

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 329 long-term institutional investors and service providers representing over \$9.3 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

ACTIAM

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 State, County and
Municipal Employees (AFSCME)**

American Federation of Teachers

American Friends Service Committee

Anima Sgr

APG

Aquinas Associates.com

Arabesque

Arcobaluce Sustainable Value Advisory
Arisaig Partners
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ASN Bank / ASN Investment Funds
Atkinson Foundation
AvantFaire Investment Management
avesco Financial Services
Aviva Investors
Azzad Asset Management
BancoPosta Fondi Sgr
Bank für Kirche und Caritas eG
Bank J. Safra Sarasin
BC Government and Services Employees'
Union
Bell Asset Management
Benedictine Coalition for Responsible
Investment
BENET HILL MONASTERY
Beyond Investing
Blueprint Financial, LLC.
BMO Global Asset Management
Bon Secours Mercy Health
Boston Common Asset Management
Boston Trust Walden
Brethren Foundation Funds
BSW Wealth Partners
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
Colonial First State Investments Limited
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
Connecticut State Treasurer Shawn T.
Wooden
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

Daughters of the Holy Spirit

Delaware State Treasurer

Domini Impact Investments LLC

Dominican Sisters ~ Grand Rapids

Dominican Sisters of Mission San Jose

Dominican Sisters of San Rafael

Dominican Sisters of Sinsinawa

Ecofi Investissements

EdenTree Investment Management

ENPAP psychologist pensione scheme

EOS at Federated Hermes on behalf of his stewardship clients

Epic Consulting LLC

Epoch Investment Partners Inc

Ethical Partners Funds Management

Ethos Foundation, Switzerland

Etica Sgr - Responsible Investments

Etica Sgr, Gruppo Banca Etica

Everence and the Praxis Mutual Funds

fair-finance Vorsorgekasse

FAMA Investimentos

FHI Ventures

Figure 8 Investment Strategies

First Affirmative Financial Network

Fondazione Finanza Etica

Fondo de Pensiones de Empleados de Telefónica

Fondo Italiano d'Investimento SGR S.p.A.

Forma Futura Invest

Franciscan Sisters of Allegany NY

Franciscan Sisters of Perpetual Adoration

Friends Committee on National Legislation

Friends Fiduciary Corporation

Friends Provident Foundation

Fundación Finanzas Eticas

Future Super

Geneva Agape Foundation

GFED

GFED

Give Inc

Global Alpha Capital Management Ltd.

Global Green

Government Employees Pension Fund South Africa

GraySwan Investments

Green America (endowment)

Greenvest

Grey Nuns of the Sacred Heart

GRID 202 Partners

Harrington Investments, Inc.

Hotchkis and Wiley Capital Management, LLC

HSBC Global Asset Management

Hymans Robertson Staff Pension Plan

IBEW

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IG Wealth Management

Illinois State Treasurer Michael Frerichs

Impact Investors

Impax Asset Management

Inarcassa Pension Scheme

Inherent Group, LP

**Int'l Assoc. of Sheet Metal, Air, Rail and
Transportation Workers (SMART)**

InterCapital Asset Management

**Interfaith Center on Corporate
Responsibility**

International Brotherhood of Teamsters

Invesco

Investor Advocates for Social Justice

Investor Environmental Health Network

Investor Voice

ISGAM AG

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

Kabouter Management, LLC

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

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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
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Öhman Fonder
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Oregon State Treasurer
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Oxfam America
P+
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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
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Presentation of Dubuque, Iowa
Priests of the Sacred Heart, US Province
Principled Investing LLC
Promethos Capital
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
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. Dominic of Caldwell
Sisters of St. Francis
Sisters of St. Francis Charitable Trust, Dubuque
Sisters of St. Francis of Philadelphia
Sisters of St. Francis of Philadelphia
Sisters of St. Francis of Philadelphia
Sisters of St. Francis, Dubuque
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Sisters of St. Joseph of Orange
Sisters of St. Joseph of Springfield
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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
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Skye Advisors LLC
Socially Responsible Investment Coalition
Sophia University
St. Mary's Institute
Stafford Capital Partners
Stardust
Storebrand Asset Management
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
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The Trustees of the UNISON Staff Pension Scheme
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The United Reformed Church Trust
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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
USSIF
ValueEdge Advisors
Vancity Investment Management
Veris Wealth Partners
Vermont Pension Investment Committee
Vermont State Treasurer's Office
Vert Asset Management
VidaCaixa
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Volery Capital Partners
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Wettlaufer Wirtschaftsberatung GmbH
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