

Theme	Issue	Objective	Metric	Targets	Sources
Environment - Climate change	GHG emissions	Alignment to a Net Zero pathway by 2050 where temperature rises are held below 1.5°C Commit to transparency on where we are on our alignment to this pathway.	1. Weighted Average Carbon Intensity (WACI) 2. Extractive exposure 3. Carbon footprint of portfolios 4. CA100+ scores on Climate alignment 5. Forward looking metrics such as Paris Alignment; Carbon Risk and Climate Physical risk 6. Absolute emissions	1. WACI - 7.4% 2. Extractive exposure - lower than benchmark and on a downwards trajectory 3. Carbon footprint - lower than benchmark and on a downwards trajectory 4. CA100+ - Alignment with our CC policy 5. Forward metrics - Paris alignment Climate phys risk and price risk - reported only initially with no target 6. Absolute emissions - reported only initially with no target	Brunel TCFD Product reports Climate Action 100+ benchmark scores
Environment - Climate change	Just Transition	Improvement over time in the number of portfolio companies improving their JT scores	CA100+ benchmark Just Transition scores	CA100+ holdings improving over time vs baseline	CA100+ Benchmark scores for highest emitters World Benchmark Alliance - in development
Environment - Climate change	Transparency	Increasing transparency over time, particularly for highest emitters of GHGs. Most material companies report on progress, including Scope 1&2 and most material for sector Scope 3 emissions. Align to Brunel policy - High impact sectors and banks to achieve 100% disclosure of their own material Scope 3 emissions by 2030. IT companies to disclose their own material upstream and downstream Scope 3 emissions by 2030	Voluntary disclosure by companies of their Scope 1, 2 & 3 (material) emissions	Alignment with Brunel's policy for high impact sectors to report by 2030 Transition Pathway Initiative Banking sector scores improving over time Greater disclosure over time on clean energy financing ratios and finance provided for new fossil fuel extraction projects	Brunel Product reports datapoints CA100+ benchmark scores Transition Pathways Initiative scores
Environment - Climate change	Financing carbon (Banks)	The Banks held by OPF are demonstrably systemic enablers of the transition.	Aligned or aligning with Net Zero by 2030		TPI Bank sector indicators Company disclosure "Banking on Climate Chaos" report
Environment - Climate change	Green revenues	In order to align to the transition to a Net Zero portfolio by 2050 we expect to significantly increase our exposure to sustainable investments.	Brunel data on sustainable investments exposure	Measure progress towards 25% sustainable investment exposure by 2030, 35% by 2050 Current baseline ~11%	FTSE Green revenues data from Brunel
Environment - Nature & Biodiversity	Nature Risk Assessment	As an investor we need to increase our understanding of the exposure to biodiversity and nature risk of our portfolio companies	Taskforce on Nature-related Financial Disclosure (TNFD), or equivalent, disclosures by most material companies	Increasing disclosure over time that is aligned to TNFD	Nature 100+ benchmark scores Company disclosures World Benchmarking Alliance Nature dataset Forest IQ/Forest 500 assessments to identify companies at risk and progress Deforestation-free Transition Pathway (DEFT)
Environment - Nature & Biodiversity	Deforestation	Deforestation-free portfolios as soon as possible	Forest IQ/Forest 500 scores	Most material companies Deforestation-free by 2030. 4.5% of global GDP (current global allocation = 0.2%) is Natural Capital derived. Allocation target to be assessed at next Strategic Asset Allocation (2026)	% of portfolio allocated to Natural Capital - Brunel data
Environment - Nature & Biodiversity	Natural Capital	Expand capital allocation to the Natural Capital asset class	Pension fund % allocation to Natural Capital		
Social – Human rights	Human rights norms compliance	We seek to invest in companies that respect all human rights, international norms and promote strong labour standards.	Compliance with UNGC Principles 1-6 Screening for non-compliance	Comply or demonstrate issue is being managed	Brunel Investment Risk Committee Reports Business and Human Rights Resource Centre
Social – Human rights	Just transition	Improvement over time in number of companies improving their JT scores	CA100+ benchmark Just Transition scores	CA100+ holdings improving over time vs baseline	CA100+ Benchmark scores for highest emitters World Benchmark Alliance - in development
Social – Human rights	Diversity & inclusion	We seek to promote fair, diverse, and inclusive business environments and practices across the companies in which we invest	Women on the board - Align to Brunel's DEI targets for UK companies - <a href="https://www.brunelpensionpartnership.org/investing-responsibly/responsible-investment/diversity-equity-inclusion/">https://www.brunelpensionpartnership.org/investing-responsibly/responsible-investment/diversity-equity-inclusion/</a> Focus on gender/ethnicity pay gaps and representation in senior management positions as well as Board appointments	Board - 40% is requirement for UK; other jurisdictions also include the ask for at least one woman in senior board position, 33% for non-UK jurisdictions 1 or more Director from an ethnic minority background Improvement over time in both board representation and closing pay gaps/greater representation for women and ethnic minorities in senior mgt posts	Brunel reporting
Social – Human rights	Free, prior, informed consent	We expect the companies we invest into to respect the right to Free, Prior, and Informed Consent (FPIC) of Indigenous peoples and local communities	Assessment of high-risk companies/sectors. Policy, systems and reporting in place to support FPIC.	Most material companies have a FPIC policy in place by 2030	Deforestation metrics e.g. Forest IQ/Forest 500 which include assessments of FPIC policies/systems Corporate Human Rights Benchmark for extractives
Governance	Transparency & disclosure	Seek to see ongoing improvements in transparency and reporting on material RI risks and opportunities	Appropriate reporting on material RI risks and opportunities TCFD; TNFD; TSFD, etc	Increasing levels of sustainability reporting e.g. TCFD, Scope 1&2&3 emissions Board - 40% is requirement for UK; other jurisdictions also include the ask for at least one woman in senior board position, 33% for non-UK jurisdictions	TCFD report or equivalent publication TNFD reports for material sectors Brunel Product reports for Scope 1, 2, & 3 emissions
Governance	Diversity & inclusion	We seek to promote fair, diverse, and inclusive business environments and practices across the companies in which we invest	Women on the board - Align to Brunel's DEI targets for UK companies - <a href="https://www.brunelpensionpartnership.org/investing-responsibly/responsible-investment/diversity-equity-inclusion/">https://www.brunelpensionpartnership.org/investing-responsibly/responsible-investment/diversity-equity-inclusion/</a> Focus on gender/ethnicity pay gaps and representation in senior management positions as well as Board appointments	Improvement over time in both board representation and closing pay gaps/greater representation for women and ethnic minorities in senior mgt posts	Brunel reporting