

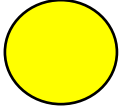
Investment Consultant Aims and Objectives 2024:

1. Background

- 1.1 As per the requirements of the Competition and Markets Authority (CMA), the Pension Fund must establish aims and objectives for its investment consultant.
- 1.2 After conducting an extensive review into the pension fund consultancy and fiduciary management industry, the CMA produced a report, detailing a number of recommendations to improve pension fund governance.
- 1.3 The Pensions Regulator (tPR) welcomed the review by the CMA and produced guidance on setting aims and objectives. The Regulator's view is that it is good practice for Pension Funds, including the LGPS, to set aims and objectives for investment consultants and advisors in order to achieve better outcomes.
- 1.4 The Fund had a set of aims and objectives for its previous investment consultant, however, following the retendering of the investment consultant contract, it was proposed that a new set of objectives be set for the new investment consultants, Redington.
- 1.5 The proposed aims and objectives as set out below cover the calendar year 2024 and have been agreed by the London Borough of Hackney Pensions Committee at its meeting on 7th February 2024.

2. Performance Against Aims and Objectives

- 2.1 In line with best practice, the performance of the investment consultant against the objectives should be reviewed on an annual basis and the objectives updated at least every three years or when there has been a material change in investment approach.
- 2.2 In the tables below are the agreed objectives and aims for the investment consultant, Redington, against which the consultant performance will be reviewed. Each objective will be assessed individually and assigned a rating as follows:

Performance Rating	Key
Excellent	
Good	
Satisfactory	
Unsatisfactory	
Not able to assess	N/A

1. Assistance in achieving the Fund's objectives				
Reference	Objectives	Performance Rating	Expectations	Comments – TBC end 2024
a)	Any proposed change in investment strategy or investment managers has a clear rationale linked to the ability of the Fund to meet its long-term objectives with specific reference to improving the efficiency of the investment strategy.		Following strategic asset allocation review in 2023 and subject to progress and market conditions, investment strategy to be kept under review and any changes to be considered as required. The funding position to be kept under review to consider any changes to strategic asset allocation as required	
b)	The investment consultant has an appropriate framework in place to ensure the Fund is on track to achieve its key objectives and highlight areas of focus if not.		The investment consultant provides the Fund with clear timelines, milestones and framing of objectives and provides the Fund accessible focused monitoring	

c)	The investment consultant undertakes specific tasks such as the selection of new managers and asset liability analysis, when required		Fixed Income review to be undertaken in 2024 and the consultant will continue to support on implementation of strategy as required	
d)	The investment consultant has complied with prevailing legislation, as well as the constraints imposed by the relevant Fund documentation (e.g. Investment Strategy Statement and responsible investment policy).		The investment consultant and the Pension Fund have a contract in place. The consultant will monitor and advise on changing regulatory requirements as appropriate	
e)	Environmental, Social and Governance (ESG) Objectives – The investment consultant has provided advice and guidance in relation to the integration of ESG objectives		Monitoring of climate targets and metrics, support with TCFD reporting as required. Ongoing review of ESG policy and stewardship.	

2. Governance and Costs				
Reference	Objectives	Performance Rating	Expectations	Comments
a)	Assist the Committee in ensuring the Fund benefits from competitive investment manager fees, through negotiation and periodic benchmarking of fees.		Investment consultant to benchmark manager fees against market standard as part of manager selection and ongoing manager monitoring.	
b)	Cost implications, both in terms of investment management expenses and implementation costs, are considered as part of investment strategy advice.		Cost implications of strategy changes will be taken into account in the advice provided to the client.	
c)	Where the investment consultant has provided support on implementation activity, including activity required to meet Fund benefits, these transactions have been carried out in a cost-effective manner.		Investment consultant to assist with implementation as appropriate and provide information on costs incurred	

d)	The investment consultant has demonstrated an understanding and appreciation of governance requirements, in particular, the investment consultant has avoided complexity where simpler, more cost-effective solutions may be available.		Overall complexity to be taken into consideration during any manager shortlisting and selection process.	
e)	The investment consultant has ensured that investments are in accordance with the current regulatory and compliance requirements relevant for the LGPS.		The investment consultant is expected to have the required due diligence processes in place to ensure regulatory and compliance requirements are met.	
f)	The investment consultant has taken into account the products available on the pool, reflecting the expected economies of scale.		The consultant is expected to include the asset pool products within any manager shortlisting and selection process.	
g)	The investment consultant has reviewed and made recommendations on investment governance which support broader governance requirements of the Fund.		The consultant is expected to consider the most appropriate investment governance arrangements for the Fund	

3. Proactivity/Keeping informed				
Reference	Objectives	Performance Rating	Expectations	Comments
a)	Advise the Committee on appropriate new investment opportunities and relevant investment regulatory developments and additional compliance requirements		The consultant to provide training to the Committee on any relevant new asset classes. Investment consultant will keep the Committee updated on all investment-related regulatory changes or any changes to the broader regulatory framework that could impact on future investment related regulations.	

b)	The investment consultant should be generally available for consultation on fund investment matters.		The consultant is expected to be available to advise on all investment matters as required by the Pension Fund Officers and Committee.	
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4. Monitoring				
Reference	Objectives	Performance Rating	Expectations	Comments
a)	The investment consultant provides insightful performance monitoring, integrated with funding and risk.		The investment consultant is expected to produce a quarterly report, providing narrative on market and fund manager performance. Overall risk and evolution of the funding level are expected to be monitored on an ongoing basis and feed into strategic decision making.	
b)	The Committee has been kept abreast of investment market developments and their implications for the Fund's investment strategy.		The consultant is expected to meet with Committee members quarterly and advise of market developments.	

5. Delivery				
Reference	Objectives	Performance Rating	Expectations	Comments
a)	The investment consultant has formed a strong working relationship with the Committee, Council Officers and other key stakeholders.		The investment consultant is expected to continue to build on the strong relationships built with Officers and Committee Members.	
b)	Reports and educational material are pitched at the right level, given the Committee's understanding.		Reports and training matters are expected to be clear, easily understandable, and concise to meet the needs of the Committee.	
c)	Meeting papers are provided in a timely fashion, with all required detail and accuracy.		Papers are expected to be received by the Pension Fund Officers 10 or more days in advance of the Committee meetings to allow scrutiny and any revisions to be made.	

d)	The investment consultant works within agreed budgets and is transparent with regard to advisory costs.		The consultant is expected to send regular invoices with an itemised breakdown. Costs of specific work should be agreed in advance.	
e)	The investment consultant works collaboratively with the Fund actuary and other advisors or third parties.		The consultant is expected to work with the custodian/fund managers to calculate the quarterly fund performance and liaise with the actuary on the funding level.	
f)	The investment consultant provides appropriate assistance with Fund documents such as the Investment Strategy Statement and annual report and accounts where required.		The consultant is expected to provide information and data as required for regular Fund documents.	

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