

PRESS RELEASE

ERAFP presents its 2014 voting policy

Paris, 28 January 2014 – In accordance with the Principles for Responsible Investment (PRI), of which it is a signatory, the French public service additional pension scheme (ERAFP) has developed – and updated yearly since 2012 – guidelines for shareholder engagement that include a policy on voting at shareholders' meetings.

For the 2014 season, ERAFP's voting policy now explicitly covers environmental and social issues, by:

- calling for the publication of detailed, exhaustive extra-financial reporting,
- adopting the principle that resolutions of an environment or social nature should be analysed.

As regards governance aspects, ERAFP decisions include:

- aligning its recommendation on increasing the proportion of women on boards with that of the European Commissioner for Justice, Viviane Reding (30% by 2015 and 40% by 2020), with an intermediate target of 25% for 2014.
- strengthening its criteria for evaluating executive pay practices: these notably include a new benchmark defining the maximum socially acceptable level of remuneration as the equivalent of 50 times a company's median salary.
- continuing to promote the concept of the responsible dividend, by weighing dividend growth against the company's self-financing capacity and the evolution of payroll expenditure.

These guidelines, which are implemented in accordance with the Scheme's fiduciary duty towards its 4.5 million public servant beneficiaries, can be downloaded in the Socially Responsible Investment section of the RAFP website (www.rafp.fr).

ERAFP: the leading French public pensions fund and 100% SRI institutional investor

With more than €15 billion invested in accordance with a wholly socially responsible investment approach, ERAFP is Europe's leading SRI institutional investor. As from the pension fund's creation in 2005, its Board of Directors opted to optimize the performance of its portfolio of financial assets in accordance with SRI principles. A signatory of the UN Principles for Responsible Investment, in 2006 ERAFP adopted an SRI Charter based on the following five fundamental values: respect of the right of law and human rights; social progress, social democracy, the environment; and proper governance and transparency.

ERAFP is also one of the largest public pension funds in the world in terms of members with nearly 4.5 million beneficiaries, 45,000 employers and close to €1.75 billion in contributions each year. A mandatory, points-based pension scheme, since 1 January 2005 ERAFP has managed the supplementary pension benefits for civil servants, local authorities and the public hospitals sector.

For further information about ERAFP [↑ www.rafp.fr](http://www.rafp.fr)

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