

INVESTOR STATEMENT ON CORONAVIRUS RESPONSE



Add your name here <https://bit.ly/Investor-Covid-19>
or email cklemmer@domini.com or nnarine@iccr.org

We are 314 long-term institutional investors and service providers representing over \$8.4 trillion USD in assets under management with global exposure across capital markets. We recognize the long-term viability of the companies in which we invest is inextricably tied to the welfare of their stakeholders, including their employees, suppliers, customers and the communities in which they operate. As such, we call on these management teams and boards of directors to join us in facing this unprecedented threat. The long-term consequences of COVID-19 are difficult to imagine at this early stage. What we do know, however, is that the virus will strain all our global social and financial systems. Millions of working people will face impossible hardships as COVID-19 shuts down schools, workplaces, hourly employment, transportation and more. We also know that vulnerable communities are the most at risk as they have limited access to social safety nets and financial resources to weather this uncertain period.

While we all face considerable challenges in this environment, there are things we can do to protect our society and the companies we invest in from the worst potential outcomes, and that includes protecting workers. Board directors are accountable for long-term human capital management strategy; the companies they oversee have invested in their workforces and will be well served by having retained a well-trained and committed workforce when business operations are able to resume. Furthermore, the prospect of widespread unemployment will exacerbate the crisis and pose grave risks to basic social stability and the financial markets. Finally, in the face of this global humanitarian crisis we all benefit by coming together.

In that spirit, we urge the business community to take what steps they can and to consider the following steps in particular:

1. **Provide paid leave:** We urge companies to make emergency paid leave available to all employees, including temporary, part time, and subcontracted workers. Without paid leave, social distancing and self-isolation are not broadly possible.
2. **Prioritize health and safety:** Protecting worker and public safety is essential for maintaining business reputations, consumer confidence and the social license to operate, as well as staying operational. Workers should avoid or limit exposure to COVID-19 as much as possible. Potential measures include rotating shifts; remote work; enhanced protections, trainings or cleaning; adopting the occupational safety and health guidance, and closing locations, if necessary.
3. **Maintain employment:** We support companies taking every measure to retain workers as widespread unemployment will only exacerbate the current crisis. Retaining a well-trained and committed workforce will permit companies to resume operations as quickly as possible once the crisis is resolved. Companies considering layoffs should also be mindful of potential discriminatory impact and the risk for subsequent employment discrimination cases.

4. **Maintain supplier/customer relationships:** As much as possible, maintaining timely or prompt payments to suppliers and working with customers facing financial challenges will help to stabilize the economy, protect our communities and small businesses and ensure a stable supply chain is in place for business operations to resume normally in the future.
5. **Financial prudence:** During this period of market stress, we expect the highest level of ethical financial management and responsibility. As responsible investors, we recognize this may include companies' suspending share buybacks and showing support for the predicaments of their constituencies by limiting executive and senior management compensation for the duration of this crisis.

We hope companies and their boards will consider measures beyond these recommendations, particularly those that are faring well in these difficult times. Such measures may include childcare assistance, hazard pay, assistance in accessing government support programs, employer-paid health insurance for laid off workers, or deploying resources to address the current needs related to the pandemic. While we acknowledge many of these recommendations may be out of reach, over the last several years we have seen corporations show leadership by using their power as a force for tremendous good. This leadership is critically needed as we face COVID-19 together.

Signed:

Domini Impact Investments LLC

Interfaith Center on Corporate Responsibility

Office of the New York City Comptroller Scott M. Stringer

100% Sustainability

Abacus Wealth Partners

**ABS - Alternative Bank Schweiz
(Switzerland)**

Access Strategies Fund

Achmea Investment Management

Addenda Capital

**Adrian Dominican Sisters, Portfolio
Advisory Board**

Affirmative Investment Management

AFL-CIO

AJO

Align Impact

Alken Asset Management Ltd

Altum Faithful Investing

American Baptist Home Mission Society

American Federation of Teachers

American Friends Service Committee

Anima Sgr

APG

Aquinas Associates.com

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Atkinson Foundation
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avesco Financial Services
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Bank für Kirche und Caritas eG (Germany)
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BC Government and Services Employees' Union
Bell Asset Management
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Blueprint Financial, LLC.
BMO Global Asset Management
Bon Secours Mercy Health
Boston Common Asset Management
Boston Trust Walden
Brethren Foundation Funds
California Catholic Congregations for Responsible Investing
Canada Post Corporation Pension Plan
CCLA
CCOO FP
CCRIM - Coalition on Corporate Responsibility in Indiana and Michigan
Chicago City Treasurer
Christian Brothers Investment Services
Christopher Reynolds Foundation
Church Commissioners for England
Church Investment Group
Church of England Pensions Board

Church of the Brethren Benefit Trust
Citizen and Shareholder - Investor
Clean Yield Asset Management
Cometa Fondo Pensione
Comitato Lady Lawyer Village
Committee on Mission Responsibility Through Investment of the Presbyterian Church U.S.A.
Common Interests
CommonSpirit Health
Communications Workers of America
Community Capital Management, Inc.
Congregation of Holy Cross, Moreau Province
Congregation of Sisters of St. Agnes
Congregation of St. Basil
Congregation of St. Joseph
Congregation of the Sisters of St. Joseph of Peace
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CoreCommodity Management, LLC
Cornerstone Capital Group
CorpGov.net
Corporate Responsibility office - The Province of Saint Joseph of the Capuchin Order
CREA: Center for Reflection, Education and Action
CRIC – Association for the Promotion of Ethics and Sustainability in Investment
CtW Investment Group
Dana Investment Advisors
Daughters of Charity, Province of St. Louise

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Domini Impact Investments LLC	Friends Provident Foundation (UK)
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Dominican Sisters of Mission San Jose	Future Super
Dominican Sisters of San Rafael	Geneva Agape Foundation
Dominican Sisters of Sinsinawa	GFED
Ecofi Investissements	GFED
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Epic Consulting LLC	Government Employees Pension Fund South Africa
Epoch Investment Partners Inc	GraySwan Investments
Ethical Partners Funds Management	Green America (endowment)
Ethos Foundation, Switzerland	Greenvest
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Etica Sgr, Gruppo Banca Etica (Italy)	GRID 202 Partners
Everence and the Praxis Mutual Funds	Harrington Investments, Inc.
fair-finance Vorsorgekasse (Austria)	HSBC Global Asset Management
FAMA Investimentos	Hymans Robertson Staff Pension Plan
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Fondo de Pensiones de Empleados de Telefónica	Impact Investors
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Forma Futura Invest (Switzerland)	Inarcassa Pension Scheme
Franciscan Sisters of Allegany NY	Inherent Group, LP
Franciscan Sisters of Perpetual Adoration	Int'l Assoc. of Sheet Metal, Air, Rail and Transportation Workers (SMART)
Friends Committee on National Legislation	InterCapital Asset Management

Interfaith Center on Corporate Responsibility
International Brotherhood of Teamsters
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Investor Advocates for Social Justice
Investor Environmental Health Network
Investor Voice
Jessie Smith Noyes Foundation
Jesuit Committee on Investment Responsibility
Jesuits of Canada
Jesuits of the US Central and Southern Province
JLens Investor Network
JSA Sustainable Wealth Management
Karner Blue Capital
Kempen Capital Management
KGAL GmbH & Co. KG
KLP
La Banque Postale Asset Management
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Maitri Asset Management Pte Ltd
Malk Partners
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Marcho Partners
Marist Fathers and Brothers

Maryknoll Fathers and Brothers
Maryknoll Sisters
Maryland Province of the Society of Jesus
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Mergence Investment Managers
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Missionary Oblates/OIP Trust
Missionary Sisters of the Sacred Heart
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Natural Investments
NCH Capital Inc.
NEI Investments
New York City Comptroller Scott M. Stringer
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NorthStar Asset Management, Inc.
Northwest Coalition for Responsible Investment
Northwest Women Religious Investment Trust
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P+

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Parnassus Investments

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Pensions Caixa 30 (PC30)

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Poste Vita

Prentiss Smith & Company, Inc.

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Priests of the Sacred Heart, US Province

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Province of St. Mary of the Capuchin Order

Province of St. Mary of the Capuchin Order

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Reform Pension Board

**Region VI Coalition for Responsible
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Religious of the Sacred Heart of Mary WAP

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**Responsible Asset Allocator Initiative at
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LLC,**

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**Robert F. Kennedy Human Rights Compass
Investor Program**

**Rose Foundation for Communities and the
Environment**

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Sarasin & Partners LLP

**School Sisters of Notre Dame Cooperative
Investment Fund**

School Sisters of St. Francis

SEIU

**Seventh Generation Interfaith Coalition for
Responsible Investment**

SfC-Shareholders for Change

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SharePower Responsible Investing

Sierra Club Foundation

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Sisters of Bon Secours USA

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**Sisters of Saint Joseph of Chestnut Hill,
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Sisters of St Joseph of Carondelet

**Sisters of St Ursula of the Blessed Virgin of
NY York**

Sisters of St. Francis

Sisters of St. Francis Charitable Trust,
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Sisters of St. Francis of Philadelphia
Sisters of St. Francis, Dubuque
Sisters of St. Joseph of Brentwood NY
Sisters of St. Joseph of Orange
Sisters of St. Joseph of Springfield
Sisters of the Holy Cross
Sisters of the Holy Names of Jesus and
Mary
Sisters of the Holy Names of Jesus and
Mary U.S.-Ontario Province
Sisters of the Humility of Mary
Sisters of the Presentation of the Blessed
Virgin Mary New Windsor, NY
Sisters of the Presentation of the BVM of
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Socially Responsible Investment Coalition
Sophia University
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Stafford Capital Partners
Stardust
Stray Dog Capital
Sustainable Value Investors
Sustainalytics
Sycomore AM
T'ruah: The Rabbinic Call for Human Rights
Tara Health Foundation
The Barrow Cadbury Trust
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The Episcopal Church (DFMS)
The Evangelical Lutheran Church in
America
The Pension Boards-UCC, Inc.
The Sustainability Group of Loring, Wolcott
& Coolidge
The Trustees of the UNISON Staff Pension
Scheme
The United Reformed Church Ministers
Pension Trust Ltd
The United Reformed Church Trust
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Trillium Asset Management, LLC
Trinity Health
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UFCW Pension for Employees
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Unicredit Pension Fund
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Volery Capital Partners

Wespath Benefits and Investments

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