

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 \$9 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

Arabesque

Arcobaluce Sustainable Value Advisory

Arisaig Partners

As You Sow

ASN Bank / ASN Investment Funds	Church of the Brethren Benefit Trust
Atkinson Foundation	Citizen and Shareholder - Investor
AvantFaire Investment Management	Clean Yield Asset Management
avesco Financial Services	Cometa Fondo Pensione
Aviva Investors	Comitato Lady Lawyer Village
Azzad Asset Management	Committee on Mission Responsibility Through Investment of the Presbyterian Church U.S.A.
BancoPosta Fondi Sgr	Common Interests
Bank für Kirche und Caritas eG	CommonSpirit Health
Bank J. Safra Sarasin	Communications Workers of America
BC Government and Services Employees' Union	Community Capital Management, Inc.
Bell Asset Management	Congregation of Holy Cross, Moreau Province
Benedictine Coalition for Responsible Investment	Congregation of Sisters of St. Agnes
Blueprint Financial, LLC.	Congregation of St. Basil
BMO Global Asset Management	Congregation of St. Joseph
Bon Secours Mercy Health	Congregation of the Sisters of St. Joseph of Peace
Boston Common Asset Management	Connecticut State Treasurer Shawn T. Wooden
Boston Trust Walden	CoreCommodity Management, LLC
Brethren Foundation Funds	Cornerstone Capital Group
California Catholic Congregations for Responsible Investing	CorpGov.net
Canada Post Corporation Pension Plan	Corporate Responsibility office - The Province of Saint Joseph of the Capuchin Order
CCLA	CREA: Center for Reflection, Education and Action
CCOO FP	CRIC – Association for the Promotion of Ethics and Sustainability in Investment
CCRIM - Coalition on Corporate Responsibility in Indiana and Michigan	CtW Investment Group
Chicago City Treasurer	Dana Investment Advisors
Christian Brothers Investment Services	Daughters of Charity, Province of St. Louise
Christopher Reynolds Foundation	
Church Commissioners for England	
Church Investment Group	
Church of England Pensions Board	

Daughters of the Holy Spirit	Friends Fiduciary Corporation
Delaware State Treasurer	Friends Provident Foundation
Domini Impact Investments LLC	Friends Provident Foundation
Dominican Sisters ~ Grand Rapids	Fundación Finanzas Eticas
Dominican Sisters of Mission San Jose	Future Super
Dominican Sisters of San Rafael	Geneva Agape Foundation
Dominican Sisters of Sinsinawa	GFED
Ecofi Investissements	GFED
EdenTree Investment Management	Give Inc
ENPAP psychologist pensione scheme	Global Alpha Capital Management Ltd.
EOS at Federated Hermes on behalf of his stewardship clients	Global Green
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
Etica Sgr - Responsible Investments	Grey Nuns of the Sacred Heart
Etica Sgr, Gruppo Banca Etica	GRID 202 Partners
Everence and the Praxis Mutual Funds	Harrington Investments, Inc.
fair-finance Vorsorgekasse	HSBC Global Asset Management
FAMA Investimentos	Hymans Robertson Staff Pension Plan
FHI Ventures	IBEW
Figure 8 Investment Strategies	Ides Capital Management LP
First Affirmative Financial Network	IG Wealth Management
Fondazione Finanza Etica	Illinois State Treasurer Michael Frerichs
Fondo de Pensiones de Empleados de Telefónica	Impact Investors
Fondo Italiano d'Investimento SGR S.p.A.	Impax Asset Management
Forma Futura Invest	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
Invesco
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
Lankelly Chase Foundation
Local Authority Pension Fund Forum
Local Pensions Partnership
LocalTapiola Asset Management Ltd
Los Angeles Capital Management & Equity
Research, Inc.
LPL Financial
Mackenzie Investments
Maitri Asset Management Pte Ltd
Malk Partners
Man Group
Marcho Partners
Marist Fathers and Brothers

Maryknoll Fathers and Brothers
Maryknoll Sisters
Maryland Province of the Society of Jesus
Meeschaert Asset Management
Mercy Investment Services, Inc.
Mergence Investment Managers
Mirova
Missionary Oblates/OIP Trust
Missionary Sisters of the Sacred Heart
Montanaro Asset Management
Nathan Cummings Foundation
Natural Investments
NCH Capital Inc.
NEI Investments
New York City Comptroller Scott M.
Stringer
Newground Social Investment
Nia Impact Capital
Nordea Asset Management
Northern LGPS
NorthStar Asset Management, Inc.
Northwest Coalition for Responsible
Investment
Northwest Women Religious Investment
Trust
Office of Rhode Island General Treasurer
Seth Magaziner
Öhman Fonder
Oneida Nation - Trust Enrollment
Committee
Oregon State Treasurer
Ostrum AM
Oxfam America

P+

Pacifica Partners Inc.

Parnassus Investments

Pax World Funds

**Pension Plan of The United Church of
Canada**

Pensions Caixa 30 (PC30)

PHITRUST

PIRC Ltd

Plan de Pensiones Asociado de UGT

Polden-Puckham Charitable Foundation

Poste Vita

Prentiss Smith & Company, Inc.

Presentation of Dubuque, Iowa

Priests of the Sacred Heart, US Province

Principled Investing LLC

Promethos Capital

Province of St. Mary of the Capuchin Order

Province of St. Mary of the Capuchin Order

Proxy Impact

Raiffeisen Capital Management

Reform Pension Board

**Region VI Coalition for Responsible
Investment**

Religious of the Sacred Heart of Mary WAP

Resona Asset Management Co., Ltd.

**Responsible Asset Allocator Initiative at
New America**

Responsible Sourcing Network

**Reynders, McVeigh Capital Management
LLC,**

Riverwater Partners

Robasciotti & Phillipson

Robeco

RobecoSAM

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

**Rose Foundation for Communities and the
Environment**

RRSE

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

SHARE

ShareAction

SharePower Responsible Investing

Sierra Club Foundation

Silicon Private Wealth, LLC

Sisters of Bon Secours USA

Sisters of Charity of Nazareth

Sisters of Charity of New York

Sisters of Charity of Saint Elizabeth

**Sisters of Charity of the Blessed Virgin
Mary**

Sisters of Charity, Halifax

Sisters of Mary Reparatrix

**Sisters of Saint Joseph of Chestnut Hill,
Philadelphia, PA**

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,
Dubuque**

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
Aberdeen SD**

Sisters of the Redeemer

SKY Harbor Capital Management, LLC

Skye Advisors LLC

Socially Responsible Investment Coalition

Sophia University

St. Mary's Institute

Stafford Capital Partners

Stardust

Stray Dog Capital

Sumitomo Mitsui Trust Asset Management

Sustainable Value Investors

Sustainalytics

Sycomore AM

T'ruah: The Rabbinic Call for Human Rights

Tara Health Foundation

The Barrow Cadbury Trust

The Christopher Reynolds Foundation

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

Three Hills Capital Partners

Treasurer, State of Maryland

Trillium Asset Management, LLC

Trinity Health

Trusteam Finance

TVM Capital Healthcare Partners

UAW Retiree Medical Benefits Trust

UFCW Pension for Employees

Unicredit Pension fund

Unitarian Universalist Association

United Church Funds

United Methodist Women

Ursuline Sisters Cleveland

USA Midwest Province Jesuits

**USA Northeast Province of the Society of
Jesus**

USA West Province of the Society of Jesus

ValueEdge Advisors

Vancity Investment Management

Vermont Pension Investment Committee

Vermont State Treasurer's Office

Vert Asset Management

VidaCaixa

Vigeo Eiris

Volery Capital Partners

Wespath Benefits and Investments

Wettlaufer Wirtschaftsberatung GmbH

Your Best Path Financial Planning

Zevin Asset Management