

## **Statement of Investment Principles**

### **Church Workers Pensions Fund (CWPF)**

#### **I. Introduction**

This Statement of Investment Principles (“SIP”, or “Statement”) sets out how the assets of the Church Workers Pension Fund (referred to as the “CWPF” or the “Scheme” in the rest of this document) are invested. It has been prepared by the Church of England Pensions Board (referred to as the “Trustee” in the rest of this document), which is the corporate trustee of the Scheme, with advice from its investment consultant.

The CWPF was established in 1953 in accordance with the Church of England Pensions Board (Powers) Measure 1952 and operates as a centralised occupational pension scheme.

The CWPF has three distinct sections:

- The Defined Benefit Scheme;
- Pension Builder Classic; and
- Pension Builder 2014.

The Defined Benefit Scheme provides final salary defined benefit pensions. The two Pension Builder sections are also defined benefit due to the generation of guaranteed pension benefits. Both sections have elements of discretionary increases based on funding levels. Pension Builder 2014 was established to help small employers comply with auto-enrolment legislation. There is no defined contribution section in the Scheme.

Contributions into the Pensions Builder Scheme may be paid directly by members’ employers, or by members themselves by deduction from salary.

Employers and members may participate in more than one section of the Scheme. Employers include diocesan boards of finance, cathedral chapters, mission agencies and other bodies connected with the ministry and mission of the Church of England.

For practical reasons, the employers have delegated their rights to consultation on a number of issues, including the content of this statement, to the Trustee. The Trustee engages with the sponsors regularly and is happy to receive feedback and suggestions on this and any other matter.

The Trustee will review this Statement every year and without delay after any significant change in investment policy or, if required, following a formal investment strategy review.

Any change to this Statement will only be made after having obtained and considered the

written advice of someone who the Trustee reasonably believes to be qualified by their ability in and practical experience of financial matters and to have the appropriate knowledge and experience of the management of pension scheme investments.

The Trustee receives written advice from their Investment Consultant on any investments prior to them being implemented. This Statement complies with the requirements of the Pensions Act 1995 (as amended) and the Occupational Pension Schemes (Investment) Regulations 2005 (as amended).

## **2. Objectives**

The Trustee is responsible for the stewardship of the Scheme's assets. It has three main objectives, which are to ensure that:

- (1) All beneficiaries receive the benefits to which they are entitled under the Rules of the Scheme.
- (2) There are sufficient assets to meet the Scheme's liabilities as they fall due, and
- (3) Through the process of meeting the Scheme's liabilities that the Scheme's investments do not work against beneficiaries' interests and the world into which they will retire.

The Trustee therefore has a long-term objective for the Defined Benefit Scheme to be fully funded on a basis that incorporates gradual de-risking from the current strategy, to reduce the reliance on the Scheme's sponsors for additional contributions. The Trustee's current target is to be fully funded on a gilts plus 0.2% basis by the end of 2034. The current recovery plan has an date of 1 October 2032. The Trustee's objective for Pension Builder Classic and Pension Builder 2014 is to deliver stable bonuses (or discretionary increases) for members and to hedge inflation and interest rate risk where appropriate.

## **3. Investment Policy**

The Trustee is responsible for how the Scheme's assets are invested. It takes advice from the investment consultant and the scheme actuary where appropriate, and it is supported by an in-house investment team. The Trustee has established an Investment Committee, which has relevant professional investment experience and is a mix of members of the Board and co-opted members.

Ethical and responsible investment considerations are central to the Trustee's work. They reflect the Christian identity and the values of the Board and its beneficiaries, and they inform its aim of achieving a long-term sustainable return on the Scheme's investments.

The main Trustee Board determines investment strategy for the Scheme, which is reflected in the split in the Scheme's assets between assets invested for growth (return seeking assets) and investments that seek to match the liabilities for pensions already in payment.

The Investment Committee selects the asset classes for investment, appoints managers for them, monitors the managers' performance and removes them when necessary. It also

directs the Scheme's cash flows, between asset classes and investment mandates.

Day to day investment decisions are delegated to external investment managers. They are appropriately qualified and their activities are defined by legally binding agreements.

#### **4. Investment Beliefs**

The Trustee has developed a set of investment beliefs, which underpin how the investments are made. The beliefs are set out in Appendix I to this statement. Environmental Social and Governance ("ESG") considerations are central to the Trustee's investment beliefs.

The Trustee monitors the covenant of the Scheme's sponsors in order to assess their ability to support the Scheme. The Trustee believes the Scheme's sponsors are willing and able to underwrite its liabilities.

#### **5. Investment management**

The Trustee operates a common investment fund (The Church of England Investment Fund for Pensions, or "CEIFP"), comprising a Public Equity Pool, Diversified Growth Pool, Diversified Income Pool, Listed Credit Pool and Liquidity Pool (together "the pools"). This investment vehicle allows the Board's pension schemes, including the CWPF, to pool their assets for greater efficiency and diversification than they would be able to achieve if investing on their own. The investment powers of the common investment fund are set out in the Schedule of Regulations of the CEIFP's Trust Deed and are in accordance with the investment powers of the Board as set out in the Church of England Pensions Measure 2018.

The CEIFP accounts for all the return seeking investments of the CWPF and some of its liability matching assets. The Scheme may from time to time have assets that are invested outside the common investment fund. In particular, these so called Liability Driven Investment (LDI) assets that are held to back pensions in payment, primarily Gilts, and to hedge against inflation and changes in interest rates, primarily interest rate and inflation swaps and Gilt repurchase agreements (repos).

The assets of the DB Scheme are managed in two sections: a General Fund and a Life Risk Pool, each of which has an investment strategy that reflects its purpose. The General Fund receives contributions and invests in return seeking assets. The Life Risk Pool pays pensions and is funded by transfers from the General Fund and its own investment returns from its assets in the CEIFP. Transfers from the General Fund to the Life Risk Pool are made when members retire. In addition, in the event that an actuarial valuation assesses a funding deficit in the Life Risk Pool, the Trustee may choose to levy all or some of this deficit from the General Fund.

The Scheme's investment managers are listed on the Pensions Board's website. The Scheme's Annual Report carries information on investment performance, asset allocation and the main investment decisions taken during the year.

The investment team regularly meets with each of the Scheme's investment managers to discuss performance and other related matters (including climate change and other ESG topics) and reports its findings to the Trustee. As part of this process, the investment team will challenge decisions that appear inconsistent with the Scheme's stated objectives and/or policies.

Portfolio turnover costs and manager fees are monitored by the investment team, in absolute terms and relative to what might be reasonably expected given the underlying asset class and investment style of each investment manager, and reported to the Trustee periodically.

As the Trustee is a long-term investor, it does not expect to make investment manager changes on a frequent basis.

Where the Scheme invests in an open-ended vehicle, or segregated mandate, with an investment manager the Trustee expects to retain them unless:

- There is a strategic change to the overall strategy that no longer requires exposure to that asset class or manager; or
- The investment manager has been reviewed and the Trustee has decided to terminate the mandate.

A review of a manager's appointment may be triggered by one or a combination of the non-exhaustive scenarios below:

- Sustained periods of underperformance;
- Change in the portfolio manager or team responsible;
- Change in underlying objectives or process of the investment manager;
- Concern over their ability to meet operational or ESG considerations, or
- Significant change to the investment consultant's rating of the manager.

For holdings in closed-ended vehicles, the Scheme would expect to be invested for the lifetime of the strategy (which is disclosed to the Trustee at point of investment), although secondary market sales could be considered under certain circumstances.

The Trustee reviews the performance of the investment managers on a regular basis versus agreed benchmarks and targets, over multiple periods, with an emphasis on the long term. This includes how the investment managers make decisions based on assessments about medium to long-term financial and non-financial performance of an issuer of debt or equity, as well as engage with issuers of debt and equity in order to improve performance in the medium to long-term

The Investment managers are aware that their continued appointment is based on their success in delivering the mandate for which they have been appointed to manage. If the Trustee is dissatisfied, then it will look to replace the manager.

Investment management fees are charged as a proportion of the value of assets being managed and, in some instances, include an element based on investment performance. The fees are set on appointment and reviewed regularly thereafter. The Trustee takes advice to ensure the fees are appropriate.

## 6. Types of investment

The common investment fund, the CEIFP, is well diversified in terms of the assets it holds and the range of investment managers employed to manage those assets. The asset classes invested in by the Scheme, and the managers of them, are listed on the Board’s website. The Trustee takes advice to ensure that the asset classes invested in by the Scheme are appropriate for it.

The split between the pools is determined by the characteristics of the Scheme, in particular its demographic profile, the spread of time over which its liabilities fall due, its long-term funding target, strength of sponsor covenant and the appetite for risk of the Trustee and the Scheme’s sponsors.

The allocation between return seeking assets and inflation matching assets is determined as follows:

DB General fund	100% in return seeking assets
DB Life Risk Pool	25:75 split in the fund between return-seeking assets and liability matching assets (including the buy-in described below) transitioning to 30:70 corporate bonds to gilts/LDI/Buy-in by 31 December 2034
Pension Builder Classic	A combination of leveraged LDI assets to reduce inflation and interest rate risk and return-seeking assets to generate the returns to provide bonuses (in the form of discretionary increases)
Pension Builder 2014	100% in return seeking assets

The Trustee holds an insurance contract (“buy-in”) with Prudential. The contract pays 70% of the pension benefits in respect of DB members who had retired by 2014. Compared to return seeking assets, it removes significant investment risk from the assets backing that part of the payments and removes the risk associated with longevity too.

The Scheme may use synthetic instruments in a segregated fund (or via a pooled fund) to reduce risk or to improve operational efficiency.

The Scheme’s allocation to specific assets is shown in its annual report.

Investment managers are appointed based on their capabilities and the perceived likelihood of them meeting the Trustee's return and risk expectations. The manager selection process is designed to ensure that appointments are consistent with the Board's ethical, Environmental, Social and Governance (“ESG”) policies. As part of this, the Trustee undertakes due diligence ahead of investing to ensure it is aware of the:

- Underlying assets held and how the investment manager will allocate between them;
- Risks associated with the underlying mix of assets and the steps the investment manager takes to mitigate them;
- Expected return targeted by the investment manager and details around realisation of the investment; and
- Impact of financial and non-financial factors, including those outlined in the Ethical and responsible investment section of this statement, on the investment over the long-term. (and including how those matters are taken into account in the selection, retention and realisations of investments)

Should an investment manager make changes to any of these factors, the Trustee will assess the impact and (where no longer aligned) consider what action to take.

The Trustee seeks input from its investment consultant for their forward-looking assessment of the investment managers' abilities to meet their performance objectives over a full market cycle and an assessment of how environmental, social and governance factors are integrated into their investment processes. In addition, the investment team maintains its own independent ESG ratings for the directly appointed listed equity managers. These views assist the Trustee in its ongoing monitoring of the investment managers and are considered when making selection and retention decisions.

Where the Trustee invests via a pooled vehicle (rather than a segregated mandate), it accepts that it has limited ability to specify the investment guidelines, risk profile or return targets of an investment manager. Despite this, the Trustee believes that pooled vehicles can be identified that are aligned with its policies.

## **7. Realisation of investments**

The Defined Benefit Scheme currently pays out more in benefits than it receives in sponsor contributions, and therefore needs to hold some assets that can be liquidated at short notice. The Trustee considers that the Scheme's current asset allocation carries sufficient liquidity for the Scheme's needs.

Pension Builder Classic and Pension Builder 2014 receive net inflows of funds after the payment of benefits. The Trustee considers that those sections of the Scheme do not require immediate liquidity. So, while in practice the Scheme's asset allocation means it will have some highly liquid assets that can be sold at short notice, this is unlikely to be required for some years.

The Trustee does not directly consider the views of beneficiaries with regard to the selection, retention and realisation of investments, However, its investment beliefs reflect the Christian identity and values of the Scheme's beneficiaries and these are central to how the Scheme is invested and the Trustee receives Advice from the Ethical Investment Advisory Group ("EIAG") (see our website for details of the EIAG and its Terms of Reference) on Christian ethics and responsible investment.

## **8. Ethical and responsible investment**

The Trustee recognises that the beneficiaries and the sponsors of the Scheme are part of the Church of England and that the Scheme's investments should reflect that as far as possible without compromising its objectives. The Trustee wishes to exercise fully their responsibilities as asset owners.

The Trustee recognises climate change as a major financial, social and ethical risk, and one that has potential to impact gravely on the financial well-being of the members of its schemes as well as their quality of life in retirement.

The Trustee regularly receives advice on the ethical implication of investments from the Ethical Investment Advisory Group ("EIAG") of the Church of England, including ethical investment policies that are developed for all Church of England investors.

The Trustee also values engagement with companies over responsible and ethical investment issues, and it considers engagement as a more effective means of exercising its stewardship responsibilities than disinvestment in many situations. Company engagement is carried out and monitored for effective change by the Board's investment team. The Trustee regularly reviews the engagement and corporate governance activities of the investment team. The Trustee also produces an annual Stewardship Report summarising its activities, which is available on the Board's website.

The investment team produces a list of restricted investments that reflects the ethical policies approved by the Trustee. Investment managers appointed by the Trustee are instructed to exclude these investments from their portfolios.

The Trustee expects companies in which the Scheme invests to demonstrate responsible employment and corporate governance practices; to be conscientious with regard to environmental performance and human rights; and to deal fairly with customers and act with sensitivity to the communities in which they operate. When appointing its investment managers, the Trustee takes into consideration how they incorporate analysis of companies' performance on ESG issues into their stock selection.

The 'Statement of Ethical Investment' recommended by the EIAG, which has been adopted by the Trustee, is adapted from time to time and can be found on the EIAG's website.

Before an investment is made in a pooled vehicle, where the Trustee cannot directly

influence the selection of individual investments, the Trustee will satisfy itself that the proportion of restricted investments (as shown on the EIAG's restricted list) in the pooled fund is not material.

The Trustee intends that the Scheme should vote at all company meetings held by its investee companies. This is carried out by the investment team.

The Scheme, via the Church of England Pensions Board, is a signatory to the UNPRI and the Financial Reporting Council's Stewardship Code. It is also a member of the IIGCC (Institutional Investors Group on Climate Change) and a co-founder of the Transition Pathway Initiative (TPI).

## **9. Risk**

The Trustee recognises that it is possible to select investments for the Scheme that are similar to its estimated liability cash flows. However, in order to meet the Scheme's objectives within a level of contributions that its sponsors have indicated they are able and willing to make, the Trustee has agreed to take investment risk. This seeks to target a greater return than the matching assets would provide, whilst maintaining a prudent approach to meeting the Scheme's liabilities.

The primary risk upon which the Trustee focuses is that arising through a mismatch between the Scheme's assets and its liabilities. The Trustee recognises that whilst increasing investment risk increases potential return over the longer term, it also increases the risk of a shortfall in return relative to that required to cover the Scheme's liabilities, as well as producing more short-term volatility in the Scheme's funding position.

Whilst taking investment risk could lead to volatility in the funding levels of the Scheme, the Trustee feels that this risk is acceptable in view of the potential benefits of the expected extra return. The additional return should work through ultimately to greater security for the members of the Scheme and lower costs for its sponsors over the long term.

The Trustee considers a wide range of specific risks, including, but not limited to, those set out in Appendix 2 to this statement (which includes a range of financial and non-financial risks). Some of these risks are more quantifiable than others, but the Trustee has tried to allow for the relative importance and magnitude of each one.

The Trustee will from time to time use derivatives to manage risk and for efficient portfolio management. These will primarily be in the risk areas of currency, inflation, interest rates and longevity, and within the allocation to equities for efficient portfolio management purposes.

## **10. Additional voluntary contributions (AVCs)**



Any AVCs made by members of the DB Scheme of the CWPF are invested in the Pension Builder sections of the CWPF. As described above, the Pension Builder sections invest in the CEIFP.

AVCs made by members of Pension Builder Classic and Pension Builder 2014 are added to their account in their section of the Scheme.

Signed:  
Clive Mather, Chair

A handwritten signature in black ink, appearing to read 'Clive Mather', with a horizontal line underneath.

Date: 4 October 2021