Statement of Investment Policies and Procedures

The University of Winnipeg

Trusteed Pension Plan

Defined Benefit Component

As of July 2020

APPROVED in June 2020
on behalf of the Board of Trustees

Chair

Secretary

Contents

Section 1—Overview

1.01 Background of the DB component of the Plan

This policy document covers the defined benefit component of the University of Winnipeg Trusteed Pension Plan (the Plan) and the Pension Trust Fund (the Fund). The Plan is subject to the *Pension Benefits Act of Manitoba*, and *the Income Tax Act*, and as a registered pension plan is required to prepare a Statement of Investment Policies and Procedures.

The DB component of the Plan (DB Plan) was closed to new members on January 1, 2000. The defined contribution component, established on the same date, remains open to new members. The number of active members in the DB component is declining and the average age of the active members continues to increase. As a result, liabilities attributable to pensioners continue to grow as percentage of total liabilities.

The primary purpose of the DB Plan is to provide retirement and related benefits for members after retirement in respect of service as employees of the University of Winnipeg.

As per the December 31, 2018 Actuarial Valuation Report, the DB Plan had a going-concern unfunded liability of $23.0 million on assets of $126.4 million and liabilities of $149.4 million. The DB Plan's going-concern funding ratio was 0.846 as of December 31, 2018. The DB Plan's solvency ratio was 0.719 as of December 31, 2018.

DB Plan membership as of December 31, 2018 was 429; 101 actives, 299 pensioners and beneficiaries, and 29 members who are inactive.

The DB Plan members are each required to contribute 8% of pensionable salary, reduced by 1.8% of that part of the salary on which CPP contributions are made. The University makes regular contributions that are one percent of pensionable salary higher than the contributions made by the members.

The University is also responsible for any additional Current Service Cost and Going Concern funding required under the *Pension Benefits Act*, and has been granted exemption from solvency deficiency payments while the Plan is ongoing.

1.02 Investment and Risk Philosophy

DB Plan assets should be prudently managed to assist in managing funding and return volatility. The Board understands risk to be multi-faceted. The Board considers the primary risk to be adverse changes in the funding ratio. i.e. liabilities increase faster than assets. DB Plan funding risk is monitored by measuring the going-concern funding ratio, and solvency ratio, and changes in required contribution levels during periodic valuations.

The Board seeks to manage the primary risk by employing a combination of a Liability Matching Portfolio, consisting of fixed income instruments, and a growth-oriented portfolio

(Growth Portfolio), consisting of equities and real estate. As well, a de-risking strategy has been implemented to systematically manage the mix between the Liability Matching Portfolio and the Growth Portfolio based on the funding ratio over time. As illustrated in Section 3.02, the de-risking strategy will increase the amount of assets allocated to the Liability Matching Portfolio as the funding status improves.

The Board believes that active management provides superior returns in the long-run, particularly in more risky asset classes, and that value can be added by using best in class managers.

The Board believes the assessment of Environmental, Social and Governance (ESG) factors is an important element in the development of investment portfolios expected to deliver optimal risk-adjusted returns. The incorporation of ESG factors within the investment process will be considered by the Board in the assessment of existing Investment Managers and in the selection process for new Investment Managers.

Section 2—Roles and Responsibilities

2.01 Delegation of Responsibilities

The Board of Trustees is the legal Administrator of the DB Plan and is responsible for the overall management, including the development of this Statement, and establishing and maintaining an investment manager structure. The Board delegates certain responsibilities to various agents retained to assist it in carrying out its duties in respect of the DB Plan. Plan administration and actuarial services are primarily provided under a third-party administration and consulting agreement; certain other day to day administration services are provided by the University under a Plan Services Agreement. The Board, however, retains overall responsibility for the DB Plan. The Board has allocated tasks in respect of the DB Plan as set out below, which include, but are not limited to:

a) Defined Benefit Committee

(i) Recommend a Statement of Investment Policies and Procedures;

(ii) Recommend an appropriate investment management structure;

(iii) Recommend appointment of Investment Managers;

(iv) Recommend appointment of Custodian;

(v) Recommend appointment of Actuary and administrator;

(vi) Recommend appointment of Investment Consultant;

(vii) Monitor investment performance of the Fund and provide periodic written reports to the Board as to the performance of the Fund and its Investment Managers;

(viii) Liaise with the Investment Managers, Custodian, Actuary and Investment Consultants; and

(ix) Recommend changes to investment policy for review and, to the extent acceptable, acceptance by the Board.

b) Investment Managers

(i) Invest the assets of the Fund in accordance with this Policy;

(ii) At all times and in all respects, comply with the Code of Ethics and Standards of Professional Conduct as promulgated by the CFA Institute;

(iii) Meet with the Committee as required but at least annually and provide written quarterly reports regarding their past performance, their future strategies and other issues as requested;

(iv) Notify the Committee, in writing, of any changes in the Investment Manager's organization, personnel or investment process;

(v) Notify the Committee, in writing, of any legal or regulatory proceedings or charges against the Investment Manager's firm or investment personnel, or sub-advisors or that firm's investment personnel; and

(vi) Provide quarterly compliance verification.

c) Custodian

(i) Perform the regular duties required of a trustee/custodian by law;

(ii) Receive all DB contributions to the Fund and disburse all DB payments from the Fund;

(iii) Perform the duties required of the Custodian pursuant to agreements entered into from time to time with the Committee;

(iv) Execute the instructions of the Committee, as delegated to any Investment Manager appointed to manage the assets of the Fund; and

(v) Provide monthly reporting, of all assets of the Fund and reports of all transactions during the period.

d) Actuary

(i) Provide actuarial valuations of the DB Plan as required; and

(ii) Provide recommendations to the Committee with respect to any matters relating to DB Plan funding and contribution rates.

e) Investment Consultant

(i) Assist in the development and implementation of this policy and provide related research;

(ii) Prepare reports on the investment performance and asset mix of the Fund, and Investment Manager updates on a quarterly basis;

(iii) Support the Committee on matters relating to investment management and administration of the Fund;

(iv) Meet with the Committee and/or Board as required; and

(v) Make recommendations to the Committee on rebalancing the Portfolio quarterly.

Section 3—Asset Mix, Benchmark, Ranges and Rebalancing

3.01 Fund Performance Objectives

The Fund's primary performance objective is to improve the DB Plan's funded status on a going-concern basis.

A secondary performance objective is to achieve or exceed the return of the Fund Benchmark portfolio, net of fees, as described in Appendix B.

The third performance objective is to achieve the return objectives, net of fees, in each asset class as listed below over a four-year rolling period.

Canadian equities – S&P/TSX Capped Composite Index + 1.0%

Global equities – MSCI World Index (Cdn.$) + 1.0%

Emerging markets equities – MSCI EMF Index (Cdn.$) + 2.0%

Real estate – IPD Canadian Property Index + 0.0%

Bonds – Custom Liability Matching Portfolio Benchmark + 0.10%

3.02 De-risking Glidepath

The de-risking strategy adopted for the Fund separates the assets in the Growth Portfolio and the Liability Matching Portfolio. The de-risking strategy includes a transition schedule, or glidepath, to ensure the de-risking is implemented as the DB Plan's funding ratio permits. As the funding ratio improves, a portion of the Growth Portfolio will be transferred to the Liability Matching Portfolio, effectively reducing DB Plan risk. The transition is divided into the six stages shown below, which are expanded upon into specific asset-class targets in Appendix B. The trigger for each stage is based on the going-concern funding ratio.

De-risking Glidepath

Going-Concern Funding Ratio	<85%	85% to 90%	90% to 95%	95% to 100%	100% to 105%	>105%
Growth Portfolio	75	65	55	50	45	40
Liability Matching Portfolio	25	35	45	50	55	60

3.03 Liability Matching Portfolio Transition

As part of the de-risking strategy, the Liability Matching Portfolio is to transition from a shorter duration fixed income portfolio to a portfolio with a duration equal to Plan liabilities. Appendix C outlines a transition schedule to increase the duration of the portfolio based on the Government of Canada 10-year bond yield (V39055.) The transition allows for the duration to increase as longer dated bonds yields increase.

The Liability Matching Portfolio transition was developed to move the portfolio duration increasingly to the duration of Plan liabilities. The portfolio duration will not be reduced should yields fall below any previously achieved threshold.

3.04 Fund Asset Mix and Benchmark

The Fund's asset mix is determined subject to the schedule developed for the de-risking glidepath. The asset mix schedule is provided in Appendix B.

3.05 Asset Mix Rebalancing

The Board of Trustees adopted the de-risking glidepath in Appendix B. Subsequent to each annual valuation or annual update, the funded ratio will be determined and the asset mix will be confirmed or reset as per the glidepath. Exempt from solvency funding requirements, the Plan's going concern ratio will trigger movements between risk stages, including de-risking and re-risking. A trigger is met when the Fund will remain in the subsequent risk stage even after the asset reallocation is completed (i.e. the Fund will remain in the appropriate investment mix for the funded ratio after the valuation rate of return assumption has been adjusted to reflect the new asset mix).

The Administrator will maintain the Liability Matching Portfolio and Growth Portfolio to within +/- 3% of the target allocation, given the funding level. In addition, should any asset class fall outside of policy ranges found in Appendix B, that asset class will be rebalanced to the target weight, where practical. Rebalancing will be accomplished by transferring cash to (from) other asset classes in order of greatest variance from target as soon as is practical. In order to reduce cost, the number of asset classes/managers involved in the rebalancing should be the fewest possible to bring the weight back to target.

Under normal circumstances the Investment Consultant will report on the Fund's asset mix each calendar quarter, and when necessary provide a recommendation on timing, amounts and implementations of potential rebalancings. Based on the recommendation, and other relevant influencing factors, including upcoming Fund changes, liquidity of each asset class and cash flows, the DB Committee may provide direction as to the rebalancing to Administration.

Section 4—Permitted and Prohibited Investments

4.01 General Guidelines

The investments of the Fund must comply with the requirements and restrictions imposed by the applicable legislation, including but not limited to the requirements of *The Pension Benefits Act of Manitoba*, which refers to the federal *Pension Benefits Standards Act* on investment related issues, the *Income Tax Act and Regulations*, and all subsequent amendments.

4.02 Permitted Investments

(a) Canadian and Foreign Equities

(i) Equity securities traded through a marketplace as well as listed equity substitutes that are convertible into equities traded through those same marketplaces.

(ii) Unlisted equity securities, such as private placement equity, where the investment manager determines the security will become eligible for trading through a marketplace within a reasonable and defined timeframe, not to exceed six months, and the issuing company is publicly listed through a marketplace

(b) Fixed Income

(i) Bonds, debentures, notes, and other evidence of indebtedness of Canadian or developed market foreign issuers denominated and payable in Canadian dollars

(ii) Mortgage-backed and asset-backed securities

(iii) Term deposits and guaranteed investment certificates

(c) Cash and Short-Term Investments

(i) Cash on hand and demand deposits

(ii) Treasury bills issued by the federal and provincial governments and their agencies

(iii) Mortgage-backed and asset-backed securities

(iv) Obligations of trust companies and Canadian and foreign banks chartered to operate in Canada, including bankers' acceptances

(v) Commercial paper and term deposits

(d) Real Estate

Investment in real estate by way of participation in an investment fund is permissible. While it is recognized any real estate investment fund in which the Fund participates is governed by its own investment policy, desirable traits in selection of a real estate manager and investment fund include:

(i) An institutional investment focus;

(ii) A core style of real estate investing that is predominately focused on developed income-producing properties;

(iii) A well-diversified portfolio by property type and by region; and

(iv) Modest use of leverage, not to exceed 75% of the value of an individual property and 50% of the total investment fund assets.

(e) Derivatives
The use of derivatives (such as options, futures and forward contracts) is permitted as a substitute for direct investment. No derivatives can be used for speculative trading or to create a portfolio with leverage.

(f) Investment Funds
Investment in investment funds is permissible. Investment fund investments are governed by the policies for each fund.

4.03 Minimum Quality Requirements

(a) Quality Standards
Within the investment restrictions for individual Investment Manager portfolios, including pooled funds, all portfolios should hold a prudently diversified exposure to the intended market.

(i) The minimum quality standard for individual bonds, debentures and mortgage backed securities, is 'BBB' or equivalent as rated by a recognized bond rating agency listed in Section 4.03(d), at the time of purchase (includes all sub-rating levels within the overall 'BBB' rating).

(ii) The minimum quality standard for individual short-term investments is 'R-1 Low' or equivalent as rated by a recognized bond rating agency, at the time of purchase

(iii) All investments shall be reasonably liquid (i.e., in normal circumstances they should be capable of liquidation within 1 month), with the exception of real estate

(b) Split Ratings
In cases where the recognized bond rating agencies do not agree on the credit rating, the security will be classified according to the methodology used by FTSE Russell for the FTSE Canada Universe and Maple Bond Indexes.

(c) Downgrades in Credit Quality
The Investment Manager will take the following steps in the event of a downgrade in the credit rating of a portfolio asset by a recognized bond rating agency to below the purchase standards set out in Section 4.03 (a):

(i) The Committee will be notified of the downgrade at the earliest possible opportunity;

(ii) Within ten business days of the downgrade, the Investment Manager will advise the Committee in writing of the course of action taken or to be taken by the Investment Manager, and its rationale; and

(iii) The Investment Manager will provide regular reporting on the status of the asset until such time as the security matures, is sold or is upgraded to a level consistent with the purchase quality standards as expressed in the above guidelines.

(d) Rating Agencies
For the purposes of this Policy, the following rating agencies shall be considered to be 'recognized bond rating agencies':

(i) DBRS Morningstar;
(ii) S&P Global;
(iii) Moody's Investors Services; and
(iv) Fitch Ratings.

4.04 Maximum Quantity Restrictions

(a) Individual Investment Manager Level
The Investment Managers shall adhere to the following restrictions:

(i) *Equities*

(a) No one equity holding shall represent more than 10% of the market value of the respective equity portfolio of any one Investment Manager within the Fund

(b) No one equity holding shall represent more than 30% of the voting shares of a corporation within the Fund

(c) No one equity holding shall represent more than 10% of the available public float of such equity security within the Fund

(d) Within global equity portfolios, a maximum of 10% of the portfolio by market value may be invested in stocks domiciled in non-MSCI World index (emerging market) countries

(e) Within emerging market equity portfolio, a maximum of 10% of the portfolio by market value may be invested in stocks domiciled in non-MSCI EMF index (developed and frontier markets) countries

(ii) *Bonds and Short-Term Investments*

(a) Except for federal and provincial bonds (including government guaranteed bonds), no more than 10% of the market value of an Investment Manager's bond portfolio may be invested in the bonds of a single issuer and its related companies

(b) Except for federal and provincial bonds, no one bond holding shall represent more than 10% of the market value of the total outstanding for that bond issue

(c) Within the bond portfolio, 'BBB' or equivalent rated bonds may not be purchased if the purchase would raise the 'BBB' holdings to more than 15% of the market value of the bond portfolio

(d) Within the bond portfolio, no more than 10% holdings by market value of the portfolio shall be invested in bonds of foreign issuers

(iii) ***Investment Fund Investments***

(a) An investment by the Fund in a single investment fund should not exceed 10% of the market value of that investment fund. The Fund may exceed the 10% limit with prior approval from the Committee.

4.05 Prior Permission Required

The following investments require prior permission from the Committee:

(a) Direct investments in resource properties;

(b) Direct investments in venture capital financing;

(c) Derivatives other than those otherwise permitted in Section 4.02(e) above;

(d) Investment exceeding 10% of the market value of an investment fund; and

(e) Investments in any other securities not specifically referenced in this policy statement.

4.06 Securities Lending

The securities of the Fund may be loaned for the purpose of generating revenue, subject to the provisions of the applicable legislation and provided that:

(a) The custodian provides borrower default protection related to counterparty risk and collateral risk;

(b) The loans are secured by cash or readily marketable investments having a market value of at least 102% of the market value of the securities loaned, or other amount reflecting best practices in the Canadian market; and

(c) The loans are marked to market daily to ensure the collateral continues to have a market value of at least 102% of the market value of the loaned asset or other amount reflecting best practices in the Canadian market.

Investment in an investment fund that permits securities lending is permissible. The investment fund manager shall disclose whether the fund uses securities lending.

4.07 Borrowing

The DB Plan shall not borrow money, except to cover short-term contingency and the borrowing is for a period that does not exceed ninety days, subject to applicable legislation.

Section 5—Administration

5.01 Conflicts of Interest

(a) Responsibilities

This standard applies to the Board, the DB Committee and any employees of the University who have responsibilities in administration of the DB Plan, as well as to all agents employed by them, in the execution of their responsibilities to the Fund (the "Affected Persons").

An "agent" is defined to mean a company, organization, association or individual, as well as its employees, who are retained by the Committee to provide specific services with respect to the investment, administration and management of the Fund.

In carrying out their responsibilities, these parties must act at all times in the best interest of the Fund.

(b) Disclosure

In the execution of their duties, the Affected Persons shall disclose any material conflict of interest relating to them, or any material ownership of securities, which would appear to a reasonable person to impair their ability to render unbiased advice, or to make unbiased decisions, affecting the administration of the Fund.

Further, it is expected that no Affected Person shall make any personal financial gain (direct or indirect) because of his or her position. However, normal and reasonable fees and expenses incurred in the discharge or their responsibilities are permitted if documented and approved by the Committee.

No Affected Person shall accept a gift or gratuity or other personal favor, other than one of nominal value, from a person with whom the individual deals in the course of performance of his or her duties and responsibilities for the Committee.

It is incumbent on any Affected Person who believes that he/she may have a conflict of interest, or who is aware of any conflict of interest, to disclose in writing the full details of the situation to the attention of the Committee immediately. The Committee, in turn, will decide what action is appropriate under the circumstances but, at a minimum, will have the matter tabled and recorded in the minutes of the next regular meeting of the Committee.

No Affected Person who has or is required to make a disclosure which is determined to be in conflict as contemplated in this Policy shall participate in any discussion, decision or vote relating to any proposed investment or transaction in respect of which he or she has made or is required to make disclosure.

5.02 Related Party Transactions

The Administrator of the DB Plan may not enter into a transaction with a related party unless:

(a) The transaction is required for the operation or administration of the DB Plan and the terms and conditions of the transaction are not less favourable to the DB Plan than market terms and conditions; or

(b) The combined value of all transactions with the same related party is nominal or the transaction(s) is immaterial to the plan; or

(c) The investment is exempted under Section 17 of Schedule III of the *Pension Benefits Standards Regulations*.

Under the conflict of interest guidelines, any person who becomes aware of a conflict of interest shall notify the Committee. Such conflict includes related party transactions.

5.03 Valuation of Securities Not Regularly Traded

The following principles will apply for the valuation of investments that are not traded regularly:

(a) Equities, last available trade price, unless otherwise instructed by the client;

(b) Bonds, same as for equities;

(c) Mortgages, at fair market value;

(d) Real estate, a certified written appraisal from a qualified independent appraiser at least every two years; and

(e) Other securities that are not publicly traded are valued at cost unless there is an external transaction or other evidence that indicates market value is different from cost.

5.04 Voting Rights

The Board has delegated voting rights acquired through Fund investments to the custodian of the securities, to be exercised in accordance with the Investment Managers' instructions. Investment Managers are expected to vote all proxies in the best financial interests of the beneficiaries of the Fund, which includes the assessment of ESG factors and their potential impact on risk adjusted returns.

The Investment Managers should disclose their proxy voting policies and any changes thereto, and report quarterly in the compliance report on (1) whether all eligible proxies were voted on the Fund's behalf and (2) if the proxy guidelines were followed and report on any deviations.

5.05 Soft Dollars

A variety of brokers should be used in order to gain maximum utilization of the services available. It is the responsibility of the Investment Manager to ensure that the commission distribution is representative of the services rendered.

Investment Managers may use soft dollars to pay for research and other investment-related services with annual disclosure to the Committee provided they comply with the Soft Dollar Standards promulgated by the CFA Institute.

Appendix A—Glossary of Definitions

Definitions

For the purposes of this document the following words, phrases and abbreviations are assigned:

(a)	Actuary	Actuarial firm hired by the Board to provide actuarial valuations and other advice regarding DB Plan funding and contribution rates
(b)	Administrator	As defined by *The Pension Benefits Act of Manitoba*, administrator means The University of Winnipeg Trusteed Pension Plan Board of Trustees
(c)	Board	Board of Trustees for The University of Winnipeg Trusteed Pension Plan
(d)	Committee	The Defined Benefit Committee of the Board of Trustees
(e)	Custodian	Trust Company responsible for safekeeping of the assets, income collection, settlement of investment transactions, and accounting for the investment transactions.
(f)	DB Plan	The University of Winnipeg Trusteed Pension Plan – Defined Benefit Component
(g)	Fund	Investment assets of The University of Winnipeg Trusteed Pension Plan Trust Fund
(h)	Investment Consultant	Consulting firm retained by the Board to provide strategic advice regarding the DB Plan's investment policy, investment managers and investment performance issues
(i)	Investment Managers	Professional investment managers hired to manage the assets of the Fund
(j)	Investment Fund	As defined in the *Pension Benefits Standards Regulations, 1985 (Canada)*
(k)	Marketplace	As defined in the *Pension Benefits Standards Regulations, 1985 (Canada)*
(l)	Prudent Person Approach	As defined by the Office of the Superintendent of Financial Portfolio Institutions (OSFI), the Prudent Person Portfolio Approach requires the Board to establish, and the Fund to adhere to, "investment and lending policies, standards and procedures that a reasonable and prudent person would apply in respect of a portfolio of investments and loans to avoid undue risk of loss and obtain a reasonable return".
(m)	Related Party	"Related party" is defined in section 1 of Schedule III to the *Pension Benefits Standards Regulations, 1985 (Canada)*. A related party is a person who is the administrator of the Plan including any officer, director or employee of the administrator, or any person who is a member of the Board or Committee. It also includes, the Investment Managers and Investment Consultant and their employees, a union representing employees of the employer, a member of the Plan, a spouse or child of the persons named previously, or a corporation that is directly or indirectly controlled by the persons named previously, among others. Related party does not include government or a government agency

(n) Soft Dollars	An arrangement between Investment Managers and brokers to use client brokerage commissions to purchase research or services that helps the Investment Managers make investment decisions.
(o) Asset Backed Securities	A debt security backed by the cash flows from a specific asset, such as a collateralized pool of credit card receivables or car loans. An asset backed security differs from conventional debt securities that are backed by the general cash flows and credit of the issuing entity whether it corporate or government.

Appendix B—Performance Measurement

Performance Measurement

The performance of the Fund shall be measured monthly and return calculations shall be as follows:

- Time weighted rates of return; and
- Total returns, including realized and unrealized gains and losses and income from all sources.
- Normally be assessed over rolling four-year periods.

(a) Fund Benchmark

The Fund Benchmark portfolio asset mix is subject to the de-risking glidepath and fixed income transition and will be set based on the asset mix corresponding to the going-concern status and bond transition status.

The Fund Benchmark asset mixes based on the DB Plan funding ratio are as follows.

Going-Concern Funding Ratio	<85%	85% to 90%	90% to 95%	95% to 100%	100% to 105%	>105 %
Canadian equities	20.0	17.5	15.0	12.5	12.5	10.0
Global equities	35.0	30.0	25.0	22.5	17.5	15.0
Emerging market equities	10.0	7.5	5.0	5.0	5.0	5.0
Real Estate	10.0	10.0	10.0	10.0	10.0	10.0
Total Growth Portfolio	**75.0**	**65.0**	**55.0**	**50.0**	**45.0**	**40.0**
Custom Liability Matching Bonds	25.0	35.0	45.0	50.0	55.0	60.0
Total Liability Matching	**25.0**	**35.0**	**45.0**	**50.0**	**55.0**	**60.0**
Total Fund	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

As of January 1, 2018, based on the Plan's December 31, 2016 going-concern funding ratio, the Fund Benchmark was set at the 85% to 90% Funding Ratio asset mix.

(b) Indices and Min/Max Range

The following table summarizes the market indices used to measure the returns of the Fund Benchmark portfolios and describes the asset-mix tolerances within each specific Fund Benchmark portfolio for the various funding statuses of the DB Plan as presented above:

Asset Class	Market Index	Range in Relation to the Fund Benchmark %
Canadian equities	S&P/TSX Capped Composite Index	Between 5% below and 10% above
Global equities	MSCI World (Cdn. $)	Between 5% below and 10% above
Emerging market equities	MSCI Emerging Markets (Cdn. $)	Between 5% below and 2.5% above*
Real Estate	MSCI/REALPAC Canada Annual Property Index	Between 10% below and 5% above
Custom Liability Matching Bonds	Custom Liability Matching Portfolio Benchmark**	Between 3% below and 3% above

* This includes the emerging market component of the global equity mandate.

** The Custom Liability Matching Portfolio Benchmark is to be measured monthly by the Investment Manager, provided to the Investment Consultant and utilized for performance measurement reporting.

Appendix C—Custom Liability Matching Portfolio Transition Schedule

Custom Liability Matching Portfolio Transition Schedule

The duration target of the Custom Liability Matching Portfolio will be determined based on the going-concern duration of Plan liabilities and Canadian federal bond yields. The target duration will be set as a percentage of the Plan going-concern liabilities duration, as calculated by the Actuary for the preceding year.

The 10-year government of Canada Bond Yield (V39055) will be monitored each quarter by the Investment Consultant and reported to the DB Committee. Should the noted bond yield meet or exceed a threshold within the Transition Schedule, the DB Committee will confirm the move to the next target duration. Administration will then contact the Investment Manager with the notification that the target duration of the Custom Liability Matching Portfolio was amended.

Base 10-year Government of Canada Bond Yield as of June 30, 2020: 0.51%

Transition Schedule

10-Year GOC Yield	Target Duration
Base Yield	20%
+ 25 bps	30%
+ 50 bps	40%
+ 75 bps	60%
+100 bps	80%
+125 bps	100%

Based on the 10.6 years duration of Plan liabilities as of December 31, 2018, and the base 10-year Government of Canada bond yield, the target duration was set as 2.12 years, effective July 1, 2020.

Appendix D—Policy Revision History

Policy Revision History

Date Adopted	Amended By	Comments
December 9, 2013	Aon Hewitt	Full revision of SIPP • Incorporated new Asset Mix and Management Structure • Incorporated De-risking Glidepath • Incorporated Long Bond Transition Strategy
March 2, 2015	Aon Hewitt	Annual Review and Update • Updated Asset Mix as per the De-risking glidepath • Revised value-added objectives • Amended list of permissible equity investments
March 7, 2016	Aon Hewitt	Annual Review and Update • Amended to reflect changes to *Pension Benefit Standards Regulations* • Clarified fixed income transition schedule
March 6, 2017	Aon Hewitt	Annual Review and Update • Amended to reflect new terminology in *Pension Benefit Standards Regulations* • Updated Asset Mix as per the De-risking glide path • Added language on the role of Environmental, Social and Governance factors within the Plan's investment strategy
December 4, 2017	Aon Hewitt	Annual Review and Update • Updated Asset Mix as per the De-risking glide path
December 10, 2018	Aon	Annual Review and Update • Updated to reflect change in bond index

		names • Updated to accommodate the FGP Universe Bond Fund
June 8, 2020	Aon	Annual Policy Review • Amended the Liability Matching Portfolio approach to incorporate Plan liability duration • Adopted new Custom Liability Matching Transition Schedule