po	licy.	
. ھ	Yes			
0	No			
OA 01	.2	Indicate if you have other guidance documents of investment.	or more specific policies related to r	esponsible
	I <b>.2</b> Yes		or more specific policies related to r	responsible
	Yes		or more specific policies related to r	responsible

Gestion Férique has a public proxy voting policy that includes guidelines on how corporate governance and corporate responsibility issues are to be analyzed and voted. We also have a responsible investment policy and guidelines on engagement - both of which are private policies. In 2014, we initiated the process of improving the responsible investment section of our website, which will include making our responsible investment policy publicly available and disclosing our annual PRI report. We look forward to finalizing these activities in 2015.





Policy or document name	URL
Responsibl e Investment Proxy Voting Policy	http://www.ferique.com/public/File/Documents/822/Politique%20de%20droits%20de%20vote %20-%20Décembre%202011.pdf

 $\bigcirc$  No

### OA 02.5 Additional information. [Optional]

In 2014, we updated our proxy voting policy, which will go into effect in 2015. Our responsible investment policy will be disclosed publicly on our website in 2015.

OA 0	OA 03 Mandatory		ndatory	Core Assessed	PRI 1,2
	OA 03.	.1	Indicate the components/types and coverage of documents.	your responsible investment policy and	guidance

### Select all that apply

Policy components/types	Coverage by AUM
☑ Policy setting out your overall approach	<ul> <li>Applicable policies cover all AUM</li> </ul>
☑ (Proxy) voting policy	$\bigcirc$ Applicable policies cover a majority of AUM
☑ Engagement/active ownership policy	$\bigcirc$ Applicable policies cover a minority of AUM
☑ Specific guidelines on corporate governance	
☑ Specific guidelines on environmental issues	
☑ Specific guidelines on social issues	
□ Asset class-specific guidelines	
☑ Screening/exclusion policy	
□ Other, specify	
□ Other, specify	





### OA 04.3 Additional information. [Optional]

Gestin Férique deals with potential conflicts of interest in the investment process by following relevant securities regulations, specifically the National Instrument 81-107 and 31-103.

### **Objectives and strategies** OA 05 Mandatory Gateway/Core Assessed General Indicate if your organisation sets objectives for its responsible investment activities. OA 05.1 Yes Indicate how frequently your organisation sets or revises objectives for responsible OA 05.2 investment. At least once per year ○ Less than once per year Indicate how frequently your organisation formally reviews performance against its objectives OA 05.3 for responsible investment. ○ Quarterly ○ Biannually Annually ○ Every two years or less ○ It is not reviewed $\bigcirc$ No Additional information. [Optional] OA 05.4

Gestion Férique has committed to sending its portfolio managers an annual survey regarding responsible investment in general and also how each manager incorporates ESG issues in to its investment decisions. This survey will allow us to track changes and improvements in the RI practices of our portfolio managers. In 2014, we asked our porfolio managers specifically on how they take into account companies' use of tax havens into their valuations.

# Governance and human resources OA 08 Mandatory Gateway/Core Assessed General OA 08.1 Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment. General



### Roles present in your organisation

- ☑ Board members or trustees
  - ☑ Oversight/accountability for responsible investment
  - □ Implementation of responsible investment
  - □ No oversight/accountability or implementation responsibility for responsible investment
- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
  - $\ensuremath{\boxtimes}$  Oversight/accountability for responsible investment
  - □ Implementation of responsible investment
  - □ No oversight/accountability or implementation responsibility for responsible investment
- I Other Chief-level staff or head of department, specify

### Senior Director of Investments

- ☑ Oversight/accountability for responsible investment
- ☑ Implementation of responsible investment
- □ No oversight/accountability or implementation responsibility for responsible investment
- □ Portfolio managers
- ☑ Investment analysts
  - □ Oversight/accountability for responsible investment
  - $\ensuremath{\boxtimes}$  Implementation of responsible investment
  - $\square$  No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
- $\hfill\square$  External managers or service providers
- □ Other role, specify
- □ Other role, specify

### Promoting responsible investment

OA 1	0	Mar	ndatory	Core Assessed	PRI 4,5
	OA 10.	.1	Select the collaborative organisation and/or initia which it participated during the reporting year, a		ember or in

### Select all that apply

Principles for Responsible Investment

### Your organisation's role in the initiative during the reporting period (see definitions)

- ☑ Basic
- □ Moderate
- □ Advanced



Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Gestion Férique uses the PRI Clearinghouse where it identifies opportunities to participate in collaborative engagements.

- $\hfill\square$  Asian Corporate Governance Association
- □ Association for Sustainable & Responsible Investment in Asia
- □ Australian Council of Superannuation Investors
- □ CDP Climate Change
- □ CDP Forests
- □ CDP Water
- CFA Institute Centre for Financial Market Integrity
- □ Council of Institutional Investors (CII)
- □ Eumedion
- □ Extractive Industries Transparency Initiative (EITI)
- □ Global Investors Governance Network (GIGN)
- □ Global Real Estate Sustainability Benchmark (GRESB)
- □ Institutional Investors Group on Climate Change (IIGCC)
- □ Interfaith Center on Corporate Responsibility (ICCR)
- □ International Corporate Governance Network (ICGN)
- □ Investor Group on Climate Change, Australia/New Zealand (IGCC)
- □ Investor Network on Climate Risk (INCR)/CERES
- □ Local Authority Pension Fund Forum
- □ Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify
- Shareholder Association for Research and Education (Share)

### Your organisation's role in the initiative during the reporting period (see definitions)

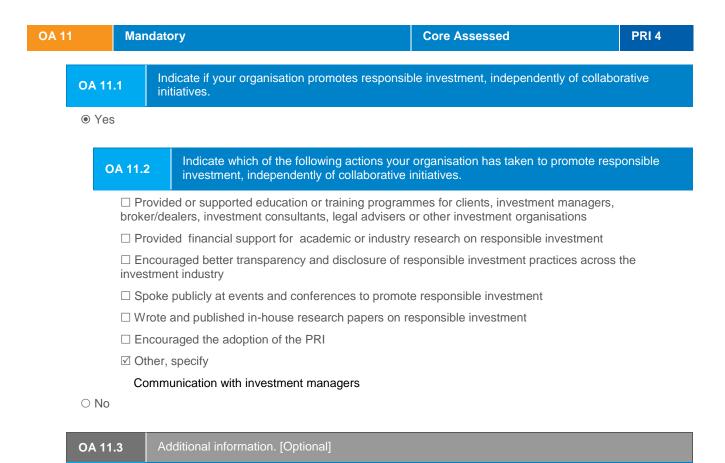
- ☑ Basic
- □ Moderate
- □ Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

### Gestion Férique is an affiliate of SHARE

- □ United Nations Environmental Program Finance Initiative (UNEP FI)
- □ United Nations Global Compact
- $\hfill\square$  Other collaborative organisation/initiative, specify





We promote responsible investment through our communication with investment managers asking them how they address ESG issues in their investment decision-making processes and surveying them on specific ESG issues, such as how they incorporate companies' use of tax havens into company valuations.



# **Gestion FÉRIQUE**

# **Reported Information**

**Public version** 

Indirect – Manager Selection, Appointment and Monitoring

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SAM 02 Ma		Mand	atory	Core Assessed	PRI 4
	SAM 02.1		Indicate if your organisation uses investment co selection, appointment and/or monitoring of exte		agers in the
	⊖ Yes	6			
	No				
	M 03 Mandator			Gateway	Genera

SAM 03.1Indicate for which of the following externally managed asset classes your organisation, and/or your<br/>investment consultants, consider responsible investment factors in investment manager: (a)<br/>Selection, (b) Appointment (investment management agreements/contracts), and (c) Monitoring

### Select all that apply

Asset classes	(a) Selection	(b) Appointment	(c) Monitoring
	$\checkmark$	$\checkmark$	$\checkmark$
Listed equity			
	$\checkmark$	$\checkmark$	$\checkmark$
Fixed income - corporate			
	$\checkmark$	$\checkmark$	$\checkmark$
Fixed income - government			

### Listed equity (LE), fixed income corporate (FIC) and fixed income government (FIG)

Overview					
SAM 05	SAM 05 Manc		atory	Gateway	PRI 1,2
	SAM	05.1	Indicate which of the following ESG incorpora external manager(s) to implement on your be	tion strategies you encourage or requir half:	e your
			Active investment strategies		



Active investment strategies	LE	FIC	FIG
Screening			
Thematic			
Integration	$\checkmark$	V	
None of the above			

SAM 05.2

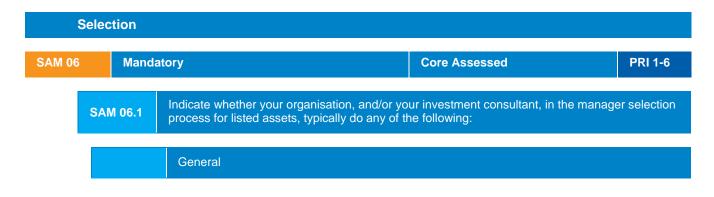
Indicate if - on your externally managed assets - you engage directly, via service providers, or via your external manager.

	LE	FIC
	$\checkmark$	
We engage directly or via service providers on our externally managed assets		
We require our external managers to engage on our behalf		
None of the above		



Indicate if - on your externally managed listed equities - you cast your (proxy) votes directly, via service providers, or via your external manager.

	LE
We cast our (proxy) votes directly or via service providers on our externally managed assets	
We require our external managers to cast our (proxy) votes on our behalf	
None of the above	





	LE	FIC	FIG
Review the manager's responsible investment policies			
Discuss managers' governance and management of responsible investment activities	$\checkmark$	$\checkmark$	
Meet staff with responsible investment responsibilities to assess their skills and competence			
Discuss minimum responsible investment expectations that managers must meet			
Discuss the role managers have played in collaborative initiatives			
Ask whether the organisation is a signatory to the PRI and/or other relevant organisations		$\checkmark$	
Review the manager's responsible investment reporting to clients and/or the public, including PRI reporting			
Discuss the type of ESG reporting you expect			
Assign specific weighting to ESG factors in your manager evaluation			
Other general aspects in your selection process, specify			
None of the above			

ESG incorporation



	LE	FIC	FIG
Evaluate the quality and coverage of ESG research used by managers			
Assess how the manager incentivises brokers to provide ESG research		n/a	n/a
Assess managers' ESG incorporation strategies and ability to identify and manage ESG issues			
Discuss with managers how ESG issues have impacted specific investment decisions and, where relevant, stock or portfolio performance	V		
Other ESG incorporation issues in your selection process, specify			
None of the above			

### Monitoring





	LE	FIC	FIG
Include responsible investment as a standard agenda item at performance review meetings			
Highlight examples of good responsible investment practice by other managers			
Review the manager's responsible investment reporting, for example PRI-generated responsible investment reports			
Encourage your managers to consider joining responsible investment initiatives/organisations or participate in collaborative projects with other investors			
Include responsible investment criteria as a formal component of overall manager performance evaluation			
Request information on whether your manager's approach to ESG issues has impacted financial performance			
Request information on whether your manager's approach to ESG issues has impacted risk or volatility			
Request information on whether your manager's approach to ESG issues has impacted ESG performance			
Other general aspects of your monitoring, specify			
None of the above		$\mathbf{N}$	

### ESG incorporation

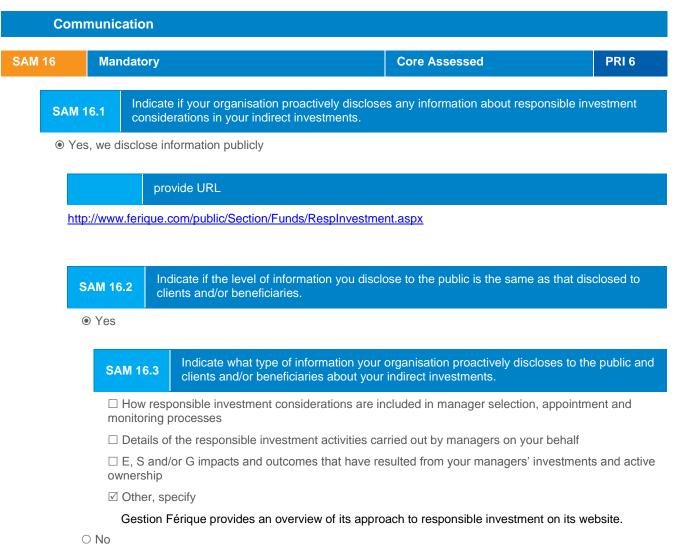
	LE	FIC	FIG
Request information on ESG incorporation in specific investment decisions			
	$\checkmark$	$\checkmark$	$\checkmark$
Other ways you monitor ESG incorporation, specify			
None of the above			

### SAM 08.2

Provide additional information relevant to your organisation's dialogue and monitoring of external managers. [Optional]

We survey our investment managers annually and in 2014 asked each manager to provide information on how they incorporated companies' use of tax havens into valuations.





- Yes, we disclose information to clients/beneficiaries only
- O We do not proactively disclose information to the public and/or clients/beneficiaries



# **Gestion FÉRIQUE**

**Reported Information** 

**Public version** 

**Direct - Listed Equity Active Ownership** 

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### Engagement

Overview

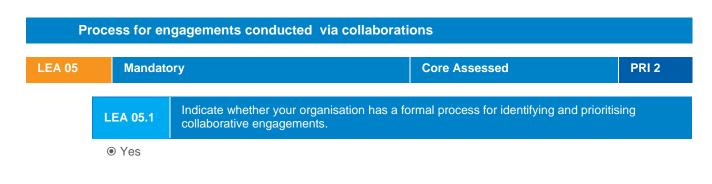
 Overview
 Gateway
 PRI 1,2,3

LEA 02.1

Indicate your reasons for interacting with companies on ESG issues and indicate who carries out these interactions.

Type of engagement	Reason for interaction
	□ To support investment decision-making (e.g. company research)
Individual/Internal staff engagements	$\hfill \Box$ To influence corporate practice (or identify the need to influence) on ESG issues
	□ To encourage improved ESG disclosure
	□ Other, specify
	☑ We do not engage via internal staff
	□ To support investment decision-making (e.g. company research)
Collaborative engagements	$\ensuremath{\boxdot}$ To influence corporate practice (or identify the need to influence) on ESG issues
	☑ To encourage improved ESG disclosure
	□ Other, specify
	$\Box$ We do not engage via collaborative engagements
	☑ To support investment decision-making (e.g. company research)
Service provider engagements	$\ensuremath{\boxdot}$ To influence corporate practice (or identify the need to influence) on ESG issues
	☑ To encourage improved ESG disclosure
	□ Other, specify
	$\Box$ We do not engage via service providers

### Process



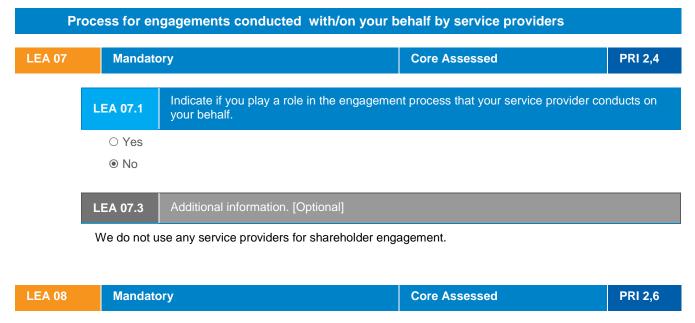


**LEA 05.2** Describe how you identify and prioritise collaborative engagements.

Gestion Férique participates in collaborative engagements primarily through the PRI Clearinghouse. We identify possible engagement opportunities according to our shareholder engagement guidelines, which require us to understand the issue, to make sure an engagement is in the best interest of our clients and that it would not create reputational risks for Gestion Férique.

 $\bigcirc$  No

EA 06	Mandato	pry	Core Assessed	PRI 2
	LEA 06.1	Indicate if the collaborative engagements in	n which you are involved have defin	ed objectives.
	● Yes			
	• Ye	es, for all collaborative engagement activities		
	$\circ$ Ye	es, for the majority of collaborative engageme	ent activities	
	O Ye	es, for a minority of collaborative engagemen	t activities	
	$\odot$ No			
	LEA 06.2	Indicate if you monitor the actions compani	es take following your collaborative	engagements
	⊖ Yes			
	No			





Please select all that apply



- □ The subject (or ESG issue(s)) of engagement
- □ The objectives of the engagement
- $\hfill\square$  The rationale for engagement
- □ The frequency/intensity of interactions with companies
- □ Progress towards achieving engagement goals
- $\hfill\square$  Outcomes that have been achieved from the engagement
- $\hfill\square$  Next steps for engagement activity
- □ Other, specify

 $\ensuremath{\boxdot}$  None of the above

### LEA 08.2 Additional information. [Optional]

We do not use an external service provider for engagement.

A 10	Mandatory		Gateway/Core Assessed	PRI	
	LEA 10.1 Ind	cate if you track the number of en	gagements your organisation participates	s in.	
Type of	engagement	Tracking engagements			
<b>•</b> • • •		• Yes, we track the number o	f our engagements in full		
Collabo engage		$\odot$ Yes, we partially track the number of our engagements			
		$\odot$ No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers			
		$\odot$ No, we do not track and car	nnot estimate our engagements		
		○ Yes, we track the number o	f our engagements in full		
Service engage	provider ments	○ Yes, we partially track the n	$\odot$ Yes, we partially track the number of our engagements		
enguge		○ No, we do not track our eng of our engagement numbers	agements but can provide a reasonable	estimate	
		No, we do not trook and our	nnot estimate our engagements		

LEA 10.2

Additional information. [Optional]

In 2014, Gestion Férique evaluated 5 engagement opportunities and participated in 3 collaborative engagements through the PRI clearinghouse.

Communication			
LEA 15	Mandatory	Core Assessed	PRI 2,6



**LEA 15.1** Indicate whether your organisation proactively discloses information on its engagements.

 $\odot$  We disclose it publicly

- $\bigcirc$  We disclose it to clients and/or beneficiaries only
- We do not proactively disclose it to the public and/or clients/beneficiaries.

### (Proxy) voting and shareholder resolutions

Р	rocess			
LEA 17	Mand	atory	Descriptive	PRI 2
	LEA 17.1	Indicate how you typically make your (proxy) on.	voting decisions and what this approacl	n is based
		Approach		
	<ul> <li>○ We use</li> <li>providers</li> </ul>	e our own research or voting team and make ou	r own voting decisions without the use of	of service
		e service provider(s) which make voting recomm r voting decisions.	endations or provide research that we	use to
		e service provider(s) which make voting decisior for which we review and make voting decisions		efined
	● We hir	e service provider(s) which make voting decisior	ns on our behalf.	
		Based primarily on		
	⊖ th	e service provider voting policy signed off by us		
	• 0	ur own voting policy		
	0 01	ur clients requests or policy		
	$\bigcirc$ of	her, explain		
	LEA 17.2	Additional information.[Optional]		
-	Our proxy v	oting policy was updated in 2014.		





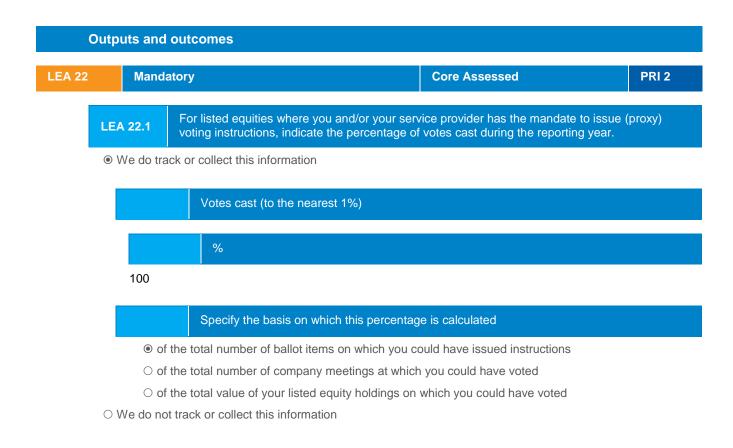
# **LEA 21.1** Indicate if you ensure that companies are informed of the rationale when you and/or the service providers acting on your behalf abstain or vote against management recommendations.

 $\odot$  Yes, in most cases

 $\odot$  Sometimes, in the following cases:

No

 $\odot$  Not applicable as we and/or our service providers do not abstain or vote against management recommendations





http://www.ferique.com/public/Section/Publications/Voting.aspx?lang=en



LEA 26.2	Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries.
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Yes

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LEA 26.3	Indicate the voting information your organisation proactively discloses to the public and/or to clients/beneficiaries.
	Indicate how much of your voting record you disclose
All vot	ing decisions
$\odot$ Some	voting decisions
$\odot$ Only a	bstentions and opposing vote decisions
⊖ Summ	ary of votes only
	Indicate what level of explanation you provide
⊖ Explai	n all voting decisions
⊖ Explai	n some voting decisions
○ Only e	explain abstentions and votes against management
No ex	planations provided
LEA 26.4	Indicate how frequently you typically report voting information.
○ Continuc	usly (primarily before meetings)
○ Continuc	ously (soon after votes are cast)
<ul> <li>Quarterly</li> </ul>	/ or more frequently

- $\bigcirc$  Between quarterly and annually
- $\odot$  Less frequently than annually
- $\bigcirc$  Other, specify

### $\bigcirc$ No

 $\bigcirc$  We disclose it to clients/beneficiaries only

 $\odot$  We do not proactively disclose our voting activities to the public and/or to clients/beneficiaries

