



ESG INTEGRATION

The WSIB invests most of its beneficiaries’ assets through external trusted partners and carefully researched investment managers. The exception is the WSIB’s highly experienced Fixed Income investment unit, which manages assets in house. Our ESG integration objective is for all investment staff to have the necessary tools to appropriately incorporate the agency’s ESG framework into their investment due diligence and monitoring processes.

In 2022, a project team, which included a member of every asset class, along with staff from other key areas of the agency, identified a list of six critical ESG considerations we believe are material across all asset classes and strategies. This became the WSIB’s ESG framework.

In 2023, building upon this framework along with years of experience integrating material ESG factors into the investment due diligence process, the WSIB began to develop an ESG curriculum and Learning Library. The curriculum consists of live learning sessions, videos, reading materials, and assignments. The Learning Library provides additional research that supports the financial materiality of these topics.

The WSIB believes this fully integrated approach is superior to one in which a separate team performs ESG analysis independent of the overall investment analysis. It helps ensure that the agency’s focus on ESG topics is right-sized relative to other material investment factors. It also reduces the risk that ESG integration becomes a “box-checking” exercise.

WSIB ESG FRAMEWORK

FIDUCIARY DUTY/ALIGNMENT WITH WSIB INTERESTS
DEI
CLIMATE RISK MANAGEMENT
ESG POLICY, PRACTICES, PROCEDURES
INTEGRATION WITHIN INVESTMENT PROCESS
CULTURE