



PLEDGE FOR OUR FUTURE DISCLOSURE FORM

Employment practices that work for the workers and companies

1. What policies, process, or performance metrics -- are in place for:
 - a. Equal pay - tiered pay-scale class disclosure by race and gender
 - b. Fair wage in relation to median wage in city where business is located
 - c. Benefit access for non-full time workers, including access to healthcare incl women's health (less than 40 hours per week worked)
 - d. Race and gender parity in promotion practices - how many Equal Pay Act cases on average per portfolio investment
 - e. Family leave - What is the duration? Does the company offer both maternity and paternity?
 - f. Representative representation of race and gender at the Board and Executive team levels
 - g. Hiring the formerly incarcerated - Open hiring practices
 - h. Non-discrimination policies (including LGBTQ) - average of how many discrimination cases filed in previous year per portfolio investment
2. Does your company meet the following employee policy standards:
 - a. Equal pay - no differential in tiered employee payscale by gender or race
 - b. Fair wage in relation to median wage in city where business is located
 - c. Benefits for 25+ hours a week worked including access to healthcare including reproductive health
 - d. Race and Gender parity in promotion practices - tracked through HR practices for at least 1 year
 - e. Family leave for at least 3 months
 - g. Representative representation of gender and race at the Board and Executive team levels
 - h. Hiring the formerly incarcerated - open hiring practices
 - i. Non-discrimination policies (including LGBTQ)
3. What is the average CEO to worker pay ratio across your companies?

[For wealth managers analyzing their portfolio] What percentage of your companies have a CEO to Average worker pay ratio of 100 to 1 or less?

4. Does your company use prison labor directly or in their supply chain? Labor from people who have been trafficked?
5. Does your company have a third party process for employees to address ethnic, gender and race-based violence in the workforce?

Companies that are good for the earth and humanity

6. What are the GHG, NOx, SOx, and particulate annual emissions of your companies?
7. Does your company use chemicals proven to be harmful or have harmful chemicals in its supply chain? Does your company meet the European REACH standards for chemical safety?
8. Does your company and its supply chain have an impact on reducing biodiversity? (by accelerating climate change and therefore causing the extinction of certain species, introducing toxins into fragile eco-systems, eliminating/reducing habitat through development, etc.)
9. Does your company and your supply chain respect the rights and authority of indigenous people based on local and national treaties?
10. If your company is displacing certain types of jobs of industries, does it have an intentional strategy to integrate displaced workers or provide other kinds of support to mitigate the impact on communities?