

CALPERS NORTHERN IRELAND PORTFOLIO SCREENING REPORT

Executive Summary

Non-U.S. and U.S. Companies and Fair Employment in Northern Ireland: Synopsis of Inquiry Findings

January 2019

NON-U.S. COMPANIES

Starting in October 2018, MSCI ESG Research sent its annual Inquiry on Operations in Northern Ireland to corporate officials at 213 non-U.S. companies, asking them to file a response for each separate subsidiary or affiliate operating in Northern Ireland. The companies inquired were previously identified by MSCI ESG Research as having operations in Northern Ireland. In all, the 2018 CalPERS Northern Ireland Report covers 155 non-U.S. parent companies and their Northern Ireland operations.

U.S. COMPANIES

In addition, MSCI ESG Research inquired 98 U.S. parent companies. Out of this number, 95 companies are part of the CalPERS holdings.

INQUIRY RESPONSES

From a total of 250 companies in the CalPERS holdings, MSCI ESG Research received complete or partial replies for 37 non-U.S. parent companies and 27 U.S. parent companies with Northern Ireland operations, a response rate of approximately 25 percent. A number of companies replied saying that they would not respond this year, and some no longer had operations in Northern Ireland. Several of the inquired companies have fewer than 25 employees, in which case they are not required to monitor their workforce.

In the previous year, approximately 20 percent of non U.S. companies responded to MSCI’s ESG Research’s Northern Ireland inquiry. MSCI ESG Research has updated its universe of companies with operations in Northern Ireland, in part with information available from the Equality Commission in Northern Ireland’s 2016 Monitoring Report published in December 2017.

2018 STUDY FINDINGS

- 36.8 percent of CalPERS non-U.S. portfolio companies with operations in Northern Ireland are in compliance with the MacBride principles, an increase of 3 percent with the 2017 performance of portfolio companies (33.8 percent compliance).
- 44.2 percent of U.S. companies with operations in Northern Ireland are in compliance with the MacBride principles.
- For non-U.S. companies in CalPERS’ portfolio whose workforce composition is available, Catholic employees amount to approximately 46.3 percent of the workforce, less than the current overall religious breakdown for Northern Ireland employers monitored by the Equality Commission. The difference between overall Catholic representation in Northern Ireland, and Catholic representation at companies in CalPERS’ non-U.S. portfolio is approximately 1.3 percent.
- There is more evidence of Catholic underrepresentation at non-U.S. companies in CalPERS’ portfolio relative to Protestant underrepresentation (18.7 percent of the companies in the portfolio have underrepresentation of Protestants, whereas 25.2 percent have underrepresentation of Catholics).
- Companies that responded to the survey reported using—for the most part—a full range of affirmative action measures prescribed by Northern Ireland’s fair employment law, including the use of goals and timetables. Affirmative actions are undertaken by a minority of companies (approximately 21.3 percent of non-U.S. companies in CalPERS’ portfolio). Largely, information on affirmative action steps is not available unless companies respond to MSCI ESG Research’s survey. In cases where there is no underrepresentation, it is possible that affirmative action measures are not warranted.

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2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "compliant with principles of non-discrimination"

Company Name	Country
3M COMPANY	US
AECOM	US
AIB GROUP PUBLIC LIMITED COMPANY	Ireland
AIR PRODUCTS AND CHEMICALS, INC.	US
Aktiebolaget Electrolux	Sweden
Allianz SE	Germany
AMAZON.COM, INC.	US
AMETEK, INC.	US
AON PLC	United Kingdom
APPLE INC.	US
ASSOCIATED BRITISH FOODS PLC	United Kingdom
ASTRAZENECA PLC	United Kingdom
ATOS SE	France
AVIS BUDGET GROUP, INC.	US
AVIVA PLC	United Kingdom
AVON PRODUCTS, INC.	United Kingdom
AVX CORPORATION	US
BANCO SANTANDER, S.A.	Spain
BANK OF IRELAND GROUP PUBLIC LIMITED COMPANY	Ireland
BARCLAYS PLC	United Kingdom
BAXTER INTERNATIONAL INC.	US
BEMIS COMPANY, INC.	US
BLACK BOX CORPORATION	US
BOMBARDIER INC.	Canada
BOUYGUES S.A.	France
BRITVIC PLC	United Kingdom
BT GROUP PLC	United Kingdom
BUNZL PUBLIC LIMITED COMPANY	United Kingdom
C & C GROUP PUBLIC LIMITED COMPANY	Ireland
CANON INC.	Japan
CAPITA PLC	United Kingdom
Capri Holdings Limited	United Kingdom
CATERPILLAR INC.	US
CBRE GROUP, INC.	US
CDW CORPORATION	US
CITIGROUP INC.	US
CLEAR CHANNEL OUTDOOR HOLDINGS, INC.	US
CLOSE BROTHERS GROUP PLC	United Kingdom
CME GROUP INC.	US
Coca-Cola HBC AG	Switzerland
COLUMBUS MCKINNON CORPORATION	US
COMPAGNIE DE SAINT-GOBAIN S.A.	France
COMPASS GROUP PLC	United Kingdom
COWEN INC.	US

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "compliant with principles of non-discrimination"

Company Name	Country
CRAWFORD & COMPANY	US
CRH PUBLIC LIMITED COMPANY	Ireland
DANSKE BANK A/S	Denmark
DCC PUBLIC LIMITED COMPANY	Ireland
Deutsche Post AG	Germany
DFDS A/S	Denmark
DIXONS CARPHONE PLC	United Kingdom
DOMINO'S PIZZA GROUP PLC	United Kingdom
DOWDUPONT INC.	US
DSV A/S	Denmark
DXC TECHNOLOGY COMPANY	US
ELI LILLY AND COMPANY	US
ELIS S.A.	France
EMERSON ELECTRIC CO.	US
EssilorLuxottica S.A.	France
EXPEDITORS INTERNATIONAL OF WASHINGTON, INC	US
FEDEX CORPORATION	US
Ferrovial, S.A.	Spain
FORTIVE CORPORATION	US
FUJITSU LIMITED	Japan
G4S PLC	United Kingdom
GENERAL ELECTRIC COMPANY	US
GENPACT LIMITED	Bermuda
GLANBIA PUBLIC LIMITED COMPANY	Ireland
GREGGS PLC	United Kingdom
H & M Hennes & Mauritz AB	Sweden
HALFORDS GROUP PLC	United Kingdom
HAYS PLC	United Kingdom
HEWLETT PACKARD ENTERPRISE COMPANY	US
HONEYWELL INTERNATIONAL INC.	US
HSBC HOLDINGS PLC	United Kingdom
Huhtamaki Oyj	Finland
HYSTER-YALE MATERIALS HANDLING, INC.	US
Industria de Diseno Textil, S.A.	Spain
INTERFACE, INC.	US
INTERNATIONAL BUSINESS MACHINES CORPORATION	US
International Consolidated Airlines Group, S.A.	United Kingdom
J SAINSBURY PLC	United Kingdom
JACOBS ENGINEERING GROUP INC.	US
JOHNSON & JOHNSON	US
JOHNSON CONTROLS INTERNATIONAL PUBLIC LIMITED COMPANY	Ireland
JUST GROUP PLC	United Kingdom
Kao Corporation	Japan
Kerry Group plc	Ireland

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "compliant with principles of non-discrimination"

Company Name	Country
KINGFISHER PLC	United Kingdom
KINGSPAN GROUP PUBLIC LIMITED COMPANY	Ireland
Koninklijke Philips N.V.	Netherlands
Kuehne + Nagel International AG	Switzerland
KYOCERA CORPORATION	Japan
LafargeHolcim Ltd	Switzerland
LEGAL & GENERAL GROUP PLC	United Kingdom
LIBERTY GLOBAL PLC	United Kingdom
Linde Aktiengesellschaft	Germany
LIVE NATION ENTERTAINMENT, INC.	US
LLOYDS BANKING GROUP PLC	United Kingdom
L'OREAL S.A.	France
MANPOWERGROUP INC.	US
MARKS AND SPENCER GROUP P.L.C.	United Kingdom
MARSH & MCLENNAN COMPANIES, INC.	US
MERCK & CO., INC.	US
MICROSOFT CORPORATION	US
MITCHELLS & BUTLERS PLC	United Kingdom
MITIE GROUP PLC	United Kingdom
MOHAWK INDUSTRIES, INC.	US
NAMPAK LIMITED	South Africa
NCR CORPORATION	US
NEWS CORPORATION	US
NEXT PLC	United Kingdom
NIKE, INC.	US
NORTHGATE PLC	United Kingdom
NUSTAR ENERGY L.P.	US
OLD MUTUAL LIMITED	South Africa
OMNICOM GROUP INC.	US
ORACLE CORPORATION	US
ORANGE S.A.	France
PEARSON PLC	United Kingdom
Pepsico, Inc.	US
PFIZER INC.	US
PITNEY BOWES INC.	US
POLYPIPE GROUP PLC	United Kingdom
PPG INDUSTRIES, INC.	US
PREMIER FOODS PLC	United Kingdom
PROVIDENT FINANCIAL PLC	United Kingdom
QUALCOMM INCORPORATED	US
R P S GROUP PLC	United Kingdom
Randstad N.V.	Netherlands
Regis Corporation	US
RENTOKIL INITIAL PLC	United Kingdom

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "compliant with principles of non-discrimination"

Company Name	Country
REXEL S.A.	France
RSA INSURANCE GROUP PLC	United Kingdom
SALLY BEAUTY HOLDINGS, INC.	US
Sandvik Aktiebolag	Sweden
Schlumberger N.V.	US
SCHNEIDER ELECTRIC SE	France
SEAGATE TECHNOLOGY PUBLIC LIMITED COMPANY	Ireland
SGS SA	Switzerland
Shiseido Company, Limited	Japan
SIGNET JEWELERS LIMITED	Bermuda
Sixt SE	Germany
SMITHS GROUP PLC	United Kingdom
SMURFIT KAPPA GROUP PUBLIC LIMITED COMPANY	Ireland
SONOCO PRODUCTS COMPANY	US
SPIE SA	France
SSE PLC	United Kingdom
ST. JAMES'S PLACE PLC	United Kingdom
STANLEY BLACK & DECKER, INC.	US
STARBUCKS CORPORATION	US
STERICYCLE, INC.	US
SYSCO CORPORATION	US
TATA STEEL LIMITED	India
TECH MAHINDRA LIMITED	India
Telefonica S.A.	Spain
TELEPERFORMANCE SE	France
TEREX CORPORATION	US
THALES S.A.	France
THE AES CORPORATION	US
THE ALLSTATE CORPORATION	US
THE CARLYLE GROUP L.P.	US
THE COCA-COLA COMPANY	US
THE DUN & BRADSTREET CORPORATION	US
THE GAP, INC.	US
THE GOODYEAR TIRE & RUBBER COMPANY	US
THE HAIN CELESTIAL GROUP, INC.	US
THE INTERPUBLIC GROUP OF COMPANIES, INC.	US
THE PROCTER & GAMBLE COMPANY	US
THE RESTAURANT GROUP PLC	United Kingdom
THE ROYAL BANK OF SCOTLAND GROUP PUBLIC LIMITED COMPANY	United Kingdom
THE WALT DISNEY COMPANY	US
THOMAS COOK GROUP PLC	United Kingdom
thyssenkrupp AG	Germany
TP ICAP PLC	United Kingdom
TRIGANO S.A.	France

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "compliant with principles of non-discrimination"

Company Name	Country
TTEC HOLDINGS, INC.	US
UDG HEALTHCARE PLC	Ireland
UNITECH LIMITED	India
UNITED TECHNOLOGIES CORPORATION	US
VIRTUSA CORPORATION	US
VISA INC.	US
VODAFONE GROUP PUBLIC LIMITED COMPANY	United Kingdom
VORNADO REALTY TRUST	US
WALMART INC.	US
WH SMITH PLC	United Kingdom
XEROX CORPORATION	US
XPERI CORPORATION	US
XPO LOGISTICS, INC.	US
Zurich Insurance Group AG	Switzerland

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "that may not be compliant with principles of non-discrimination"

Company Name	Country
Adecco Group AG	Switzerland
Arjo AB (publ)	Sweden
ARRIS INTERNATIONAL PLC	US
ASSA ABLOY AB	Sweden
AXA S.A.	France
BABCOCK INTERNATIONAL GROUP PLC	United Kingdom
Brenntag AG	Germany
BREWIN DOLPHIN HOLDINGS PLC	United Kingdom
CK HUTCHISON HOLDINGS LIMITED	Hong Kong
CRANE CO.	US
Dalata Hotel Group Public Limited Company	Ireland
DEBENHAMS PLC	United Kingdom
DIAGEO PLC	United Kingdom
ECOLAB INC.	US
FERGUSON PLC	Switzerland
GLAXOSMITHKLINE PLC	United Kingdom
Grafton Group plc	Ireland
GREAT ELM CAPITAL GROUP, INC.	US
GVC HOLDINGS PLC	Isle of Man
HARVEY NORMAN HOLDINGS LTD	Australia
HCL TECHNOLOGIES LIMITED	India
Heineken N.V.	Netherlands
HILTON WORLDWIDE HOLDINGS INC.	US
ILLINOIS TOOL WORKS INC.	US
ISS A/S	Denmark
J D WETHERSPOON PLC	United Kingdom
JD SPORTS FASHION PLC	United Kingdom
KIER GROUP PLC	United Kingdom
KONE Oyj	Finland
Koninklijke DSM N.V.	Netherlands
LAGARDERE SCA	France
LOOKERS PLC	United Kingdom
MCDONALD'S CORPORATION	US
MCKESSON CORPORATION	US
MICRO FOCUS INTERNATIONAL PLC	United Kingdom
RELIANCE STEEL & ALUMINUM CO.	US
RYOBI LIMITED	Japan
SENSATA TECHNOLOGIES HOLDING PLC	United Kingdom
SERCO GROUP PLC	United Kingdom
Siemens Aktiengesellschaft	Germany
SIEMENS LIMITED	India
SKY LIMITED	United Kingdom
SODEXO S.A.	France

2018 Northern Ireland Holdings Report

Companies with operations in Northern Ireland "that may not be compliant with principles of non-discrimination"

Company Name	Country
SPORTS DIRECT INTERNATIONAL PLC	United Kingdom
Steinhoff International Holdings N.V.	South Africa
Superdry PLC	United Kingdom
TERUMO CORPORATION	Japan
TESCO PLC	United Kingdom
THE BLACKSTONE GROUP L.P.	US
THE ESTEE LAUDER COMPANIES INC.	US
THE TJX COMPANIES, INC.	US
TRAVIS PERKINS PLC	United Kingdom
TUI AG	Germany
VALERO ENERGY CORPORATION	US
VEOLIA ENVIRONNEMENT S.A.	France
VIRGIN MONEY HOLDINGS (UK) PLC	United Kingdom
WILLIAM HILL PLC	United Kingdom
Willis Towers Watson Public Limited Company	United Kingdom
WPP PLC	United Kingdom
YUM! BRANDS, INC.	US