



2019-2020 Shareholder Engagement Priorities

Investor Advocates for Social Justice (IASJ) has identified the following priority areas for corporate engagement to support Affiliates and clients in their active ownership, working in collaboration with members of the Interfaith Center on Corporate Responsibility (ICCR):

Human Rights in the Supply Chain

IASJ seeks to promote respect for human rights throughout corporate operations, including in owned and operated facilities and throughout global supply chains. We encourage companies to assess salient human rights risks and to adopt and implement a comprehensive Human Rights Policy. In 2018, Hershey committed to adopt a Human Rights Policy with ethical recruitment provisions as a result of our advocacy. Our 2019 engagements will focus on encouraging companies to implement and disclose on human rights due diligence in line with the UN Guiding Principles on Business and Human Rights.

Companies include: Tyson Foods, ADM, and Hershey

► Featured Initiative: Shifting Gears

In January 2018, IASJ began a new investor initiative with 23 companies in the automotive sector on human rights due diligence in the automotive supply chain, with a focus on addressing child labor and forced labor. Our goal is to leverage relationships between top automakers and Tier 1 suppliers to ensure human rights are respected for workers throughout the supply chain. 14 IASJ Affiliates participated in one or more of the 12 Shifting Gears dialogues held to date, demonstrating increased Affiliate interest and activity in shareholder engagement. We will continue this initiative in dialogues, partnerships, and education.

Companies include: Axalta, BASF, BMW, Bridgestone, Continental, Denso Corporation, Fiat Chrysler Automobile, Ford, General Motors, Genuine Parts Company, Goodyear, Groupe PSA, Honda, Honeywell, Johnson Controls, Lear Corporation, Nissan, Nucor, PPG, Renault, Tesla, Toyota, Volkswagen Group.

Immigration and Racial Justice

In our role as investors and people of faith, we are well positioned to encourage corporations to adopt policies that address issues of systemic racism and impacts of business on communities of color and immigrant communities. IASJ is responding to growing concerns about the corporate impact on racial discrimination and inequity through products like surveillance technology, racially biased facial recognition software, and contracts that enable family separation at the U.S.-Mexican border. IASJ will integrate racial equity analysis throughout all our shareholder engagements and encourage companies to prevent and mitigate any adverse human rights impacts of business activities on communities of color and immigrant communities. We will continue engaging with banks tech companies, consulting companies, and defense contractors to encourage

implementation of robust human rights due diligence and increased transparency related to how human rights risks and racial equity are factored into business decisions.

Companies include: Amazon, Accenture, General Dynamics, JP Morgan Chase, Microsoft, Northrop Grumman, and Wells Fargo.

Climate & Environmental Justice

A safe, healthy, and just environment serves as a prerequisite for enjoying all human rights, rendering the climate crisis a pervasive threat to the rights of billions of people around the world. Corporations' contributions to the climate crisis and ongoing environmental harms are exacerbating existing challenges and inequities faced by vulnerable and marginalized communities. As part of a new Climate & Environmental Justice initiative, Investor Advocates for Social Justice is using our voice to engage with portfolio companies on business impacts to the climate and marginalized communities. Our goal is to advocate for a just transition to a low-carbon economy as well as robust corporate Human Rights Due Diligence around climate and environmental justice.

Companies include: The complete company list for this engagement has not yet been finalized.

We maintain active engagements on the following issues:

Water Stewardship

IASJ advocates for improved corporate practices to mitigate the negative impacts of corporate operations on communities. This includes water risk assessment, developing and implementing Human Right to Water policies, establishing policies and practices to reduce water use and pollution. We currently engage companies in the food and beverage, mining, and oil and gas sectors.

Financial Practices

IASJ encourages companies in the financial services sector to implement ethical banking practices and assess human rights risks before financing projects. We support an ICCR member-led engagement with Wells Fargo on developing a Business Standards Review report.

Health Equity

IASJ participates in collaborative work led by Investors for Opioid Accountability, which engages companies that manufacture or distribute opioids, and advocates for accountability and board oversight of business risks related to opioids.