

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE: Engagement Report	
REPORT OF: Executive Director Corporate Services	
FOR SUBMISSION TO: Pension Committee	DATE: 16 July 2026
SUMMARY OF REPORT: This report brings Members up to date with engagement activity undertaken by the Fund and on its behalf by LAPFF (the Local Authority Pension Fund Forum) since the last Committee meeting. This work is important to the Fund's ambition to be a fully engaged investor and demonstrates its commitment to Responsible Investment and engagement in Environmental, Social and Governance (ESG) issues as the Fund works to maximise returns on investment.	
Local Government Act 1972 - Access to Information No documents requiring to be listed were used in the preparation of this report: Contact Officer: Saul Omuco Head of Finance Treasury & Pensions Finance Corporate Services 5 Pancras Square London N1C 4AG Telephone: 0207 974 7116 Email saul.omuco@camden.gov.uk	
RECOMMENDATION: The Committee is requested to note the contents of this report	
Signed by Director of Finance Date:	

1. **LOCAL AUTHORITY PENSION FUND FORUM (LAPFF)**

- 2.1. The Local Authority Pension Fund Forum (LAPFF) is a voluntary association of 87 local authority pension funds and 7 Local Government Pension Scheme (LGPS) pools, with combined assets of over £425bn. It exists to promote the investment interests of member funds, and to maximise their influence as shareholders to promote high standards of corporate governance and corporate responsibility amongst the companies in which they invest.
- 2.2. Members of the Pension Committee are welcome to attend meetings of the Forum. As a member of LAPFF the Fund is entitled to contribute to and participate in the work plan organised by the Forum around issues of common concern.
- 2.3. LAPFF produce a **Quarterly Engagement Report** to give an overview of the work undertaken. This is attached as **Appendix A** to this report and highlights the achievements during the quarter. It also lists engagement undertaken with several companies.

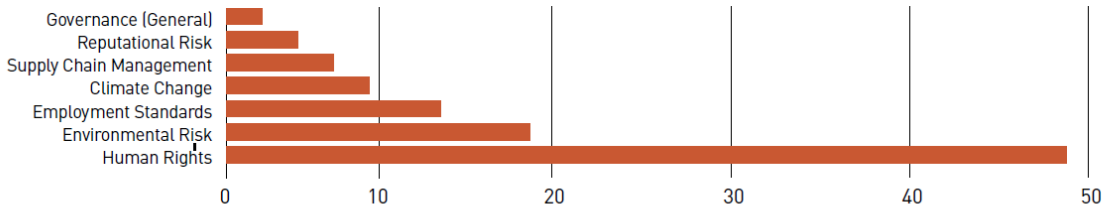
Quarterly Engagement Visual Data

- 2.4. A visual representation has also been included in LAPFF's report which provides a snapshot into the types of engagement undertaken by LAPFF over the quarter and can be seen below in Table 1. The charts present data on: topic, activity, outcomes, position engaged and company domiciles.
- 2.5. Human Rights, Environmental Risk, and Employment Standards have been the subject of the most engagement. Most of the companies engaged with were based in the USA, followed by the UK.
- 2.6. LAPFF also provide data on what types of issues are being discussed during engagements and their frequency relating to Sustainable Development Goals (SDGs) in Table 2. These were adopted by the United Nations in 2015 and also link to the Fund's Investment beliefs. Over the quarter, LAPFF has done most engagement with companies over: SDG 16 (Peace, Justice & Strong Institutions), SDG12 (Responsible Production & Consumption), and SDG15 (Life on Land).
- 2.7. The quarter saw a particularly strong emphasis on Climate Change, Zero-hour contracts and employment rights and Conflict-affected and high risk areas.

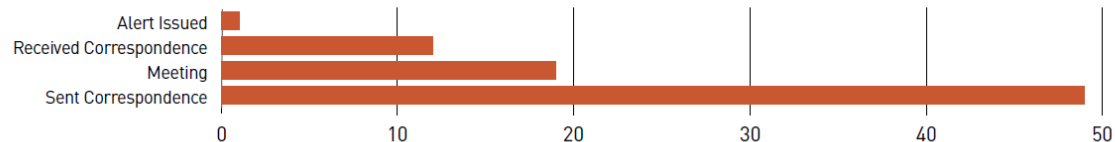
TABLE 1

ENGAGEMENT DATA

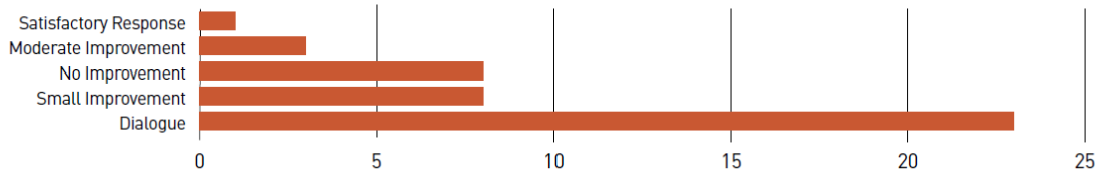
ENGAGEMENT TOPICS



ACTIVITY

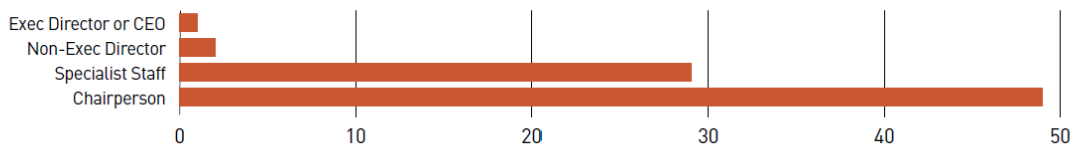


ENGAGEMENT OUTCOMES*



*Outcomes data is taken from 'Meetings', 'AGMs' and 'Received Correspondence' only

POSITION ENGAGED



COMPANY DOMICILES

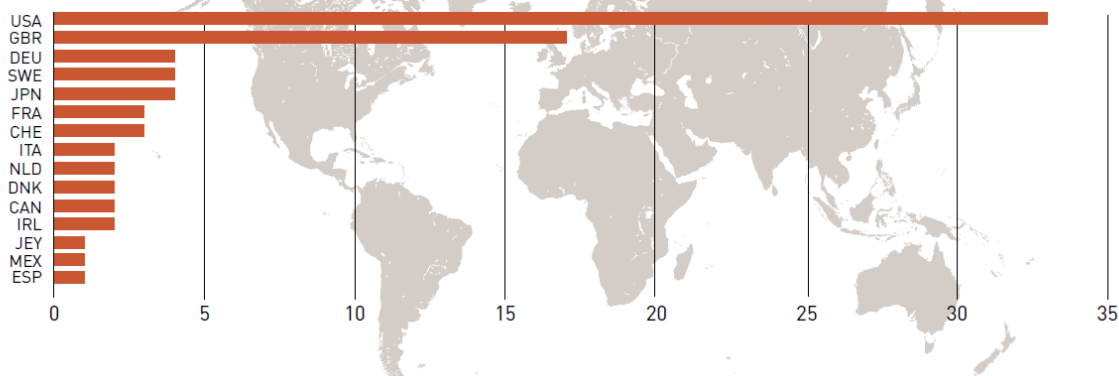
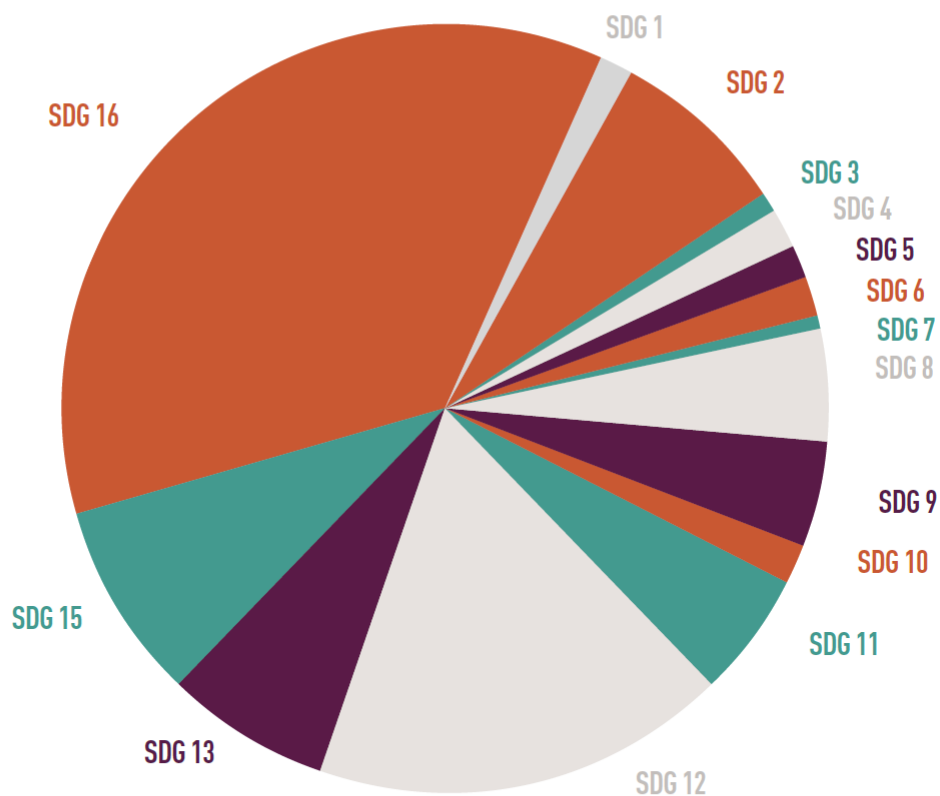


TABLE 2

ENGAGEMENT DATA



LAPFF SDG ENGAGEMENTS

SDG 1: No Poverty	2
SDG 2: Zero Hunger	10
SDG 3: Good Health and Well-Being	1
SDG 4: Quality Education	2
SDG 5: Gender Equality	2
SDG 6: Clean Water and Sanitation	2
SDG 7: Affordable and Clean Energy	1
SDG 8: Decent Work and Economic Growth	6
SDG 9: Industry, Innovation, and Infrastructure	6
SDG 10: Reduced Inequalities	2
SDG 11: Sustainable Cities and Communities	7
SDG12: Responsible Production and Consumption	23
SDG 13: Climate Action	9
SDG 14: Life Below Water	0
SDG 15: Life on Land	11
SDG 16: Peace, Justice, and Strong Institutions	47
SDG 17: Strengthen the Means of Implementation and Revitalise the Global Partnership for Sustainable Development	0

2. COMPANY ENGAGEMENTS

2.1. Climate Change Adaptation and Food Supply Chains

LAPFF engaged with major food producers and retailers including Sainsbury's, Associated British Foods, Danone, Marks & Spencer and Nestlé regarding the physical impacts of climate change on food production and agricultural supply chains. Engagements focused on climate adaptation strategies, water scarcity, supply chain resilience, regenerative agriculture and governance oversight of climate-related risks. Companies outlined a range of actions including supplier engagement, climate risk mapping, regenerative agriculture initiatives and enhanced monitoring of supply chain vulnerabilities. LAPFF intends to continue encouraging companies to improve disclosure of financially material climate adaptation risks and mitigation measures.

2.2. Water Utilities and Environmental Risk

LAPFF continued its long-standing engagement with the water sector, focusing on pollution incidents, storm overflows, water quality and emerging environmental contaminants such as PFAS (Per- and Polyfluoroalkyl Substances) ("forever chemicals") and microplastics. These are a group of man-made chemicals often referred to as "forever chemicals" because they do not break down easily in the environment or the human body. During the quarter LAPFF met with Pennon Group, including representatives from South West Water, to discuss environmental performance, regulatory reform, water quality management, pollution reduction programmes and climate resilience. LAPFF will continue monitoring environmental performance and governance arrangements as the UK water sector transitions to a new regulatory framework.

2.3. Protein Transition and Sustainable Food Production

Through the Asia Research and Engagement Protein Transition Platform, LAPFF engaged with Nissin Foods and Meiji Holdings. Discussions focused on sustainable protein production, deforestation, food waste reduction, animal welfare, antibiotic use, traceability and climate-related risks within food supply chains. LAPFF continues to support initiatives promoting sustainable and resilient food systems.

2.4. Climate Change Mitigation – Aviation Sector

LAPFF engaged with major European airlines including Ryanair, International Consolidated Airlines Group (IAG), Wizz Air and easyJet regarding aviation decarbonisation strategies. Engagements focused on sustainable aviation fuel (SAF), fleet modernisation, emissions reduction targets, climate governance and the long-term challenges associated with achieving net zero within the aviation sector. LAPFF highlighted ongoing concerns regarding sustainable aviation fuel availability, infrastructure constraints and governance arrangements supporting climate transition plans.

2.5. **Climate Governance and ‘Say on Climate’**

LAPFF continued its campaign encouraging companies to provide shareholders with regular votes on climate transition plans. During the quarter LAPFF engaged with Schroders and Land Securities Group regarding climate governance, transition planning and shareholder oversight. Both companies indicated they would continue to monitor market developments but currently have no plans to introduce dedicated climate transition resolutions at forthcoming AGMs.

2.6. **Employment Practices and Zero-Hours Contracts**

LAPFF engaged with InterContinental Hotels Group (IHG) and Mitie regarding implementation of the Employment Rights Act and the use of flexible labour arrangements. Discussions covered zero-hours contracts, agency labour, workforce protections, recruitment practices, probation arrangements and governance oversight of employment risks. LAPFF intends to continue monitoring how companies adapt to legislative changes whilst maintaining appropriate workforce protections.

2.7. **Conflict-Affected and High-Risk Areas (CAHRAs)**

LAPFF continued work on conflict-affected and high-risk areas, writing to 31 companies with business activities linked to the Occupied Palestinian Territories. The correspondence sought information regarding governance arrangements, heightened human rights due diligence and risk management practices. During the quarter LAPFF also engaged with Motorola Solutions to discuss human rights governance and risk assessment processes in conflict-affected regions. LAPFF is currently reviewing responses received and will consider further engagement and escalation activity where appropriate.

2.8. **Electric Vehicle Supply Chains**

LAPFF continued engagement with General Motors regarding human rights risks associated with electric vehicle supply chains, including critical minerals sourcing, supply chain traceability and due diligence processes. LAPFF noted progress in supply chain mapping and stakeholder engagement and will continue to monitor how manufacturers manage human rights risks associated with electrification.

2.1. **Summary of Engagement Themes**

Across Q1, LAPFF's company engagement activity focused on:

- Strengthening corporate preparedness for the physical impacts of climate change, particularly within food and agricultural supply chains
- Improving climate adaptation and resilience planning, including water scarcity, supply chain disruption and food security risks
- Encouraging enhanced environmental stewardship within the water sector, including management of pollution incidents, PFAS contamination and ageing infrastructure risks
- Assessing the credibility of aviation sector decarbonisation plans, including sustainable aviation fuel (SAF) availability and governance arrangements supporting net-zero commitments

- Continuing engagement on shareholder oversight of climate transition plans through the "Say on Climate" initiative
- Monitoring implementation of the UK Employment Rights Act and the treatment of flexible, agency and zero-hours workers
- Advancing corporate approaches to heightened human rights due diligence in Conflict-Affected and High-Risk Areas (CAHRAs)
- Strengthening supply chain transparency and human rights oversight within electric vehicle manufacturing and critical mineral supply chains.

Climate adaptation and resilience emerged as a particularly significant theme during the quarter, reflecting growing investor focus on the financial risks associated with physical climate impacts, food security and supply chain disruption. LAPFF also continued to expand its work on conflict-affected and high-risk areas, seeking greater transparency regarding corporate governance, risk management and heightened human rights due diligence in conflict-sensitive environments.

3. VOTING

A total of 775 resolutions were voted upon across 45 meetings in the quarter. A summary is provided in the table below:

TABLE 3: VOTING

Vote	Occurrences	Proportion (%)
For	475	61%
Against (Oppose)	216	28%
Withhold	0	0%
Abstain	29	4%
Non-Voting	55	7%
Not Supported	0	0%
Withdrawn	0	0%
US Frequency Vote on Pay	0	0%
Total	775	100%

The majority of meetings took place in the UK (13) followed by Switzerland (9).

A non-vote occurs where there is an agenda item that does not require a vote but is merely there for information. In certain jurisdictions (e.g. US and Canada), shareholders may not vote 'against' directors but may instead 'withhold' support, which is treated as an expression of opposition. "Withdrawn" means an item was originally on the agenda but the company withdrew it after publication, for instance where there was a death or resignation of the director standing for election.

The companies at which PIRC (Pensions Investment Research Consultants) voted during the quarter on behalf of Camden are listed in Appendix B for information.

4. RESPONSIBLE INVESTOR COMMENT

Understanding how the Fund engages with firms, both individually and as part of LAPFF, is a key part of exercising the Fund's influence as a responsible

investor, helping to ensure that the assets in which the Fund invests align with Camden's investment beliefs.

5. **ENVIRONMENTAL IMPLICATIONS**

Further to the Responsible Investment Comment above, a firm understanding of how the Fund engages with firms in which it holds investments improves the Fund's ability to invest in line with our investment principles.

6. **FINANCE COMMENTS OF THE DIRECTOR OF FINANCE**

The Director of Finance has no finance comments to add.

7. **LEGAL COMMENTS OF THE BOROUGH SOLICITOR**

The Local Government Pension Scheme Guidance on Preparing and Maintaining an Investment Strategy Statement states that an Administering Authority should publish an annual report on voting activity. This report is part of the process of discharging that responsibility and applies to a period prior to the Local Government Pension Scheme (Pooling, Management and Investment of Funds) Regulations 2026/544 which came into force on 30th June 2026 and associated new statutory guidance.

8. **APPENDICES**

Appendix A - LAPFF quarterly engagement report Q1 2026

Appendix B - The companies at which PIRC voted during the quarter.