

STRATEGIC GOALS

People & Culture

Build cultural alignment by fostering a resilient, accountable and high-performing team.

Sustainability

Drive Plan Sustainability by securing the Plan's long term financial health.

Stakeholder Experience

Elevate the experience of members and all Plan stakeholders.

STRATEGIC OBJECTIVES

We will achieve this by:

1. Providing meaningful learning opportunities that foster development, nurture curiosity, and achieve results.
2. Creating inclusion by recruiting and retaining effective, engaged, and diverse employees.
3. Continuing to align the SHEPP culture with our values and strategies, while adapting to the future of work.

We will achieve this by:

1. Continuing to improve the Plan's funded status, while effectively managing contribution rates.
2. Delivering a diversified investment portfolio that meets our risk/return targets, improves resiliency, efficiency and evolves the integration of responsible investment principles.
3. Strengthening plan Governance by supporting effective decision-making and fostering collaborative relationships with key stakeholders.
4. Balancing our value proposition to deliver quality while remaining cost aware.

We will achieve this by:

1. Consistently delivering on our service standards.
2. Driving operational excellence through digitization, automation and process improvements guided by data and metrics.
3. Enhancing the reliability and security of our systems to support business continuity and protect the integrity of data and member information.



SHEPP
People. Pensions. Results.