

2026

Airways Pension Scheme

Responsible Investment Policy

Adopted by the Trustee – March 2026

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1. Introduction

1.1. Scope and purpose

This policy covers the responsible investment (“RI”) approach for the Airways Pension Scheme (“APS” or “the Scheme”).

This policy applies to all investments held by the Scheme.

The Trustee Directors of the Scheme (the “Trustee Board”) believe the RI approach outlined in this policy is consistent with their fiduciary duty to the beneficiaries of the Schemes. It reflects an evolution of the Scheme’s existing RI approach in line with the Trustee Board’s Mission Statement set out below. The RI policy is not related to the views or approach of the Scheme’s sponsor.

Further information about the Scheme, including this policy and Statement of Investment Principles (SIP), can be found on the Scheme’s publicly accessible website.

2. Vision

2.1. Mission statement

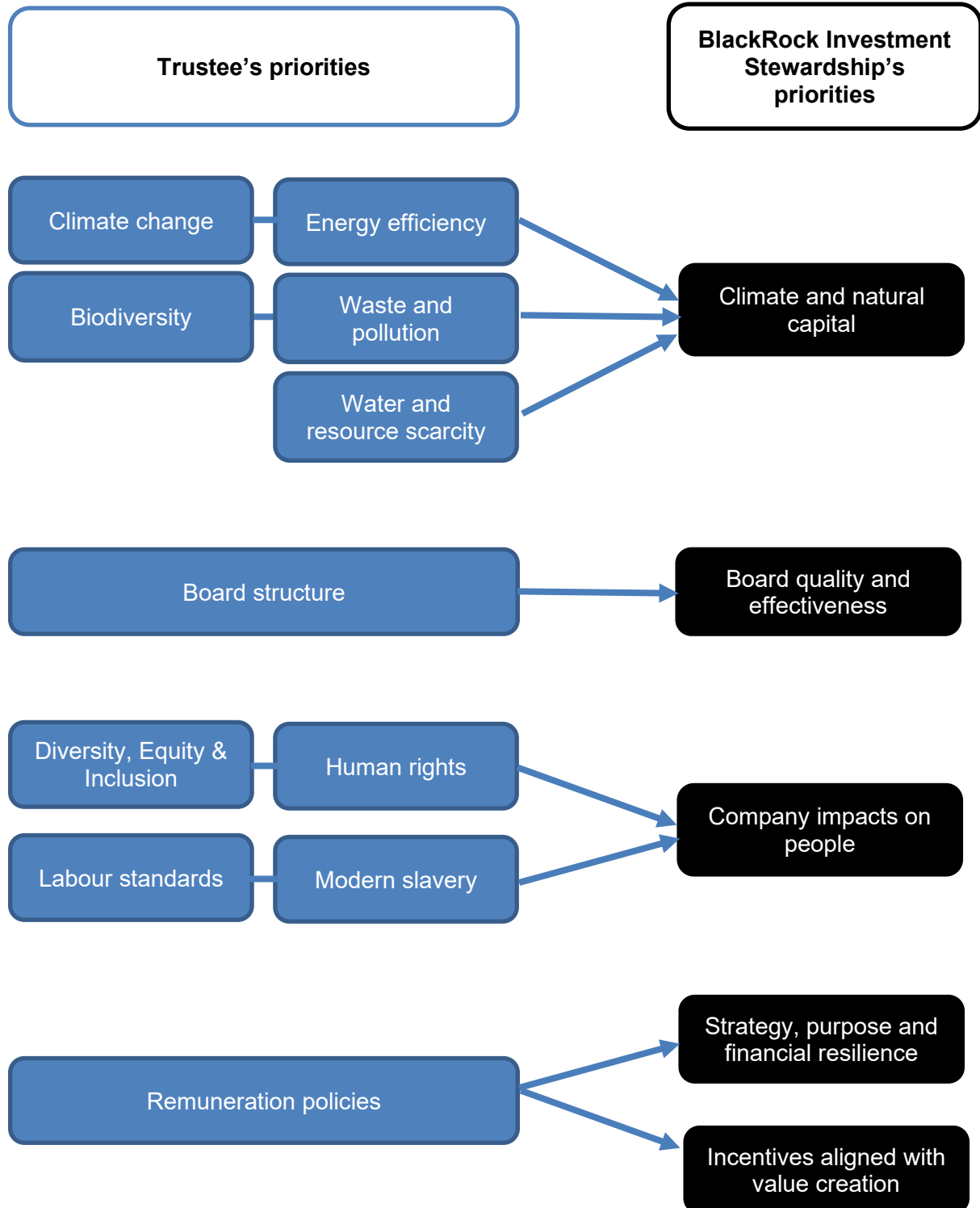
“Environmental (including climate change), social and governance (“ESG”) issues are multifaceted and represent long-term systemic risks.

We recognise that ESG risks are financially material and need to be managed as we have a long-term payment horizon. We therefore seek to integrate ESG considerations into our decision-making and reporting processes across all asset classes.

Where consistent with our fiduciary duties, and applicable to our investment strategy, we will require our investment managers to actively engage and utilise their proxy voting rights/engagement to drive up ESG standards in the organisations in which we invest.”

2.2. Priorities

The Trustee Board periodically reviews its RI priorities, and the last review was conducted in November 2025. Below are the Trustee’s RI priorities which broadly align with those of the Scheme’s asset manager, BlackRock Investment Management (UK) Limited (“BlackRock”), as illustrated below.



3. Governance

3.1. Framework

The Scheme’s RI approach is based on the following framework:



3.2. Roles and responsibilities

The Trustee Board has ultimate responsibility for setting its RI policy and implementation strategy. The Trustee Board has delegated the implementation elements of the RI policy to the Scheme’s asset manager, BlackRock.

The Trustee Board expects its other advisors to proactively consider and integrate ESG issues when providing advice, to ensure strategic decision-making takes into account these factors.

The Trustee Board has delegated certain RI monitoring responsibilities to the BAPSL executive. British Airways Pension Services Limited (“BAPSL”) is the Scheme’s in-house administrator. BAPSL also acts as the Scheme’s executive, coordinating the interaction between the Trustee Board, investment and actuarial advisors, and the Scheme’s sponsor.

3.3. Policy review

Responsible investment is an area that evolves over time.

The Trustee therefore timetables an annual review of this policy to ensure it remains relevant and up to date. Input is sought from BlackRock and the Scheme’s external advisors during this process.

As part of the annual review, the Trustee considers whether the Trustee’s RI priorities remain aligned with BlackRock’s published engagement priorities and voting policies and considers the potential merits of any new options that may be available to the Trustee through BlackRock.

3.4. Affiliations

The Scheme’s asset manager, BlackRock, implements the RI policy. BlackRock is a signatory to, or participates in, a large number of responsible investment related organisations.

The Scheme does not currently maintain independent RI related affiliations. The Trustee does however respond to regulatory and industry consultations as well as direct enquiries on matters it considers to be of importance to members.

3.5. Member views

The Trustee does not take into account the views of individual members and beneficiaries when setting the Scheme's investment strategy, including views on environmental, social and governance (ESG) matters.

However, the BAPSL executive does respond to members questions and concerns.

4. Implementation

4.1. Integration

ESG integration is defined by the UN PRI as “the explicit and systematic inclusion of ESG issues in investment analysis and investment decisions.”

ESG considerations are relevant at both a portfolio level (e.g. asset allocation, portfolio construction and risk management) and at asset level (e.g. security valuation).

ESG considerations are relevant throughout the entire investment life-cycle and will be factored alongside strategic decisions:

- selection e.g. due diligence before an investment is made;
- retention e.g. ongoing monitoring and stewardship activities; and
- realisation e.g. through decisions to divest on ESG grounds.

BlackRock are responsible for integrating ESG considerations into the investment decision-making process, wherever possible, and if applicable to the Scheme's investment strategy across all asset classes.

BlackRock tailors its approach to ESG integration to each asset class, taking into account the nature and time horizon of the investment strategy, and the likely financial materiality of different ESG factors.

BlackRock draws on research, data and analytics provided by their specialist investment teams, its Sustainable and Transition Solutions platform, Aladdin Climate and the BlackRock Investment Institute.

4.2. Stewardship

BlackRock is a signatory to the UK Stewardship Code.

BlackRock is authorised to actively engage and use voting and other rights attached to the Scheme's investments to drive up ESG standards in the organisations in which the Scheme is invested. This is encouraged by the Trustee. BlackRock's stewardship teams – BlackRock Investment Stewardship (“BIS”) and BlackRock Active Investment Stewardship (“BAIS”) - serve as the link between BlackRock's clients and the companies they invest in.

BlackRock acts according to its policies on proxy voting and shareholder engagement. To ensure the delegation to BlackRock remains appropriate, the Trustee has undertaken an exercise to assess how well BlackRock's stated priorities align with the Scheme's. The outcome was that there is good alignment between BlackRock's engagement priorities and the Scheme's, and that the Trustee is therefore comfortable with the delegation.

4.2.1. **Engagement**

BlackRock engages with the Scheme's investee companies to improve long-run, risk-adjusted financial returns for the Scheme. The extent and frequency of engagement will vary depending on BlackRock's assessment of the type and materiality of the issues that need to be addressed as well as the type of asset owned.

More about the BlackRock's engagement priorities can be found here:
<https://www.blackrock.com/corporate/insights/investment-stewardship>

4.2.2. **Voting**

BlackRock exercises voting and other rights attaching to the Scheme's investments at UK and overseas meetings on behalf of the Trustee wherever practicable.

BlackRock's voting guidelines are intended to help clients and companies understand their thinking on key governance matters. BlackRock apply their guidelines pragmatically, taking into account a company's unique circumstances where relevant.

BlackRock's market-specific voting guidelines are available on their website at:
<https://www.blackrock.com/corporate/insights/investment-stewardship/blackrock-investment-stewardship#stewardship-policies>

BlackRock annually reviews its voting guidelines and updates them as necessary to reflect changes in market standards, evolving governance practice and insights gained from engagement over the prior year.

4.3. **Monitoring and reporting**

4.3.1. **Monitoring**

BlackRock monitors investments on an ongoing basis to help them identify any situation where the Scheme's long-term risk-adjusted returns might be compromised by ESG issues, or where a material issue could place the reputation of the Scheme at risk.

Voting and engagement reports are produced by BlackRock on a quarterly basis and cover activities related to the listed equity and corporate bond holdings of the Scheme.

The Trustee reviews voting and engagement summary reports annually. These include examples of significant votes, defined as those votes which – in BlackRock's option – most clearly demonstrate action taken in support of the Scheme's engagement priorities.

4.3.2. **External reporting**

To keep members and other beneficiaries up to date on the Scheme's RI activities, and in accordance with the Occupational Pension Scheme Regulations 2019, the Trustee produces an annual implementation statement, setting out how the policies within the Scheme's SIP have been followed. This statement includes details of the voting and engagement activity conducted by the Scheme's asset manager over the year and is made available on the publicly accessible Scheme website within the Scheme's Report and Accounts which can be found here: <https://www.mybapension.com/SchemeInformation>

In line with the Climate Change Governance and Reporting Requirements, the Trustee Board produces an annual climate change, or TCFD (Taskforce on Climate-related Financial Disclosures) report, which sets out the Trustee Board's governance and risk management framework for addressing climate related risks and opportunities. It also provides a summary of the climate scenario analysis conducted in respect of the Scheme's assets and liabilities, as well as the climate-related metrics and targets for the investment portfolio. The latest report can be found on the member website: <https://www.mybapension.com/SustainableInvestment>

4.4. **Continuous improvement**

The Trustee Directors recognise best practice is continually developing and the Scheme will need to evolve its RI approach over time.

This policy is adopted with effect from March 2026.