

CALPERS NORTHERN IRELAND PORTFOLIO SCREENING REPORT

Executive Summary

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

January 2016

NON-U.S. COMPANIES

Starting in October 2015, MSCI ESG Research sent its annual *Survey on Operations in Northern Ireland* to corporate officials at 202 non-U.S. companies, asking them to file a response for each separate subsidiary or affiliate operating in Northern Ireland. The companies surveyed were previously identified by MSCI ESG Research as having operations in Northern Ireland. In all, the 2016 CalPERS Northern Ireland Report covers 158 non-U.S. parent companies and their Northern Ireland operations.

U.S. COMPANIES

In addition, MSCI ESG Research surveyed 102 U.S. parent companies. Out of this number, 98 companies are part of the CalPERS holdings.

SURVEY RESPONSES

From a total of 256 companies in the CalPERS holdings, MSCI ESG Research received complete or partial replies for 28 non-U.S. parent companies and 19 U.S. parent companies with Northern Ireland operations, a response rate of approximately 18.4 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 surveyed companies have fewer than 25 employees, in which case they are not required to monitor their workforce.

In the previous year, approximately 11.0 percent of non U.S. companies responded to MSCI’s ESG Research’s Northern Ireland survey. 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 2014 Monitoring Report published in December 2015.

2015 STUDY FINDINGS

- 25.9 percent of CalPERS non-U.S. portfolio companies with operations in Northern Ireland are in compliance with the MacBride principles, an increase of 4.3 percent with the 2014 performance of portfolio companies (21.6 percent compliance).
- 35.7 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 42.2 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 has remained at approximately 5 percent.
- There is more evidence of Catholic underrepresentation at non-U.S. companies in CalPERS’ portfolio relative to Protestant underrepresentation (13.3 percent of the companies in the portfolio have underrepresentation of Protestants, whereas 27.2 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 19.6 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.

CONTACT US

esgclientservice@msci.com

AMERICAS

+ 1 212 804 5299

EUROPE, MIDDLE EAST & AFRICA

+ 44 20 7618 2510

ASIA PACIFIC

+ 612 9033 9339

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CaIPERS 2015 Northern Ireland Report

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

Company Name	CUSIP	SEDOL	Country	Equity Exposure			Fixed Income Exposure		
				Shares	Market Value	Par Value	Market Value	Market Value	Total Market Value
LA SOCIETE DE GESTION AGF LIMITEE	1092105	2001528	Canada	528,502	\$ 1,978,411				\$ 1,978,411
DANSKE BANK A/S	236363107	4588825	Denmark	2,981,944	\$ 80,390,374	758,000	\$ 1,081,920		\$ 81,472,294
DFDS A/S		BYSS4Q7	Denmark	169,115	\$ 6,572,783				\$ 6,572,783
TELEPERFORMANCE SE	87946F100	5999330	France	338,488	\$ 28,496,713				\$ 28,496,713
AXA S.A.	54536107	7088429	France	6,989,664	\$ 191,568,164				\$ 191,568,164
SODEXO S.A.	833792104	7062713	France	395,086	\$ 38,686,459				\$ 38,686,459
THALES S.A.	883219107	4162791	France	331,961	\$ 24,918,099				\$ 24,918,099
VEOLIA ENVIRONNEMENT-VE S.A.	92334N103	4031879	France	1,996,160	\$ 47,412,692				\$ 47,412,692
CK Hutchison Holdings Limited	12562Y100	BW9P816	Hong Kong	9,209,703	\$ 124,298,876				\$ 124,298,876
HCL TECHNOLOGIES LIMITED	40416P108	6294896	India	2,707,455	\$ 34,995,103				\$ 34,995,103
TATA STEEL LIMITED	87656Y109	6101156	India	872,456	\$ 3,426,193				\$ 3,426,193
DCC PUBLIC LIMITED COMPANY	23308M102	242493	Ireland	356,532	\$ 29,742,880				\$ 29,742,880
Allergan plc		BY9D546	Ireland	1,350,692	\$ 422,091,250				\$ 422,091,250
TYCO INTERNATIONAL PUBLIC LIMITED COMPANY		BQRXQ9	Ireland	988,500	\$ 31,523,265				\$ 31,523,265
UDG HEALTHCARE PUBLIC LIMITED COMPANY	9.03E+113	3302480	Ireland	1,776,511	\$ 15,605,663				\$ 15,605,663
RYOBI LIMITED		6762906	Japan	438,394	\$ 1,876,827				\$ 1,876,827
TERUMO CORPORATION	881561105	6885074	Japan	1,386,000	\$ 43,551,935				\$ 43,551,935
Heineken N.V.	423012301	7792559	Netherlands	1,054,573	\$ 90,237,547				\$ 90,237,547
PostNL N.V.	73753A103	5481558	Netherlands	1,783,386	\$ 6,780,523				\$ 6,780,523
Sensata Technologies Holding N.V.		B62S207	Netherlands	328,700	\$ 15,139,922	2,000,000	\$ 2,080,000		\$ 17,219,922
TNT Express N.V.	87262N109	B3Y0JD2	Netherlands	1,408,243	\$ 11,916,943				\$ 11,916,943
FRED OLSEN ENERGY ASA	355613209	5344101	Norway	299,351	\$ 1,163,402				\$ 1,163,402
Getinge AB	37427X104	7698356	Sweden	512,492	\$ 13,525,665				\$ 13,525,665
SGS SA	818800104	4824778	Switzerland	16,112	\$ 30,759,273				\$ 30,759,273
LafargeHolcim Ltd	50586V108	7110753	Switzerland	1,665,515	\$ 83,897,599				\$ 83,897,599
WOLSELEY PLC	977868306	BFNWV48	Switzerland	1,390,513	\$ 75,646,209				\$ 75,646,209
Zurich Insurance Group AG	989825104	5983816	Switzerland	601,693	\$ 155,320,765				\$ 155,320,765
WILLIAM HILL PLC	96925P104	3169889	United Kingdom	2,802,516	\$ 16,357,290				\$ 16,357,290
BOOKER GROUP PLC	09856U109	B01TND9	United Kingdom	5,110,874	\$ 13,672,246				\$ 13,672,246
DEBENHAMS PLC	242737203	B126KH9	United Kingdom	3,758,052	\$ 4,057,313				\$ 4,057,313
HAYS PLC	421103102	416102	United Kingdom	4,006,744	\$ 8,616,184				\$ 8,616,184
J D WETHERSPOON PLC	472146109	163895	United Kingdom	244,587	\$ 2,698,319				\$ 2,698,319
LADBROKES PLC	505730101	B0ZSH63	United Kingdom	2,821,710	\$ 4,978,226				\$ 4,978,226
MICRO FOCUS INTERNATIONAL PLC	594837106	BQY7BX8	United Kingdom	570,009	\$ 13,400,175				\$ 13,400,175
SuperGroup PLC	86805W105	B60BD27	United Kingdom	110,602	\$ 2,683,248				\$ 2,683,248
AON PLC	00185AAH7	B5BTOK0	United Kingdom	756,305	\$ 69,738,884	33,500	\$ 33,258,751		\$ 102,997,635
DIAGEO PLC	25243Q205	237400	United Kingdom	7,712,350	\$ 225,976,509				\$ 225,976,509
DIXONS CARPHONE PLC		B4Y7R14	United Kingdom	2,990,837	\$ 22,040,976				\$ 22,040,976
MITIE GROUP PLC	60671Y107	465740	United Kingdom	1,370,291	\$ 6,281,180				\$ 6,281,180
RSA INSURANCE GROUP PLC	74971A206	BKKMKR2	United Kingdom	2,950,540	\$ 18,547,638				\$ 18,547,638

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Company Name	CUSIP	SEDOL	Country	Equity Exposure		Fixed Income Exposure		Total Market Value
				Shares	Market Value	Par Value	Market Value	
SKY PLC	83084V106	141192	United Kingdom	4,315,848	\$ 70,735,756	100,000	\$ 108,853	\$ 70,844,609
THOMAS COOK GROUP PLC	884344102	B1VYCH8	United Kingdom	5,329,877	\$ 9,513,261			\$ 9,513,261
Willis Towers Watson Public Limited Company		B4XGY11	United Kingdom	419,112	\$ 20,356,270			\$ 20,356,270
PPG INDUSTRIES, INC.	693506107	2698470	US	740,434.00	73,169,687.88	-	-	\$ 73,169,687.88
BEMIS COMPANY, INC.	81437105	2090173	US	540,879.00	24,171,882.51	-	-	\$ 24,171,882.51
BROADSOFT, INC.	11133B409	B5M9PG0	US	120,651.00	4,266,219.36	-	-	\$ 4,266,219.36
CONVERGYS CORPORATION	212485106	2284761	US	563,469.00	14,024,743.41	-	-	\$ 14,024,743.41
THE ESTEE LAUDER COMPANIES INC.	518439104	2320524	US	579,376.00	51,019,850.56	-	-	\$ 51,019,850.56
UNWIRED PLANET, INC.	91531F103	B7KNF13	US	248,654.00	214,588.40	-	-	\$ 214,588.40
VALERO ENERGY CORPORATION	91913Y100	2041364	US	1,853,382.00	131,052,641.20	26,412,000.00	32,667,979.96	\$ 163,720,621.16
CATERPILLAR INC.	149123101	2180201	US	1,828,435.00	124,260,442.60	20,000,000.00	20,161,857.60	\$ 144,422,300.20
CRAWFORD & COMPANY	224633107	2232072	US	37,832.00	198,799.92	-	-	\$ 198,799.92
HILTON WORLDWIDE HOLDINGS INC.	43300A104	BH3XFX2	US	1,114,076.00	23,841,226.40	4,629,627.88	4,681,223.87	\$ 28,522,450.27
MCDONALD'S CORPORATION	580135101	2550707	US	2,992,896.00	353,580,733.40	-	-	\$ 353,580,733.40
MCKESSON CORPORATION	58155Q103	2378534	US	831,718.00	164,039,741.10	-	-	\$ 164,039,741.10
Schlumberger N.V.	806857108	2779201	US	4,045,046.00	282,141,958.50	-	-	\$ 282,141,958.50
THE BLACKSTONE GROUP L.P.	09253U108	B1YWNW1	US	1,446,400.00	42,292,736.00	-	-	\$ 42,292,736.00
UNITED TECHNOLOGIES CORPORATION	913017109	2915500	US	2,669,291.00	256,438,786.40	28,500,000.00	28,719,009.96	\$ 285,157,796.36

CaIPERS 2015 Northern Ireland Report

Companies with Operations in Northern Ireland "that are compliant with principles of non-discrimination"

Company Name	CUSIP	SEDOL	Country	Equity Exposure			Fixed Income Exposure			Total Market Value
				Shares	Market Value	Par Value	Market Value	Par Value	Market Value	
Adecco S.A.	6754204	7110720	Switzerland	655,868	\$ 45,144,161				\$ 45,144,161	
ATOS SE	04962A105	5654781	France	297,295	\$ 25,012,599				\$ 25,012,599	
AVIVA PLC	05382A104	216238	United Kingdom	11,964,895	\$ 90,996,914				\$ 90,996,914	
BABCOCK INTERNATIONAL GROUP PLC	56155104	969703	United Kingdom	796,245	\$ 11,924,140	100,000	\$ 108,370		\$ 12,032,510	
BANCO SANTANDER, S.A.	05964H105	5705946	Spain	42,563,294	\$ 210,745,999				\$ 210,745,999	
Bank of Ireland	46267Q202	3070732	Ireland	83,232,044	\$ 30,569,900				\$ 30,569,900	
BARCLAYS PLC	6.74E+207	3134865	United Kingdom	50,776,988	\$ 163,825,946	3,950,000	\$ 4,005,804		\$ 167,831,750	
CAPITA PLC	13970R109	B23KOM2	United Kingdom	3,810,473	\$ 67,844,382				\$ 67,844,382	
COMPAGNIE GENERALE DES ETABLISSEMENTS MICHELIN	59410T106	4588364	France	644,855	\$ 61,574,477				\$ 61,574,477	
Deutsche Telekom AG	251566105	5842359	Germany	11,567,288	\$ 209,720,782	32,150,000	\$ 45,111,234		\$ 254,832,016	
ESSILOR INTERNATIONAL	297284200	7212477	France	855,797	\$ 106,956,497				\$ 106,956,497	
FUJITSU LIMITED	359590304	6356945	Japan	7,985,036	\$ 40,285,285				\$ 40,285,285	
GLANBIA PUBLIC LIMITED COMPANY	376788105	4058629	Ireland	677,192	\$ 12,470,105				\$ 12,470,105	
Grafton Group plc	384382107	B3F7NQ3	Ireland	617,109	\$ 6,730,722				\$ 6,730,722	
HALFORDS GROUP PLC	405731100	B012TP2	United Kingdom	685,269	\$ 3,387,601				\$ 3,387,601	
HARVEY NORMAN HOLDINGS LTD	417772100	6173508	Australia	1,767,057	\$ 5,373,901				\$ 5,373,901	
HOME RETAIL GROUP PLC	43731T102	B19NKB7	United Kingdom	4,090,363	\$ 6,001,657				\$ 6,001,657	
HSBC HOLDINGS PLC	404280406	540528	United Kingdom	56,102,603	\$ 443,381,831	156,657,000	\$ 172,013,532		\$ 615,395,363	
INTERSERVE PLC	46069B106	152815	United Kingdom	454,301	\$ 3,485,238				\$ 3,485,238	
ISS A/S	465147106	BKJ9RT5	Denmark	775,956	\$ 28,091,103				\$ 28,091,103	
J SAINSBURY PLC	466249208	B019KW7	United Kingdom	6,317,767	\$ 24,098,829				\$ 24,098,829	
JAPAN TOBACCO INC.	471105205	6474535	Japan	610,700	\$ 22,697,865				\$ 22,697,865	
Kerry Group plc	492460100	4519579	Ireland	707,114	\$ 58,616,607				\$ 58,616,607	
KINGFISHER PLC	495724403	3319521	United Kingdom	6,559,591	\$ 31,856,661				\$ 31,856,661	
KINGSPAN GROUP PUBLIC LIMITED COMPANY	496402108	4491235	Ireland	752,445	\$ 19,870,533				\$ 19,870,533	
LIBERTY GLOBAL PLC		B8W67B1	United Kingdom	2,214,451	\$ 91,446,621				\$ 91,446,621	
MARKS AND SPENCER GROUP P.L.C.	570912105	3127489	United Kingdom	5,028,371	\$ 33,528,798				\$ 33,528,798	
MOTHERCARE PLC.		906744	United Kingdom	382,046	\$ 1,238,815				\$ 1,238,815	
NEXT PLC	65337A104	3208986	United Kingdom	412,486	\$ 44,320,516				\$ 44,320,516	
Orange S.A.	684060106	5176177	France	7,367,596	\$ 123,932,954				\$ 123,932,954	
OXFORD INSTRUMENTS PLC	691478101	665045	United Kingdom	148,171	\$ 1,675,046				\$ 1,675,046	
PACE PLC		667278	United Kingdom	553,000	\$ 3,385,787				\$ 3,385,787	
PROVIDENT FINANCIAL PLC	74387B103	B1Z4ST8	United Kingdom	450,870	\$ 22,374,973				\$ 22,374,973	
R P S GROUP PLC	749703104	759476	United Kingdom	840,127	\$ 2,934,684				\$ 2,934,684	
RANDSTAD HOLDING nv	75279Q108	5228658	Netherlands	376,120	\$ 23,505,559				\$ 23,505,559	
RENTOKIL INITIAL PLC	760125104	B082RF1	United Kingdom	6,343,314	\$ 14,893,613				\$ 14,893,613	
ROLLS-ROYCE HOLDINGS PLC	775781206	B63H849	United Kingdom	6,683,086	\$ 56,638,659				\$ 56,638,659	
SERCO GROUP PLC	81748L100	797379	United Kingdom	3,688,937	\$ 5,138,083				\$ 5,138,083	
SSE PLC	78467K107	790873	United Kingdom	3,889,212	\$ 87,589,701	250,000	\$ 267,814		\$ 87,857,515	
STEINHOFF INTERNATIONAL HOLDINGS LTD	85846Q101	6127936	South Africa	5,745,175	\$ 29,108,689				\$ 29,108,689	
Telefonica S.A.	879382109	5732524	Spain	12,781,071	\$ 142,103,535				\$ 142,103,535	

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Companies with Operations in Northern Ireland "that are compliant with principles of non-discrimination"

Company Name	CUSIP	SEDOL	Country	Equity Exposure		Fixed Income Exposure		Total Market Value
				Shares	Market Value	Par Value	Market Value	
THE RESTAURANT GROUP PLC	76128X104	B0YG1K0	United Kingdom	565,594	\$ 5,714,527			\$ 5,714,527
THE ROYAL BANK OF SCOTLAND GROUP	780097689	B7T7721	United Kingdom	9,673,846	\$ 43,060,016	3,505,000	\$ 3,709,972	\$ 46,769,988
TRAVIS PERKINS PLC	89455F208	773960	United Kingdom	678,289	\$ 19,724,678			\$ 19,724,678
TRIGANO S.A.		4457624	France	33,861	\$ 2,070,894			\$ 2,070,894
TRINITY MIRROR PLC	89653Q105	903994	United Kingdom	1,088,651	\$ 2,663,574			\$ 2,663,574
TUI AG	899045108	5666292	Germany	1,424,113	\$ 25,469,819			\$ 25,469,819
WH SMITH PLC	929246106	B2PDGW1	United Kingdom	575,879	\$ 15,015,063			\$ 15,015,063
WPP PLC	92937A102	B8KF9B4	United Kingdom	4,483,862	\$ 103,294,997	100,000	\$ 109,895	\$ 103,404,891
WS ATKINS PLC	92935U100	60800	United Kingdom	386,221	\$ 9,256,025	680,000	\$ 676,600	\$ 9,932,625
Allianz SE	18805101	5231485	Germany	1,527,758	\$ 271,428,160	600,000	\$ 645,742	\$ 272,073,902
BOUYGUES S.A.	102117108	4002121	France	654,571	\$ 25,985,706			\$ 25,985,706
BT GROUP PLC	5.58E+104	3091357	United Kingdom	24,525,712	\$ 170,513,000			\$ 170,513,000
BUNZL PUBLIC LIMITED COMPANY	120738406	B0744B3	United Kingdom	953,425	\$ 26,489,024			\$ 26,489,024
C & C GROUP PUBLIC LIMITED COMPANY	124651100	B011Y09	Ireland	2,300,946	\$ 9,280,709			\$ 9,280,709
Coca-Cola HBC AG	191223205	B9895B7	Switzerland	1,876,024	\$ 40,043,953	110,000	\$ 123,559	\$ 40,167,512
CRH PUBLIC LIMITED COMPANY	12626K203	4182249	Ireland	253,035	\$ 7,339,080			\$ 7,339,080
Deutsche Post AG	25157Y202	4617859	Germany	3,498,217	\$ 98,631,938			\$ 98,631,938
Ferrovial, S.A.	315437103	B038516	Spain	1,257,247	\$ 28,482,663			\$ 28,482,663
Fidessa Group PLC	316465103	759023	United Kingdom	109,823	\$ 3,242,219			\$ 3,242,219
H & M Hennes & Mauritz AB	425883105	5687431	Sweden	3,435,365	\$ 123,102,005			\$ 123,102,005
Huhtamaki Oyj		4447476	Finland	323,212	\$ 11,762,024			\$ 11,762,024
Industria de Diseno Textil, S.A.	455793109	BP9DL90	Spain	5,669,364	\$ 195,166,992			\$ 195,166,992
Just Retirement Group PLC		BCRX1J1	United Kingdom	743,070	\$ 1,818,050			\$ 1,818,050
LLOYDS BANKING GROUP PLC	539439109	870612	United Kingdom	184,096,955	\$ 198,268,528	63,133,000	\$ 63,828,169	\$ 262,096,697
Sandvik Aktiebolag	800212201	B1VQ252	Sweden	5,096,410	\$ 44,764,211			\$ 44,764,211
SEAGATE TECHNOLOGY PUBLIC LIMITED COMPANY		B58JVZ5	Ireland	1,248,853	\$ 45,782,951			\$ 45,782,951
SIGNET JEWELERS LIMITED		B3CTNK6	Bermuda	184,534	\$ 22,825,010			\$ 22,825,010
SMURFIT KAPPA GROUP PUBLIC LIMITED COMPANY	83272W106	B1RR828	Ireland	959,679	\$ 24,540,434			\$ 24,540,434
ASTRAZENECA PLC	46353108	989529	United Kingdom	3,987,076	\$ 271,291,024			\$ 271,291,024
Brenntag AG	107180101	B4YVF56	Germany	778,053	\$ 40,806,207			\$ 40,806,207
CANON INC.	138006309	6172323	Japan	3,664,658	\$ 111,954,929			\$ 111,954,929
CARILLION PLC	14214X100	736554	United Kingdom	1,488,657	\$ 6,646,025			\$ 6,646,025
CLOSE BROTHERS GROUP PLC	189062102	766807	United Kingdom	424,966	\$ 8,374,399			\$ 8,374,399
GENPACT LIMITED		B23DBK6	Bermuda	615,300	\$ 15,370,194			\$ 15,370,194
GENTING SINGAPORE PLC	37251T104	6366795	Singapore	22,211,400	\$ 12,055,671			\$ 12,055,671
GLAXOSMITHKLINE PLC	37733W105	925288	United Kingdom	15,452,956	\$ 312,716,053			\$ 312,716,053
IMPERIAL TOBACCO GROUP PLC	453142101	454492	United Kingdom	1,067,241	\$ 56,415,885	440,000	\$ 549,345	\$ 56,965,230
Kloekner & Co SE	49865T107	B170DQ6	Germany	413,772	\$ 3,616,071			\$ 3,616,071
Kuehne + Nagel International AG	501187108	B142S60	Switzerland	174,652	\$ 24,043,003			\$ 24,043,003
LEGAL & GENERAL GROUP PLC	52463H103	560399	United Kingdom	17,752,127	\$ 70,069,503			\$ 70,069,503
L'OREAL S.A.	502117203	4057808	France	817,771	\$ 137,959,925			\$ 137,959,925

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Metso Oyj	592671101	5713422	Finland	540,235	\$ 12,147,946					\$ 12,147,946
MICHAEL KORS HOLDINGS LIMITED		B7341C6	United Kingdom	650,784	\$ 26,070,407					\$ 26,070,407
MITCHELLS & BUTLERS PLC	60668M306	B1FP6H5	United Kingdom	822,896	\$ 4,185,603					\$ 4,185,603
Nampak Ltd.	629898206	B0KS382	South Africa	1,669,533	\$ 2,677,416					\$ 2,677,416
NORTHGATE PLC		B41H739	United Kingdom	616,678	\$ 3,576,607					\$ 3,576,607
PANDORA A/S	698341104	B44XTX8	Denmark	493,204	\$ 62,603,553					\$ 62,603,553
PEARSON PLC	705015105	677608	United Kingdom	2,840,250	\$ 30,792,161					\$ 30,792,161
Polaris Consulting & Services Limited		6241029	India	192,333	\$ 611,977					\$ 611,977
PREMIER FOODS PLC	74051J200	B7NOK05	United Kingdom	2,982,407	\$ 1,725,340					\$ 1,725,340
REXEL S.A.	761681105	B1VP0K0	France	1,161,431	\$ 15,493,216	425,000	\$ 437,750			\$ 15,930,966
SPORTS DIRECT INTERNATIONAL PLC	8.49E+108	B1QH8P2	United Kingdom	1,534,066	\$ 13,046,317					\$ 13,046,317
Aktiebolaget Electrolux	10198208	B1KKBX6	Sweden	1,067,741	\$ 25,988,714					\$ 25,988,714
BRITVIC PLC	111190104	B0N8QD5	United Kingdom	762,391	\$ 8,174,832					\$ 8,174,832
Kao Corporation	485537302	6483809	Japan	1,425,800	\$ 74,137,570					\$ 74,137,570
Koninklijke Philips N.V.	500472303	5986622	Netherlands	2,949,158	\$ 75,478,474					\$ 75,478,474
LARSEN AND TOUBRO LIMITED	51729V104	B0166K8	India	306,460	\$ 5,908,352					\$ 5,908,352
Shiseido Company, Limited	824841407	6805265	Japan	1,455,570	\$ 30,600,911					\$ 30,600,911
Siemens Aktiengesellschaft	826197501	5727973	Germany	2,719,668	\$ 265,539,261					\$ 265,539,261
Siemens Ltd	826201105	B15T569	India	179,117	\$ 3,250,741					\$ 3,250,741
ASSOCIATED BRITISH FOODS PLC	45519402	673123	United Kingdom	921,090	\$ 45,370,815					\$ 45,370,815
BERENDSEN PLC	83678102	B0F9971	United Kingdom	577,587	\$ 9,185,587					\$ 9,185,587
BOMBARDIER INC.	97751200	2109723	Canada	9,696,818	\$ 9,355,234	3,427,000	\$ 2,395,900			\$ 11,751,134
COMPAGNIE DE SAINT-GOBAIN S.A.	204280309	7380482	France	2,023,670	\$ 87,602,763	150,000	\$ 196,712			\$ 87,799,475
COMPASS GROUP PLC	20449X302	BLNN3L4	United Kingdom	5,388,780	\$ 93,324,655					\$ 93,324,655
DSV A/S	26251A108	B1WT5G2	Denmark	1,616,210	\$ 63,920,967					\$ 63,920,967
G4S PLC	37441W108	B01FLG6	United Kingdom	3,874,156	\$ 12,876,319					\$ 12,876,319
KONE Oyj	50048H101	B09M9D2	Finland	2,008,356	\$ 85,456,294					\$ 85,456,294
KYOCERA CORPORATION	501556203	6499260	Japan	876,400	\$ 41,191,784					\$ 41,191,784
LAGARDERE SCA		4547213	France	441,415	\$ 13,191,296	200,000	\$ 227,817			\$ 13,419,113
Linde Aktiengesellschaft	535223200	5740817	Germany	595,120	\$ 86,563,520	140,000	\$ 157,090			\$ 86,720,610
TESCO PLC	881575302	884709	United Kingdom	23,894,189	\$ 52,650,386	3,900,000	\$ 4,841,217			\$ 57,491,602
ThyssenKrupp AG	88629Q207	5636927	Germany	1,408,243	\$ 11,916,943					\$ 11,916,943
VODAFONE GROUP PUBLIC LIMITED COMPANY	92857W308	BH4HKS3	United Kingdom	97,417,994	\$ 320,337,335	42,215,000	\$ 48,522,726			\$ 368,860,061
AMERICAN CAPITAL, LTD.	02503Y103	2101990	US	75,500.00	1,041,145.00	425,000.00	437,750.00			\$ 1,478,895.00
CLEAR CHANNEL OUTDOOR HOLDINGS, INC.	18451C109	B0P01M3	US	224,620.00	1,255,625.80	2,901,915.25	2,022,634.93			\$ 3,278,260.73
CVS HEALTH CORPORATION	126650100	2577609	US	3,490,906.00	341,305,879.60	12,868,000.00	13,414,345.65			\$ 354,720,225.25
DANAHER CORPORATION	235851102	2250870	US	1,453,048.00	134,959,098.20	-	-			\$ 134,959,098.20
HYSTER-YALE MATERIALS HANDLING, INC.	449172105	B7LG306	US	21,926.00	1,150,018.70	-	-			\$ 1,150,018.70
JACOBS ENGINEERING GROUP INC.	469814107	2469052	US	585,653.00	24,568,143.35	-	-			\$ 24,568,143.35
Regis Corporation	758932107	2730327	US	214,483.00	3,034,934.45	-	-			\$ 3,034,934.45
WAL-MART STORES, INC.	931142103	2936921	US	4,981,348.00	305,356,632.40	-	-			\$ 305,356,632.40

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				Shares	Market Value	Par Value	Market Value	Market Value	
YUM! BRANDS, INC.	988498101	2098876	US	1,331,462.00	97,263,299.10	200,000.00	210,784.40	\$ 97,474,083.50	
3M COMPANY	88579Y101	2595708	US	1,725,210.00	259,885,634.40	-	-	\$ 259,885,634.40	
AECOM	00766T100	B1VZ431	US	891,040.00	26,757,931.20	5,000,000.00	5,150,000.00	\$ 31,907,931.20	
CITIGROUP INC.	172967424	2297907	US	11,456,311.00	592,606,416.76	164,075,000.00	90,703,914.83	\$ 683,310,331.59	
CME GROUP INC.	12572Q105	2965839	US	1,129,421.00	102,325,542.60	-	-	\$ 102,325,542.60	
E. I. DU PONT DE NEMOURS AND COMPANY	263534109	2018175	US	2,698,749.00	179,736,683.40	-	-	\$ 179,736,683.40	
EMERSON ELECTRIC CO.	291011104	2313405	US	2,332,743.00	111,575,097.70	-	-	\$ 111,575,097.70	
INTERFACE, INC.	458665304	B86V808	US	230,000.00	4,402,200.00	-	-	\$ 4,402,200.00	
INTERNATIONAL BUSINESS MACHINES CORPORATION	459200101	2005973	US	2,954,026.00	406,533,058.10	-	-	\$ 406,533,058.10	
MICROSOFT CORPORATION	594918104	2588173	US	23,806,862.00	1,320,804,704.00	145,000,000.00	145,809,769.80	\$ 1,466,614,473.80	
ORACLE CORPORATION	68389X105	2661568	US	11,436,040.00	417,758,541.20	69,500,000.00	67,184,406.50	\$ 484,942,947.70	
SALLY BEAUTY HOLDINGS, INC.	7.95E+108	B1GZ005	US	830,641.00	23,166,577.49	-	-	\$ 23,166,577.49	
SYSCO CORPORATION	871829107	2868165	US	1,391,341.00	57,044,981.00	-	-	\$ 57,044,981.00	
TELETECH HOLDINGS, INC.	879939106	2892885	US	79,921.00	2,230,595.11	-	-	\$ 2,230,595.11	
TEREX CORPORATION	880779103	2884224	US	882,900.00	16,315,992.00	3,000,000.00	2,760,000.00	\$ 19,075,992.00	
THE ALLSTATE CORPORATION	20002101	2019952	US	1,855,197.00	115,189,181.70	-	-	\$ 115,189,181.70	
THE COCA-COLA COMPANY	191216100	2206657	US	13,004,835.00	558,687,711.60	1,000,000.00	1,080,581.74	\$ 559,768,293.34	
THE GAP, INC.	364760108	2360326	US	1,052,234.00	25,990,179.80	-	-	\$ 25,990,179.80	
THE TJX COMPANIES, INC.	872540109	2989301	US	2,384,098.00	169,056,389.20	-	-	\$ 169,056,389.20	
VISA INC.	92826C839	B2PZN04	US	5,719,470.00	443,544,898.50	35,000,000.00	35,373,033.85	\$ 478,917,932.35	
ECOLAB INC.	278865100	2304227	US	656,792.00	75,123,868.96	-	-	\$ 75,123,868.96	
AIR PRODUCTS AND CHEMICALS, INC.	9158106	2011602	US	588,260.00	76,538,508.60	-	-	\$ 76,538,508.60	
AMERICAN INTERNATIONAL GROUP, INC.	26874784	2027342	US	5,590,683.00	341,750,974.50	102,500,000.00	109,236,545.73	\$ 450,987,520.23	
AVIS BUDGET GROUP, INC.	53774105	B1CL8J2	US	398,876.00	14,475,210.04	2,295,000.00	2,266,312.50	\$ 16,741,522.54	
AVON PRODUCTS, INC.	54303102	2066721	US	2,798,860.00	11,335,383.00	13,500,000.00	10,395,000.00	\$ 21,730,383.00	
BLACK BOX CORPORATION	91826107	2546977	US	101,200.00	964,436.00	-	-	\$ 964,436.00	
CBRE GROUP, INC.	12504L109	B6WVMH3	US	874,490.00	30,239,864.20	-	-	\$ 30,239,864.20	
COLUMBUS MCKINNON CORPORATION	199333105	2211071	US	81,100.00	1,532,790.00	-	-	\$ 1,532,790.00	
COMPUTER SCIENCES CORPORATION	205363104	2215200	US	642,867.00	21,008,893.56	-	-	\$ 21,008,893.56	
COWEN GROUP, INC.	223622101	B59SWL4	US	108,189.00	414,363.87	120,892.00	739,084.31	\$ 1,153,448.18	
DOMINO'S PIZZA, INC.	25754A201	B01SD70	US	189,859.00	21,121,813.75	-	-	\$ 21,121,813.75	
DTS, INC.	23335C101	2641106	US	78,575.00	1,774,223.50	-	-	\$ 1,774,223.50	
ELI LILLY AND COMPANY	532457108	2516152	US	3,341,413.00	281,547,459.40	100,000.00	107,745.81	\$ 281,655,205.21	
EXPEDITORS INTERNATIONAL OF WASHINGTON, INC	302130109	2325507	US	370,855.00	46,097,276.50	-	-	\$ 46,097,276.50	
FEDEX CORPORATION	31428X106	2142784	US	805,850.00	36,343,835.00	-	-	\$ 36,343,835.00	
GENERAL ELECTRIC COMPANY	369604103	2380498	US	25,095,262.00	781,717,411.30	63,673,200.00	64,643,284.06	\$ 846,360,695.36	
HENRY SCHEIN, INC.	806407102	2416962	US	263,525.00	41,687,019.75	-	-	\$ 41,687,019.75	
HONEYWELL INTERNATIONAL INC.	438516106	2020459	US	3,038,426.00	314,689,780.80	-	-	\$ 314,689,780.80	
ILLINOIS TOOL WORKS INC.	452308109	2457552	US	1,049,932.00	97,307,697.76	-	-	\$ 97,307,697.76	
JOHNSON & JOHNSON	478160104	2475833	US	8,080,099.00	829,987,769.30	-	-	\$ 829,987,769.30	
KELLOGG COMPANY	487836108	2486813	US	880,208.00	63,612,632.16	-	-	\$ 63,612,632.16	

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Company Name	CUSIP	SEDOL	Country	Equity Exposure		Fixed Income Exposure			Total Market Value
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LIVE NATION ENTERTAINMENT, INC.	538034109	B0T7YX2	US	619,440.00	15,219,640.80	925,000.00	911,125.00	\$ 16,130,765.80	
MERCK & CO., INC.	58933Y105	2778844	US	9,426,341.00	497,899,331.60	150,000.00	167,386.10	\$ 498,066,717.70	
MOHAWK INDUSTRIES, INC.	608190104	2598699	US	180,200.00	34,128,078.00	-	-	\$ 34,128,078.00	
MOLSON COORS BREWING COMPANY	60871R209	B067BM3	US	758,199.00	71,210,050.08	-	-	\$ 71,210,050.08	
Mondelez International, Inc.	609207105	B8CKK03	US	5,243,430.00	235,115,401.20	35,000,000.00	35,886,810.75	\$ 271,002,211.95	
NCR CORPORATION	6.29E+112	2632650	US	462,987.00	11,324,662.02	7,425,000.00	7,151,750.00	\$ 18,476,412.02	
OMNICOM GROUP INC.	681919106	2279303	US	1,052,358.00	79,621,406.28	-	-	\$ 79,621,406.28	
OXFORD INDUSTRIES INC	691497309	2665300	US	73,800.00	4,709,916.00	-	-	\$ 4,709,916.00	
PITNEY BOWES INC.	724479100	2690506	US	918,812.00	18,973,467.80	-	-	\$ 18,973,467.80	
STANLEY BLACK & DECKER, INC.	854502101	B3Q2FJ4	US	708,484.00	75,616,497.32	-	-	\$ 75,616,497.32	
STERICYCLE, INC.	858912108	2860826	US	303,020.00	36,544,212.00	-	-	\$ 36,544,212.00	
THE CARLYLE GROUP L.P.	14309L102	B7NGS09	US	123,400.00	1,927,508.00	-	-	\$ 1,927,508.00	
THE DOW CHEMICAL COMPANY	260543103	2278719	US	4,136,779.00	212,961,382.90	-	-	\$ 212,961,382.90	
THE DUN & BRADSTREET CORPORATION	2.65E+104	2636254	US	159,473.00	16,574,028.89	-	-	\$ 16,574,028.89	
THE GOODYEAR TIRE & RUBBER COMPANY	382550101	2378200	US	1,178,300.00	38,495,061.00	-	-	\$ 38,495,061.00	
THE HAIN CELESTIAL GROUP, INC.	405217100	2492337	US	213,400.00	8,619,226.00	-	-	\$ 8,619,226.00	
THE INTERPUBLIC GROUP OF COMPANIES, INC.	460690100	2466321	US	2,633,256.00	61,302,199.68	-	-	\$ 61,302,199.68	
THE PROCTER & GAMBLE COMPANY	742718109	2704407	US	7,953,535.00	631,590,214.40	-	-	\$ 631,590,214.40	
AMETEK, INC.	31100100	2089212	US	659,549.00	35,345,230.91	-	-	\$ 35,345,230.91	
BAXTER INTERNATIONAL INC.	71813109	2085102	US	1,597,741.00	60,953,819.15	-	-	\$ 60,953,819.15	
PEPSICO, INC.	713448108	2681511	US	5,183,875.00	517,972,790.00	-	-	\$ 517,972,790.00	
PFIZER INC.	717081103	2684703	US	20,306,694.00	655,500,082.30	54,000,000.00	72,393,154.99	\$ 727,893,237.29	
SONOCO PRODUCTS COMPANY	835495102	2821395	US	285,150.00	11,654,080.50	-	-	\$ 11,654,080.50	
STARBUCKS CORPORATION	855244109	2842255	US	4,500,451.00	270,162,073.50	-	-	\$ 270,162,073.50	
THE WALT DISNEY COMPANY	254687106	2270726	US	4,941,133.00	519,214,255.60	-	-	\$ 519,214,255.60	
AVX CORPORATION	2444107	2053983	US	155,500.00	1,887,770.00	-	-	\$ 1,887,770.00	
B/E AEROSPACE, INC.	73302101	2089427	US	302,900.00	12,833,873.00	-	-	\$ 12,833,873.00	
COLFAX CORPORATION	194014106	B2RB4W9	US	100,700.00	2,351,345.00	-	-	\$ 2,351,345.00	
CRANE CO.	224399105	2231897	US	176,765.00	8,456,437.60	-	-	\$ 8,456,437.60	
MANPOWERGROUP INC.	56418H100	2562490	US	271,200.00	22,859,448.00	-	-	\$ 22,859,448.00	
MARSH & MCLENNAN COMPANIES, INC.	571748102	2567741	US	1,826,933.00	101,303,434.90	-	-	\$ 101,303,434.90	
THE AES CORPORATION	00130H105	2002479	US	1,894,453.00	18,129,915.21	8,350,000.00	4,274,250.00	\$ 22,404,165.21	
VORNADO REALTY TRUST	929042802	B058N76	US	497,462.00	49,726,301.52	-	-	\$ 49,726,301.52	
XEROX CORPORATION	984121103	2985202	US	3,467,054.00	36,854,784.02	150,302,000.00	163,288,644.32	\$ 200,143,428.34	