



IASJ Participation Guidelines

Collaboration with Impacted Stakeholders in Shareholder Advocacy

These guidelines set forth shared understanding for shareholder advocacy campaigns led by IASJ and its Affiliates. We welcome investor partners to join us in this work and use these guidelines to establish expectations around IASJ's unique approach to collaboration with impacted stakeholders.

About IASJ

Investor Advocates for Social Justice (IASJ) is a 501(c)(3) non-profit organization representing investors with faith-based values who seek to leverage their investments to advance human rights, climate justice, racial equity, and the common good. On behalf of our Affiliates, we engage companies to address strategic environmental, social, and governance issues and advocate for change. Founded in 1975, we have over forty years of experience with shareholder advocacy and responsible investment.

IASJ is committed to centering equity and the voices of stakeholders impacted by corporate activity in our engagements. Across various shareholder advocacy campaigns, IASJ is working to build deep, trusting, equitable, and accountable relationships with impacted stakeholders to reach common goals aligned with IASJ's vision for an equitable economy.

Guiding Principles

- **Transparency:** IASJ and partners will be transparent about shareholder tools and the limits of shareholder advocacy by providing clear information before the start of an engagement
- **Participation:** IASJ and partners commit to ensuring that impacted stakeholders are at the table (either as direct participants or through engagement priorities) from the beginning and have the capacity to engage
 - Where there is interest/alignment, impacted stakeholders will join investors on company dialogues
 - In certain cases, participation of impacted stakeholders in these dialogues may be a condition of engagement with the company
 - IASJ and partners will be considerate of stakeholders' capacity and timelines, and will obtain resources to compensate stakeholders where possible
- **Decision Making Power:** IASJ and partners commit to exploring short-, medium-, and long-term goals of impacted stakeholders, and prioritizing these goals in engagements
 - Investors and stakeholders have equal say in what the goals of engagement are and how to define a "win"
 - Stakeholders are given decision making power in processes such as negotiating a proposal withdrawal, setting the tone for public communications, and determining timelines

Commitment to Racial Equity

As representatives of investors, IASJ recognizes and acknowledges that our country's economy is rooted in structural racism and was founded on theft of land from Indigenous Peoples and exploitation and enslavement of Black Americans. We view with heavy hearts the reality of current financial and social systems that continue to oppress all people of color. Now more than ever, IASJ accepts our responsibility as financial actors to use our investments as leverage to advance racial justice in all forms. Collaboration with organizations led by people of color is critical to ensuring IASJ's work is effective and accountable. We are committed to applying a racial equity lens across all our engagements, both in the content of our work and our approach to relationship building.