

PerkinElmer (UK) Pension Scheme

Implementation Statement

January 2024

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Section 1: Introduction

This document is the Annual Implementation Statement (“the Statement”) corresponding to the PerkinElmer (UK) Pension Scheme’s Statement of Investment Principles (“SIP”) covering the “Scheme Year” from 1 July 2022 to 30 June 2023.

The purpose of this statement is to:

- Detail any reviews of the SIP the Trustee undertook during the Scheme Year, including the reasons for any changes made to the SIP over the year.
- Set out the extent to which, in the opinion of the Trustee, the SIP was followed during the Scheme Year.
- Describe the voting behaviour by, or on behalf of, the Trustee over the Scheme Year.

The PerkinElmer (UK) Pension Scheme has a wide range of investments; therefore, the principles and policies in the SIP are intended to be applied in aggregate and proportionately, focusing on areas of maximum impact.

A copy of this statement will be made available on the following website alongside the most recent SIP.

<https://www.perkinelmer.com/uk/corporate/policies/uk-pension.html>

Section 2: SIP review / changes

The SIP has not been reviewed or updated during the Scheme Year. The current version of the SIP was adopted on 21 December 2021.

Section 3: Adherence to the SIP

The Trustee considers that all policies outlined in the SIP have been adhered to during the Scheme Year. The remainder of this Statement sets out details of how this has been achieved and these details relate to those parts of the SIP which set out the Trustee's policies, and not those which are statements of fact.

The SIP comprises the following sections:

- Introduction
- Scheme objectives
- Investment strategy – DB section
- Investment strategy – DC and AVC sections
- Investment managers
- Managing risk

Introduction

1 - 2. These paragraphs provide factual statements as introductory and background information.

3 - 4. The SIP has not been reviewed in the Scheme Year. There have not been any changes in investment policy to warrant a review.

Scheme objectives

5 - 6. In September 2021 the Trustee used the majority of the Scheme's assets to purchase a bulk annuity which secured the Scheme's DB section liabilities. The Trustee received actuarial and investment advice as part of that process. Over the Scheme Year, the Trustee has continued to undertake further work to clean the Scheme's data and equalise GMPs in order to progress towards the aim of a full buy-out in 2024.

7. The Trustee recognises the different risks faced by DC members, which could ultimately lead to members accumulating insufficient assets to finance their desired level of consumption in retirement. As such the Trustee seeks to provide members with a diversified range of investment options to manage and mitigate these risks in order to achieve their retirement objectives. Although outside the period of this Statement, the majority of DC assets have even been transferred to an external master trust, or to a group policy with the Scheme's buyout provider. There are a small number of members with DC assets left remaining in the Scheme, but the Trustee is working on discharging their benefits.

8. As mentioned above, the Trustee provides DC members with a diversified range of investment options in order for members to be able to meet their investment objectives.

Investment strategy – DB section

9 – 14. These paragraphs contain factual information.

Investment strategy – DC and AVC sections

15 - 19. These paragraphs contain factual information.

20. As mentioned above, the Trustee provides a diversified range of investment options in order for members to be able to meet their individual investment objectives according to their risk profile.

21. This is a factual statement.

Investment managers

22-26. These paragraphs contain factual information.

27. The Trustee has not had to engage with a manager as a result of not being aligned with the Trustee's policies during the year.

28. The Trustee has received regular investment reports on the residual assets invested in the BlackRock Liquidity Fund. Given the non-insured assets are invested in a liquidity fund, the reference to ESG and climate risks in the SIP are less relevant now than previously.

29. No new managers were considered for appointment by the Trustee over the Scheme Year.

30. The Trustee believes that sustainable investment considerations do not apply to the DB assets. The Trustee notes that both BlackRock and Aviva report on their adherence to the UK Stewardship Code. See Section 4 for further information on voting and engagement.

31. The Trustee has not taken non-financially material considerations into account when setting investment strategy, in line with its policy.

32. This is a factual statement.

33. The Trustee received details of any transaction costs relating to DB section funds as part of the investment manager's quarterly reporting. The Trustee receives costs and charges reporting in preparing their Annual Governance Statement for the DC section. In addition, an annual Value for Members assessment is undertaken which benchmarks the charges members pay for the investment options against other schemes, in order to understand whether the charges constitute good value.

Managing risk

34. The DB section benefits are secured with an insurer, so the Trustee's main focus is ensuring the residual assets are suitably invested to meet the residual liabilities until the Scheme can be bought out. The long term security of the chosen insurer (Phoenix Life Limited, later rebranded Standard Life) was considered as part of the decision to purchase the bulk annuity.

In respect of the DC and AVC sections, the Trustee recognises the different return requirements and risk tolerance of members depending on their time to retirement and retirement objectives. The Trustee also recognises that some members will have different levels of risk tolerance regardless of their time to retirement. However, only a small number of members with DC assets remain in the Scheme, please see additional information provided under paragraph 7.

As such, the Trustee provides a range of investment options (lifestyle options and investment funds) to allow members to invest in a way that balances their risk tolerance and investment objectives.

The Trustee also maintains an ongoing review of the Scheme's governance and risk exposure including monitoring against the Pensions Regulator's Code of Practice and assessment under the annual Chair's statement.

35. This section provides an overview of the broad range of risks recognised by the Trustee which could affect member outcomes.

The overall DB investment risk is primarily managed through investing in a bulk annuity (which covers all of the DB section liabilities) which minimises the risk of a deficit appearing. The Trustee has put in place a process for managing the cashflow requirements to ensure that sufficient assets are available to meet outgo as required, should there be a delay in receiving income from the bulk annuity.

The DC/AVC fund risk is managed by offering a range of funds to members with different risk and return profiles and targeting different retirement outcomes. The Trustee has also sought to provide members with managed investment strategies suitable for different retirement objectives and the detailed review of the Scheme's investment strategy focused on the suitability of the Scheme's default option to ensure it remained appropriate to meet member needs. However, only a small number of members with DC assets remain in the Scheme, please see additional information provided under paragraph 7.

Conclusion

Through its monitoring processes, the Trustee did not identify any issues of non-compliance with the policies outlined in the SIP, and therefore no remedial actions were required over the year.

In the opinion of the Trustee, its policies in relation to undertaking engagement activities and its policies in relation to the exercise of the rights (including voting rights) attaching to the investments were adhered to over the Scheme Year.

Section 4: Voting and engagement

The Trustee has not set any specific guidelines around manager voting.

The Trustee invests in pooled investment funds and has delegated the day to day ESG integration and stewardship activities (including voting and engagement) to its investment managers.

The DB section held no investments during the Scheme year which carried voting rights and therefore we have not disclosed any voting information below.

The DC section's investment funds cover a range of asset classes, however this section focuses on the equity investments managed by BlackRock which have voting rights attached. BlackRock has their own voting policies which determine their approach to voting, and the principles they follow when voting on investors' behalf. BlackRock also use proxy voting advisors which aid in their decision-making when voting and details are summarised below.

BlackRock use of proxy advisor services

BlackRock subscribes to research from the proxy advisory firms Institutional Shareholder Services (ISS) and Glass Lewis which contribute to, but do not determine, BlackRock's voting decisions which are made by the BlackRock internal stewardship team.

BlackRock primarily uses proxy research firms to synthesise corporate governance information and analysis into a concise, easily reviewable format so that their investment stewardship team can readily identify and prioritise those companies where BlackRock's own additional research and engagement would be beneficial. They do not follow any single proxy research firm's recommendations.

Investment option	Underlying fund(s)	Voteable meetings	Voteable proposals	Proposals voted on	Of the number of votes cast			
					Votes with management	Votes against management	Abstain votes	Contrary to proxy adviser
UK Index Tracker	iShares UK Equity Index	1,053	15,107	97.1%	95.9%	4.1%	1%	0.1%

Aegon Balanced Passive Fund	Blackrock Consensus 85	6,990	72,975	69,418	87%	8%	1%	0.4%
BlackRock Aquila UK Equity Index Fund*	ACS UK Equity Tracker Fund X1 GBP Acc	651	10,037	10,008	97%	3%	0.1%	0%
BlackRock Aquila US Equity Index Fund*	ACS US Equity Tracker Fund X1 GBP Acc	578	7,516	99%	96%	3%	0%	0.1%
BlackRock Aquila European Equity Index Fund*	ACS Continental European Equity Tracker Fund X1 GBP Acc	475	8,702	93%	89%	10%	1%	0.1%
Growth Tracker (Cash Target) Growth Tracker (Flexible Target)	HSBC Developed World Sustainable Equity Index	1,004	14,774	90.2%	83%	16%	0%	0.4%
	iShares Continental European Equity Index	364	6,681	71.6%	90.4%	9.6%	1.7%	0%
	iShares Japan Equity Index	255	3,121	100.0%	97.2%	2.8%	0%	2.1%
	iShares Pacific ex Japan Equity Index	122	952	100.0%	93.3%	6.7%	0%	0.1%
	iShares Emerging Markets Equity Index	810	8,491	99%	89%	10%	0.7%	0.2%
	iShares UK Equity ESG Index Fund	315	5,360	99.5%	96.5%	3.0%	0.2%	0.1%
	iShares US Equity ESG Index	552	7,319	99.8%	96.8%	3.0%	0%	0.1%

**These funds are not available for self-selection by the Scheme's membership. They are only used for member benefits relating to former Protected Rights or to underpin guarantees provided by the Scheme.*

As outlined in the SIP, the Trustee recognises the UK Stewardship Code 2020 as best practice and monitors the Scheme's investment managers adherence to the Code. BlackRock is a signatory to the code and their latest statement of compliance can be found by following this link:

www.blackrock.com/corporate/literature/fact-sheet/blk-responsible-investment-statementoncompliance-uk-stewardshipcode.pdf

Significant votes

BlackRock have highlighted the below most significant votes cast within the funds managed on behalf of the Scheme over the Scheme year. [In addition, where not included below, BlackRock publish voting bulletins explaining their vote decision and the engagement and analysis underpinning it, on certain high profile proposals at company shareholder meetings.](#) Information on other high-profile voting proposals can be found by following this link:

www.blackrock.com/corporate/about-us/investment-stewardship#engagement-and-voting-history

Significant vote cast	Coverage in portfolio
<p>Company: BlackRock Inc</p> <p>Meeting Date: 24 May 2023</p> <p>Resolution: Elect Director Gordon M. Nixon</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against (Vote Against Management)</p> <p>Rationale: We are voting against this Nomination Committee Chair as we have concerns about insufficient gender diversity of the board.</p> <p>Criteria for the vote to be deemed significant: The company has a significant weight in the portfolio and we voted against management.</p> <p>Outcome of the vote: The resolution passed</p>	<p>HSBC Developed World Sustainable Equity Index</p>

<p>Company: Nestle SA</p> <p>Meeting Date: 20 April 2023</p> <p>Resolution: Approve Remuneration Report</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against (Vote Against Management)</p> <p>Rationale: We consider the quantum of the total pay excessive.</p> <p>Criteria for the vote to be deemed significant: The company has a significant weight in the portfolio and we voted against management.</p> <p>Outcome of the vote: The resolution passed</p>	<p>HSBC Developed World Sustainable Equity Index</p>
<p>Company: Uniper SE</p> <p>Meeting Date: 19 December 2022</p> <p>Resolution: Approve Creation of EUR 25 Billion Pool of Authorized Capital 2022 without Pre-emptive Rights</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: For</p> <p>Rationale: Not provided. BlackRock's approach to corporate governance and stewardship is explained in their Global Principles.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: The resolution passed</p>	<p>ACS Continental European Equity Tracker Fund Class X1 Acc</p> <p>BlackRock Consensus 85 Fund Class I Acc</p> <p>iShares Continental European Equity ESG Index Fund (UK)</p>
<p>Company: J Sainsbury Plc</p> <p>Meeting Date: 7 July 2022</p> <p>Resolution: Shareholder Resolution on Living Wage Accreditation</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against</p> <p>Rationale: Proposal is not in shareholders' best interests.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: The resolution failed</p>	<p>ACS UK Equity Tracker Fund X1F Accumulation</p> <p>iShares UK Equity Index Fund (UK) Class D Dist</p>

<p>Company: Yum! Brands, Inc.</p> <p>Meeting Date: 18 May 2023</p> <p>Resolution: Adopt Share Retention Policy For Senior Executives</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against</p> <p>Rationale: Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: Withdrawn</p>	<p>ACS US Equity Tracker Fund X1C Accumulation</p> <p>BlackRock Consensus 85 Fund Class I Acc</p> <p>iShares US Equity ESG Index</p>
<p>Company: Yum! Brands, Inc.</p> <p>Meeting Date: 18 May 2023</p> <p>Resolution: Report on Efforts to Reduce Plastic Use</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against</p> <p>Rationale: The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: Failed</p>	<p>ACS US Equity Tracker Fund X1C Accumulation</p> <p>iShares US Equity ESG Index</p>
<p>Company: BE Semiconductor Industries NV</p> <p>Meeting Date: 26 April 2023</p> <p>Resolution: Approve Remuneration Report</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against</p> <p>Rationale: Poor use of remuneration committee discretion regarding the grant of a one-off award. Remuneration arrangements are poorly structured.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: Failed</p>	<p>iShares UK Equity Index Fund (UK) Class D Dist</p>

<p>Company: Broadcom Inc.</p> <p>Meeting Date: 3 April 2023</p> <p>Resolution: Elect 4 directors</p> <p>Company Management Recommendation: For</p> <p>How the manager voted: Against</p> <p>Rationale: Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</p> <p>Criteria for the vote to be deemed significant: Not provided. BlackRock periodically publishes Vote Bulletins on key votes at shareholder meetings – more information can be found here: https://www.blackrock.com/corporate/about-us/investment-stewardship#vote-bulletins</p> <p>Outcome of the vote: Pass</p>	<p>iShares US Equity ESG Index Fund (UK)</p>
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THIS STATEMENT WAS APPROVED ON 11 JANUARY 2024 BY JO MYERSON AND SCOTT DUNCAN ON BEHALF OF ROSS TRUSTEES SERVICES LIMITED AS TRUSTEE OF THE SCHEME