

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 336 long-term institutional investors and service providers representing over \$9.5 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
As You Sow
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
CANDRIAM
CCLA
CCOO FP

CCRIM - Coalition on Corporate
Responsibility in Indiana and Michigan
Change Finance
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
Conservation Resource Partners, LLC
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 Peace
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
fairpointe capital
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
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
HarbourVest Partners
Harrington Investments, Inc.

Hotchkis and Wiley Capital Management, LLC

HSBC Global Asset Management

Hymans Robertson Staff Pension Plan

IBEW

Ides Capital Management LP

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

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
Office of Wisconsin State Treasurer 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
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 Nazareh

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. Dominic of Blauvelt, New 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, 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

Storebrand Asset Management

Stray Dog Capital

Sumitomo Mitsui Trust Asset Management

Sustainable Finance Initiative

Sustainable Value Investors

Sustainalytics

Sycomore AM

Systematica Investments Limited

T'ruah: The Rabbinic Call for Human Rights

T&D Asset Management

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

USSIF

ValueEdge Advisors

Vancity Investment Management

Veris Wealth Partners

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

Zevenbergen Capital Investments LLC

Zevin Asset Management