APPENDIX A

DISTRIBUTION OF INVESTMENTS

INVESTMENT 30 June 2014			31 March 2014			COMPARATIVE STRATEGIC BENCHMARK		
	VALUE £	% OF INV CATEGORY	% OF TOTAL FUND	VALUE £	% OF INV CATEGORY	% OF TOTAL FUND	%	TOLERANCE
UK EQUITIES								
UK Index Tracker	326,491,228	32.7	20.2	318,959,025	32.6	20.1	20.0	+/- 1.5%
TOTAL UK EQUITIES	326,491,228		20.2	318,959,025		20.1	20.0	
GLOBAL EQUITIES								
Invesco	338,749,574	33.9	20.9	333,440,938	34.1	21.0	20.0	+/- 1.5%
Threadneedle	89,614,986	9.0	5.5	87,978,532	9.0	5.5	5.0	+/- 1%
Schroder	86,622,173	8.7	5.4	84,539,978	8.6	5.3	5.0	+/- 1%
Neptune	80,183,778	8.0	5.0	78,632,843	8.0	5.0	5.0	+/- 1%
Morgan Stanley	76,514,346	7.7	4.7	74,714,992	7.6	4.7	5.0	+/- 1%
TOTAL GLOBAL EQUITIES	671,684,857		41.5	659,307,283		41.5	40.0	
TOTAL EQUITIES	998,176,086	100	61.7	978,266,308	100	61.6	60.0	+/- 5%
ALTERNATIVES	230,870,134		14.3	228,023,708		14.4	15.0	+/- 1.5%
PROPERTY	182,550,960		11.3	176,081,336		11.1	11.5	+/- 1%
FIXED INTEREST								
Goodhart F & C	102,127,622	50.7	6.3	100,617,139	50.7	6.3	6.75	+/- 1%
Blackrock	99,231,326	49.3	6.1	97,976,303	49.3	6.2	6.75	+/- 1%
TOTAL FIXED INTEREST	201,358,948	100	12.4	198,593,442	100	12.5	13.5	+/- 1.5%
TOTAL UNALLOCATED CASH	5,697,331		0.4	6,542,406		0.4	0.0	+ 0.5%
TOTAL FUND	1,618,653,458		100	1,587,507,200		100	100	

	Purchases	Sales	Net Investment
Investment	£000's	£000's	£000's
UK Equities			
In House	5,479	582	4,897
Global Equities			
Invesco	31,688	29,216	2,472
Threadneedle	20,525	20,189	336
Schroders	11,230	10,200	1,030
Neptune	25,015	21,072	3,943
Morgan Stanley Global Brands	0	0	0
Total Equities	93,937	81,259	12,678
Alternatives			
Morgan Stanley	0	0	0
Total Alternatives	0	0	0
Property	1,900	2,290	(390)
Fixed Interest			
BlackRock	0	0	0
Goodhart F & C	0	0	0
Total FI	0	0	0
TOTAL FUND	95,837	83,549	12,288

NB: Blackrock, Goodhart and both Morgan Stanley investments are Pooled Funds and therefore Purchases and Sales are only shown when new money is given to the manager or withdrawn from the manager.



MARKET RETURNS TO 30th JUNE 2014

INDEX RETURNS	12 Months to June '14	Apr-June '14
	%	%
FIXED INTEREST	3.4	1.3
UK EQUITIES	12.8	2.2
EUROPEAN EQUITIES	20.0	0.4
US EQUITIES	10.6	2.6
JAPANESE EQUITIES	(1.5)	4.3
FAR EASTERN EQUITIES	6.2	2.0
EMERGING MARKETS	4.6	5.3
UK PROPERTY	17.6	5.1
CASH	0.5	0.1

Votes Summarised by Votes Cast

Votes Cast at Management Group Level 01/04/14-30/06/14

	Resolutions			
Voting Guideline Code	For	Abstain	Against	Total
All Employee Share Schemes	18	0	15	33
Alternate Auditor	2	0	0	2
Amend Class of Capital	2	0	0	2
Annual Incentive Plan Metrics	14	0	0	14
Anti-Takeover Provisions	1	4	0	5
Any Other Business	1	0	1	2
Appoint Audit Committee Member	11	0	0	11
Appoint Chairman	6	0	2	8
Appoint Control Committee Member (Norway)	17	0	0	17
Appoint Corporate Assembly (Norway)	9	0	0	9
Appoint Independent Proxy	12	0	0	12
Appoint Nom Committee Member	12	0	0	12
Appoint Nomination Committee	4	0	0	4
Appoint Rem Committee Member	36	0	2	38
Approval of Executive's Remuneration Package	2	0	0	2
Approve Agreement	92	0	0	92
Approve CSR Report	1	0	0	1
Approve Cumulative Voting for Directors	0	0	1	1
Approve Minutes	7	0	0	7
Auditor - Appointment	368	1	97	466
Auditor - Deputy/Secondary	1	0	0	1
Auditor - Discharge	1	0	1	2
Auditor - Remuneration	130	0	70	200
Auth Board to Issue Shares	179	0	29	208
Auth Board to Issue Shares w/o Pre-emption	158	0	45	203
Authorise Board to set Board Size	1	0	0	1
Authorise Option Grants/Dilution	8	0	0	8
Authorise Political Donations & Expenditure	64	0	2	66
Authorised Capital	3	0	2	5
Authorised Capital [DE/CH/AT]	10	0	0	10
Board Alternate	1	0	0	1
Board of Stat Audit - Candidate List (Italy)	2	0	0	2
Board of Stat Audit - PR List System (Italy)	2	0	0	2
Board Re-election Frequency	2	0	0	2
Board Rem - Allow Board to Set	3	0	0	3
Board Rem - Approve Amounts Actually Paid	1	0	0	1
Board Rem - Approve Bonuses	21	0	0	21
Board Rem - Special/Retirement Bonuses	3	0	0	3
Board Size for Year	10	0	0	10
Board Size Range	2	0	0	2
'Bons Bretons' Warrants	1	0	0	1
Cancel Class of Capital	1	0	0	1

Voting Guideline Code	For	Abstain	Against	Total
Cancel Treasury Shares	33	0	1	34
Capital Raising	2	0	2	4
Chairs Corporate Responsibility Committee	4	0	1	5
Change Board Structure	1	0	0	1
Change Financial Reporting Period	3	0	0	3
Change Jurisdiction of Incorporation	0	0	0	0
Change of Name	6	0	0	6
Company Objectives	2	0	0	2
Conditional Capital [DE/CH/AT]	4	0	0	4
Confirm Director Independent	4	0	0	4
Convert to Società Europea	1	0	0	1
Corporate Governance Policy	1	0	0	1
Debt - Borrowing Powers	0	0	2	2
De-classify the Board	5	0	0	5
Delegate Powers	22	0	0	22
Director - Discharge from Liability	449	0	1	450
Director Election - All Directors [Single]	3486	25	1577	5088
Director Election - Candidate List (Italy)	0	0	0	0
Director Election - Chairman	121	1	269	391
Director Election - Chairs Audit Committee	322	1	57	380
Director Election - Chairs Nomination Com	233	1	116	350
Director Election - Chairs Remuneration Com	273	25	54	352
Director Election - Cumulative Voting	0	0	7	7
Director Election - Executives	608	0	715	1323
Director Election - Lead Ind. Director/DepCH	160	1	27	188
Director Election - Non-executive/Sup Board	2812	25	770	3607
Director Election - PR List System (Italy)	0	0	0	0
Director Election - Sits on Audit Committee	1040	0	177	1217
Director Election - Sits on Nomination Com	1157	18	201	1376
Director Election - Slate	7	0	1	8
Director Election - Sts on Remuneration Com	997	0	171	1168
Directors' Pensions	7	0	0	7
Distribute/Appropriate Profits/Reserves	139	0	5	144
Dividend - Approve Policy	26	0	0	26
Dividends - Ordinary	243	0	16	259
Dividends - Scrip	10	0	1	11
EGM Notice Periods	128	0	0	128
Elect Member Audit & Supervisory Board (JP)	88	0	0	88
Elect Supervisors (China)	1	0	0	1
Financial Statements	195	1	106	302
Financial Statements - Environmental Issues	182	1	97	280
Greenshoe Option	7	0	0	7
Individual Share Award	0	0	0	0
Individual Share Option Grant	0	0	3	3
Individual Total Remuneration - Past Year Approval	49	0	0	49
	•	0	0	
Internal Reorganisation	0	0	0	0

Voting Guideline Code	For	Abstain	Against	Total
Issue Bonds with warrants	2	0	0	2
Issue Convertible Bonds	4	0	0	4
Long-term Deferral Systems	12	0	0	12
Long-term Incentive Plans	27	0	81	108
LTI: Discretionary Share Option Plan	4	0	0	4
LTI: Performance Share Plan	0	0	7	7
LTIP Performance Measures	5	0	0	5
Meeting Formalities	44	0	0	44
Merger Related Compensation [US]	1	0	0	1
NED Remuneration - Fee Rate/Ceiling	21	0	0	21
NED Remuneration - Fees actually paid	5	0	0	5
NED Remuneration - Fees proposed for year	34	0	1	35
NED Remuneration - Policy	9	0	0	9
Non-voting agenda item	7	0	0	7
Other Capital Structure Proposal	3	0	0	3
Other Changes to Governance Arrangements	101	0	2	103
Other Meeting Procedures	18	0	0	18
Other Payments to Directors/Corp Auditors	2	0	0	2
Permit Holding of Treasury Shares	1	0	0	1
Poison Pills - NOLs	4	0	0	4
Procedure on Nom Com Appointment	3	0	0	3
Provision of Financial Assistance	1	0	0	1
Ratify Prior Charitable Donations	0	0	1	1
Ratify Prior Political Donations	0	0	1	1
Reduce Nominal Value	1	0	1	2
Reduce or Reclassify Capital or Reserves	1	0	0	1
Reduce Share Premium Account	3	0	0	3
Reissue (Use) Treasury Shares	11	0	1	12
Related Party Transaction - Approve Report on	17	0	0	17
Related Party Transaction - Mandate	3	0	0	3
Related Party Transaction - Specific Transaction	0	0	0	0
Remove Supermajority Provisions	10	0	0	10
Remuneration Policy	168	0	12	180
Remuneration Report	234	0	191	425
Research Pending	0	0	0	0
Return of Capital	0	0	0	0
Right to Nominate Directors - 'Proxy Access'	4	0	0	4
Say-on-pay Frequency	7	4	8	19
Scheme of Arrangement	0	0	0	0
Service Contract	2	0	0	2
Set Exclusive Jurisdiction	2	0	0	2
SH: Adopt Diversity & Equality Policies	0	0	0	0
SH: Adopt/amend Human Rights Policy	0	0	0	0
SH: Animal Testing (End/Phase Out)	0	0	0	0
SH: Approve Cumulative Voting for Directors	9	0	2	11
SH: Approve Majority Vote Standard for Directors	8	0	0	8
SH: Charitable Donations - Improve Disclosure	1	0	0	1

SH: Director Shareholding Requirement / Policy 7 0 3 1 SH: Director with Environmental Expertise 0 0 0 0 SH: Director with Environmental Expertise 1 0 0 0 SH: Interest Noter Roard Committee 2 0 1 3 SH: Interest Networks 0 0 1 3 SH: Interest Networks 0 0 3 3 SH: Interest Networks 3 0 0 3 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 3 SH: Nuclear 0 0 3 3 0 0 3 SH: Other Board-related Proposals 0 0 0 0 0 3 3 3 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 <t< th=""><th>Voting Guideline Code</th><th>For</th><th>Abstain</th><th>Against</th><th>Total</th></t<>	Voting Guideline Code	For	Abstain	Against	Total
SH: Director with Environmental Expertise 0 0 0 SH: Director with Environmental Expertise 1 0 0 SH: Director with Environmental Expertise 1 0 0 SH: Increase Board Independence 1 0 0 SH: Increase Board Independence 1 0 0 SH: Internet Neutrality 0 0 3 SH: Internet Neutrality 0 0 3 SH: Introduce/Amend Ownership Celling 1 0 0 SH: Introduce/Amend Ownership Celling 1 0 0 SH: Nuclear 3 0 0 3 SH: Other Executive Pay Proposal 2 0 2 SH: Political Spending - Amend Policy 1 0 0 SH: Political Spending - Amend Policy 1 0 0 0 SH: Political Spending - Amend Policy 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SH: Director Election - All Directors [Single]	0	0	0	0
SH: Diversity & Equality Policies 1 0 0 SH: Establish Other Board Committee 2 0 1 SH: Improve CSR Disclosure 0 0 1 SH: Interase Board Independence 1 0 0 SH: Interact Neutrality 0 0 3 SH: Introduce/Amend Other Ownership Limitations 3 0 0 SH: Introduce/Amend Other Ownership Calling 1 0 0 SH: Introduce/Amend Ownership Calling 1 0 0 SH: Lobbing - Improve Disclosure 35 0 11 44 SH: Other Board-related Proposal 2 0 2 3 SH: Other Natural Resource Management Issue 0 0 0 0 SH: Portional Spending - Amend Policy 1 0 0 0 0 SH: Renove Director Fortions StH: Renove Director Fortions 0 0 0 0 SH: Renove Director (Officers] 0 0 0 0 0 0 0 0	SH: Director Shareholding Requirement / Policy	7	0	3	10
SH: Establish Other Board Committee 2 0 1 SH: Improve CSR Disclosure 0 0 1 SH: Increase Board Independence 1 0 0 SH: Increase Board Independence 1 0 0 SH: Internet Neutrality 0 0 3 2 SH: Introduce/Amend Other Ownership Limitations 3 0 3 3 SH: Introduce/Amend Ownership Caling 1 0 0 3 3 SH: Introduce/Amend Ownership Caling 1 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 3 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	SH: Director with Environmental Expertise	0	0	0	0
SH: Improve CSR Disclosure 0 0 1 SH: Increase Board Independence 1 0 0 SH: Independent Chairman 17 0 9 2 SH: Introduce/Amend Other Ownership Limitations 3 0 3 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Other Board-related Proposals 0 0 3 3 SH: Other Robard-related Proposal 2 0 2 3 SH: Other Robard-related Proposal 2 0 2 3 SH: Portomance Conditions - Introduce 0 0 0 3 3 SH: Portomance Conditions - Strengthen 1 0 0 3 3 SH: Portomance Conditions - Strengthen 1 0 0 3 3 SH: Remove Director - Executive 0 0	SH: Diversity & Equality Policies	1	0	0	1
SH: Increase Board Independence 1 0 0 SH: Internet Neutrality 0 0 3 3 SH: Internet Neutrality 0 0 3 3 SH: Introduce/Amend Other Ownership Ceiling 1 0 0 3 SH: Introduce/Amend Ownership Ceiling 1 0 0 3 3 0 0 3 3 0 0 3 3 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 0 0 3 3 3 3 3 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	SH: Establish Other Board Committee	2	0	1	3
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SH: Internet Neutrality 0 0 3 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Introduce/Amend Ownership Celling 1 0 0 3 SH: Lobbying - Improve Disclosure 35 0 11 44 SH: Muchan Emissions 3 0 0 3 3 SH: Other Reading - Improve Disclosure 0 0 0 3 3 SH: Other Executive Pay Proposal 2 0 2 3 3 SH: Political Spending - Improve Disclosure 14 0 7 2 3 SH: Remove Director - Executive 0 0 0 3 3 3 SH: Remove Director - Executive 0 0 0 3 3 3 SH: Remove Director Officines 0 0 0 1 3 3 3 SH: Requet Director Officines 0 <	SH: Increase Board Independence	1	0	0	1
SH: Introduce/Amend Other Ownership Limitations 3 0 0 SH: Introduce/Amend Ownership Ceiling 1 0 0 SH: Lobbying - Improve Disclosure 35 0 11 44 SH: Methane Emissions 3 0 0 35 SH: Other Doard-related Proposals 0 0 0 35 SH: Other Natural Resource Management Issue 0 0 0 35 SH: Political Spending - Improve Disclosure 1 0 0 35 SH: Political Spending - Improve Disclosure 14 0 7 2 SH: Political Spending - Improve Disclosure 14 0 7 2 SH: Remove Director - Executive 0 0 0 0 0 SH: Remove Director - Executive 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>SH: Independent Chairman</td> <td>17</td> <td>0</td> <td>9</td> <td>26</td>	SH: Independent Chairman	17	0	9	26
SH: Introduce/Amend Ownership Ceiling 1 0 0 SH: Lobbying - Improve Disclosure 35 0 11 44 SH: Nuclear 0 0 0 0 0 SH: Nuclear 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SH: Internet Neutrality	0	0	3	3
SH: Lobbying - Improve Disclosure 35 0 11 44 SH: Muchane Emissions 3 0 0 3 3 SH: Nuclear 0 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	SH: Introduce/Amend Other Ownership Limitations	3	0	0	3
SH: Methane Enissions 3 0 0 SH: Nuclear 0 0 0 SH: Other Board-related Proposals 0 0 3 SH: Other Executive Pay Proposal 2 0 2 SH: Other Astural Resource Management Issue 0 0 0 SH: Performance Conditions - Introduce 0 0 0 SH: Performance Conditions - Strengthen 1 0 0 SH: Political Spending - Amend Policy 1 0 3 - SH: Remove Director - Executive 0 0 0 0 SH: Remove Mutiple Voting Rights 4 0 4 - SH: Remove Supermajority Provisions 0 0 0 - SH: Report on Climate Change Risks 0 0 0 - SH: Request Cayltal Distribution 0 0 0 - SH: Request Say on CSR Report 1 0 0 - SH: Request Say on CSR Report 1 0 0 - SH: Request Say on Dividend 0 1 - -	SH: Introduce/Amend Ownership Ceiling	1	0	0	1
SH: Nuclear 0 0 0 SH: Other Board-related Proposals 0 0 3 3 SH: Other Executive Pay Proposal 2 0 2 3 SH: Other Natural Resource Management Issue 0 0 0 0 SH: Performance Conditions - Introduce 0 0 2 3 SH: Performance Conditions - Strengthen 1 0 0 3 3 SH: Political Spending - Amend Policy 1 0 3 3 3 SH: Remove Director - Executive 0 0 0 0 0 3 3 SH: Remove Durector [Officers] 0 0 0 0 3 3 SH: Remove Supermajority Provisions 0 0 0 3 3 SH: Report on Climate Change Risks 0 0 0 1 3 SH: Request CSR/Sustainability Report 4 0 0 3 3 SH: Request Say on Dividend 0 0 1	SH: Lobbying - Improve Disclosure	35	0	11	46
SH: Other Board-related Proposals 0 0 3 3 SH: Other Executive Pay Proposal 2 0 2 3 SH: Other Natural Resource Management Issue 0 0 0 0 SH: Performance Conditions - Introduce 0 0 2 3 SH: Performance Conditions - Strengthen 1 0 0 3 3 SH: Political Spending - Amend Policy 1 0 3 3 3 SH: Remove Director - Executive 0 0 0 0 0 SH: Remove Director [Officers] 0 0 0 0 0 0 SH: Remove Supermajority Provisions 0 0 0 0 0 0 SH: Report on Climate Change Risks 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SH: Methane Emissions	3	0	0	3
SH: Other Executive Pay Proposal 2 0 2 SH: Other Natural Resource Management Issue 0 0 0 SH: Performance Conditions - Introduce 0 0 2 SH: Performance Conditions - Strengthen 1 0 0 SH: Political Spending - Amend Policy 1 0 3 SH: Political Spending - Improve Disclosure 14 0 7 2 SH: Remove Director - Executive 0 0 0 0 SH: Remove Director - Executive 0 0 0 0 SH: Remove Multiple Voting Rights 4 0 4 3 SH: Report on Climate Change Risks 0 0 1 0 SH: Request Advisory Vote on Remuneration 1 0 0 1 SH: Request CSR/Sustainability Report 4 0 0 1 SH: Request Say on Dividend 0 0 1 0 SH: Request Sye on Dividend 0 0 1 0 SH: Request Say on Dividend 0 0 1 1 SH: Request Say on Dividend	SH: Nuclear	0	0	0	0
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SH: Political Spending - Improve Disclosure 14 0 7 2 SH: Remove Director - Executive 0 0 0 0 SH: Remove Director - Executive 0 0 0 0 SH: Remove Director [Officers] 0 0 0 0 SH: Remove Supermajority Provisions 0 0 0 3 3 SH: Report on Climate Change Risks 0 0 0 0 0 SH: Request Advisory Vote on Remuneration 1 0 0 0 0 SH: Request CSR/Sustainability Report 4 0 0 0 0 0 SH: Request Say on CSR Report 1 0 0 1 0 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 1 0 1 0 1 0 1 0 1 0 1 1 1 0 0 1 1 1 1 1 1 1	SH: Performance Conditions - Strengthen	1	0	0	1
SH: Remove Director - Executive 0 0 0 SH: Remove Director [Officers] 0 0 0 SH: Remove Multiple Voting Rights 4 0 4 3 SH: Remove Supermajority Provisions 0 0 3 3 SH: Remove Supermajority Provisions 0 0 1 3 SH: Report on Climate Change Risks 0 0 1 3 SH: Report on Human Rights Issues 0 0 0 1 SH: Request Advisory Vote on Remuneration 1 0 0 1 SH: Request Capital Distribution 0 0 0 1 1 SH: Request Capital Distribution 0 0 1 1 1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 <td>SH: Political Spending - Amend Policy</td> <td>1</td> <td>0</td> <td>3</td> <td>4</td>	SH: Political Spending - Amend Policy	1	0	3	4
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SH: Remove Multiple Voting Rights4044SH: Remove Supermajority Provisions0033SH: Report on Climate Change Risks0016SH: Report on Climate Change Risks0001SH: Report on Human Rights Issues0000SH: Request Advisory Vote on Remuneration1000SH: Request Capital Distribution0000SH: Request Capital Distribution0010SH: Request Capital Distribution0010SH: Request Say on CSR Report1001SH: Request Say on Dividend0011SH: Request Special Audit0011SH: Request Special Audit0011SH: Request Special Audit0011SH: Restrict Accelerated Vesting of LTIP Awards6011SH: Restrict Number of Directorships1001SH: Right to Nominate Directors - 'Proxy Access'1033SH: Separate Chairman & CEO3001SH: Shareholder Resolution - Disclosure1013SH: Shareholder Resolution - Disclosure1011SH: Shareholder Resolution - Other1011SH: Shareholder Resolution - Other1001SH: Sharehold	SH: Remove Director - Executive	0	0	0	0
SH: Remove Supermajority Provisions0033SH: Report on Climate Change Risks001SH: Report on Human Rights Issues000SH: Request Advisory Vote on Remuneration100SH: Request Capital Distribution000SH: Request Capital Distribution000SH: Request CSR/Sustainability Report400SH: Request Increased Dividend001SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Say on Dividend001SH: Request Say on Dividend001SH: Request Special Audit001SH: Request Special Audit001SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Separate Chairman & CEO300SH: Shareholder Resolution ogals001SH: Shareholder Resolution - Disclosure1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold9031	SH: Remove Director [Officers]	0	0	0	0
SH: Report on Climate Change Risks001SH: Report on Human Rights Issues0000SH: Request Advisory Vote on Remuneration1000SH: Request Capital Distribution0000SH: Request CSR/Sustainability Report4000SH: Request Say on CSR Report1000SH: Request Say on CSR Report1001SH: Request Special Audit0010SH: Request Special Audit0010SH: Request Special Audit0010SH: Request Clawbacks1001SH: Restrict Accelerated Vesting of LTIP Awards6010SH: Restrict Number of Directorships10030SH: Separate Chairman & CEO30010SH: Shareholder Resolution - Disclosure10143SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Strategy0001SH: Special Meetings - Lower Threshold9031	SH: Remove Multiple Voting Rights	4	0	4	8
SH: Report on Human Rights Issues000SH: Request Advisory Vote on Remuneration100SH: Request Capital Distribution000SH: Request CSR/Sustainability Report400SH: Request Increased Dividend001SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Say on Dividend001SH: Request Special Audit001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships103SH: Separate Chairman & CEO301SH: Shareholder Resolution ogals001SH: Shareholder Resolution - Disclosure1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold9031	SH: Remove Supermajority Provisions	0	0	3	3
SH: Request Advisory Vote on Remuneration100SH: Request Capital Distribution0000SH: Request CSR/Sustainability Report4000SH: Request CSR/Sustainability Report4000SH: Request Increased Dividend0010SH: Request Say on CSR Report1000SH: Request Say on Dividend0010SH: Request Special Audit0010SH: Require Clawbacks1001SH: Restrict Accelerated Vesting of LTIP Awards6010SH: Restrict Accelerated Vesting of LTIP Awards1001SH: Restrict Number of Directorships1001SH: Separate Chairman & CEO30033SH: Shareholder Action by Written Consent170143SH: Shareholder Resolution - Disclosure101414SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Strategy00014SH: Special Meetings - Lower Threshold90314	SH: Report on Climate Change Risks	0	0	1	1
SH: Request Capital Distribution000SH: Request CSR/Sustainability Report400SH: Request Increased Dividend001SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Say on Dividend001SH: Request Special Audit001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Separate Chairman & CEO300SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure1014SH: Shareholder Resolution - Strategy003SH: Special Meetings - Lower Threshold903	SH: Report on Human Rights Issues	0	0	0	0
SH: Request CSR/Sustainability Report400SH: Request Increased Dividend001SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Special Audit001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO3001SH: Shareholder Action by Written Consent170143SH: Shareholder Resolution - Disclosure101414SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Strategy0031	SH: Request Advisory Vote on Remuneration	1	0	0	1
SH: Request Increased Dividend001SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy0001SH: Special Meetings - Lower Threshold9031	SH: Request Capital Distribution	0	0	0	0
SH: Request Say on CSR Report100SH: Request Say on Dividend001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Shareholder Resolution goals001SH: Shareholder Resolution - Disclosure1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other100SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other103SH: Special Meetings - Lower Threshold903	SH: Request CSR/Sustainability Report	4	0	0	4
SH: Request Say on Dividend001SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold903	SH: Request Increased Dividend	0	0	1	1
SH: Request Special Audit001SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold9031	SH: Request Say on CSR Report	1	0	0	1
SH: Require Clawbacks100SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Restrict Number of Directorships103SH: Restrict Number of Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold9031	SH: Request Say on Dividend	0	0	1	1
SH: Restrict Accelerated Vesting of LTIP Awards601SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold90312	SH: Request Special Audit	0	0	1	1
SH: Restrict Number of Directorships100SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold90312	SH: Require Clawbacks	1	0	0	1
SH: Right to Nominate Directors - 'Proxy Access'103SH: Separate Chairman & CEO300SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent17014SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Other1014SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold90312	SH: Restrict Accelerated Vesting of LTIP Awards	6	0	1	7
SH: Separate Chairman & CEO3003SH: Setting GHG reduction goals0011SH: Shareholder Action by Written Consent170143SH: Shareholder Resolution - Disclosure1051SH: Shareholder Resolution - Other10141SH: Shareholder Resolution - Other10141SH: Shareholder Resolution - Other1001SH: Shareholder Resolution - Strategy0001SH: Special Meetings - Lower Threshold9031	SH: Restrict Number of Directorships	1	0	0	1
SH: Setting GHG reduction goals001SH: Shareholder Action by Written Consent170143SH: Shareholder Resolution - Disclosure1056SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Other10014SH: Shareholder Resolution - Strategy0006SH: Special Meetings - Lower Threshold90314	SH: Right to Nominate Directors - 'Proxy Access'	1	0	3	4
SH: Shareholder Action by Written Consent170143SH: Shareholder Resolution - Disclosure1051SH: Shareholder Resolution - Other10141SH: Shareholder Resolution - Other10014SH: Shareholder Resolution - Strategy00014SH: Special Meetings - Lower Threshold9031	SH: Separate Chairman & CEO	3	0	0	3
SH: Shareholder Resolution - Disclosure105SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Strategy0000SH: Special Meetings - Lower Threshold90314	SH: Setting GHG reduction goals	0	0	1	1
SH: Shareholder Resolution - Other101414SH: Shareholder Resolution - Strategy0000SH: Special Meetings - Lower Threshold90312	SH: Shareholder Action by Written Consent	17	0	14	31
SH: Shareholder Resolution - Strategy000SH: Special Meetings - Lower Threshold9031	SH: Shareholder Resolution - Disclosure	1	0	5	6
SH: Special Meetings - Lower Threshold 9 0 3 1:	SH: Shareholder Resolution - Other	1	0	14	15
	SH: Shareholder Resolution - Strategy	0	0	0	0
SH: Sustainable Water Supply 0 0 0	SH: Special Meetings - Lower Threshold	9	0	3	12
	SH: Sustainable Water Supply	0	0	0	0
SH: Taxation Strategies 0 0 3	SH: Taxation Strategies	0	0	3	3

Voting Guideline Code	For	Abstain	Against	Total
SH: Total Remuneration - Restrain	2	0	0	2
SH: Voting Procedures	5	0	0	5
Share Buy-back Authority (inc Tender Offer)	180	0	66	246
Share Consolidation	5	0	0	5
Share Issue - Consideration for Offer	6	0	0	6
Share Issue - Contributions in Kind	10	0	0	10
Share Issue - Employees - Discr Opt/Shares	7	0	0	7
Share Issue - Employees - Free Shares	11	0	0	11
Share Issue - Employees - Savings Plans	18	0	1	19
Share Issue - Other	10	0	0	10
Share Issue - Overall Ceiling	6	0	0	6
Share Issue - Preferred Shares	2	0	0	2
Share Issue w/o Pre-emption w Priority Per	2	0	0	2
Share Split	4	0	0	4
Shareholder Action by Written Consent	1	0	0	1
Shareholder Resolution - General	1	0	0	1
Significant Transactions	0	0	0	0
Sits on Corporate Responsibility Committee	23	0	1	24
Special Meetings - Introduce Right	3	0	1	4
Stock Exchange Listing.	0	0	1	1
Substitute Member Audit & Sup Board (JP)	14	0	0	14
Termination Payments (Actual payoffs)	1	0	0	1
Termination Provisions (Contract clauses)	8	0	4	12
Unclassified	10	0	4	14
Voting Procedures	1	0	0	1
Waive Mandatory Takeover Requirement	1	0	4	5
TOTALS	15307	108	5134	20549