

**The Episcopal Church Shareholder Engagement Plan 2020**

**D = dialogue R = potential resolutions L = letter**

**Shareholder Advocacy**

**Category: Human Rights**

**Issue: Human Trafficking (both Sex Trafficking and Labor Trafficking)**

<b>Sex Trafficking Objectives</b>	<b>2019 Company Engagements</b>	<b>2020 Potential Work</b>
❖ Engage travel companies such as hotel, airline and trucking companies on compliance with best practice standards to mitigate labor trafficking, and child and women sexual trafficking.	United (12/24/18) D Marriott (12/5/19) D Delta (1/18/19) D	United (12/13/19) D Marriott (12/12/19) D Delta (1/10/20) D
TEC Policy - Human Trafficking - Resolutions: <ul style="list-style-type: none"> <li>○ 2012 D042 Fight Human Trafficking</li> <li>○ 2009-A167 Support Actions to Protect Victims of Human Trafficking</li> <li>○ 2018-C032 Against Human Trafficking and support Code of Conduct for the Protection from Sexual Exploitation in Travel and Tourism” adopted by ECPAT (End Child Prostitution and Trafficking)</li> </ul>		

<b>Labor Trafficking in Workplace &amp; Supply Chain Objectives</b>	<b>2019 Company Engagements</b>	<b>2020 Potential Work</b>
❖ Engage companies on efforts to ensure compliance with human rights standards in their own workforce, supply chains, including outsourced labor brokers, requirements in subcontractor contracts, compliance audits and performance/improvement measurement.	United (12/24/18) D Marriott (12/5/19) D Delta (1/18/19) D Kraft Heinz (11/2/18)	United (12/13/19) D R Marriott (12/12/19) D Delta (1/10/20) D Kraft Heinz (11/19/19) DR
TEC Policy <ul style="list-style-type: none"> <li>○ 1994-D015 Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights”</li> <li>○ 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”.</li> <li>○ 2012-A131 Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection”</li> <li>○ 2018-B026 Embracing the United Nations Sustainable Development Goals</li> </ul>		

## Issue: Israel/Palestine

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> <li>❖ Engage companies operating in areas of civil and/or labor strife or racial disparagement (e.g., Democratic Republic of Congo, Israel/Palestine, Peru, Indonesia, and U.S.) on due diligence processes <i>and/or enhancing their capacity to deal with potential human rights violations, in either case to help assure they are not directly or indirectly financially benefiting armed groups or engaged in repressive practices impacting indigenous peoples.</i></li> <li>❖ Develop Human Rights Screen for Israel/Palestine and all areas of conflict</li> </ul>	Booking holdings L,D (12/27/19) <b>Caterpillar (1/2/19) R</b> <b>Motorola (11/28/18) R</b> Facebook (12/14/18) D Israel Discount Bank (NA) L TripAdvisor L,D,R (12/27/18) PayPal (12/13/18) D	Booking Holdings (12/25/19) D Booz Allen (2/14/20) L,D,R <b>Caterpillar (1/4/20) R</b> Heidelberg Cement (TBD German filing) L,D,R <b>Motorola (11/29/19) R</b> <b>TripAdvisor (12/28/19) L,D</b>
TEC Policy - General Convention Resolutions: <ul style="list-style-type: none"> <li>○ 2018-B016 Join ELCA and Develop Human Rights Screen in Israel/Palestine conflict</li> <li>○ 2018-D068 Develop Procedures for deciding to engage or establish No Buy List (divest) from companies</li> <li>○ 2003-D008 Urge Israel to End Policy of Demolition of Palestinian Homes</li> <li>○ 2003-D081 Oppose Construction of the Israeli Security Wall</li> <li>○ 1997-A107 Recognize Jerusalem as the Capital of Both Israel and Palestine</li> <li>○ 1994-D065 Recognize Illegality of Israeli Settlements in Gaza and the West Bank</li> </ul>		

## Issue: Immigration/Refugees/Migration

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> <li>❖ Engage companies that employ migrant workers (documented and undocumented) or in their supply chain, based on issues such as fair treatment, adequate health care, wage theft, job training, child labor or other labor/human rights issues in companies and/or their supply chains.</li> </ul>	Sign on letters as appropriate, company letters and dialogues with companies to be determined	
<ul style="list-style-type: none"> <li>❖ Divest from private prisons with immigrant facilities on human rights policies, implementation, and disclosure with implementation metrics.</li> </ul>	Sign on letters as appropriate	
<ul style="list-style-type: none"> <li>❖ Engage companies on advocating for just immigration reform in the United States.</li> </ul>	Sign on letters as appropriate	
TEC Policy: Immigration and Refugees - Resolutions: <ul style="list-style-type: none"> <li>○ 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “every human being’s right to the basic necessities of life, as well as a right to work, to receive just wages and benefits, to experience decent and just working conditions, and to organize and join labor associations”</li> <li>○ 2015-C048 Support Living Wage and Increase in the Minimum Wage</li> <li>○ 2015-D067 Divest from Private Corporations in the Prison Business</li> <li>○ 2009-B006 Advocate for Immigration Reform</li> <li>○ EXC102014.34 Instructions for Shareholder Resolutions: Executive Council opposing private prisons: “the Executive Council of The Episcopal Church declare its opposition to for-profit prisons and detention centers, which often set occupancy or “bed” quotas, capitalizing on the criminal, civil, or immigration incarceration of individuals” and “the Executive Council of The Episcopal Church directs the Treasurer to avoid investment in companies that own and operate for-profit prisons and detention centers.”</li> <li>○ 2018 General Convention A178 Halt the Intensification and Implementation of Immigration Policies and Practices that are Harmful to Migrant Women, Parents and Children</li> <li>○ 2018 General Convention D009 Christian Principles for Responding to Human Migration</li> </ul>		

**Issue: Rights of Indigenous Cultures and Communities**

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> <li>❖ Improve transparency and reporting on current practices, implementation of best practices and industry standards, human rights impact assessments and community development and impacts.</li> <li>❖ Assess company risks related to conflict minerals, and the environmental and public health impacts.</li> <li>❖ Ensure community impact of company operations on socio-economic-environmental concerns are assessed (especially in water-stressed areas), including impact on the most vulnerable such as: women, indigenous persons, and people who are impoverished.</li> </ul>	Sign on letters as appropriate	Sign on letters as appropriate
<ul style="list-style-type: none"> <li>❖ Engage pipeline companies to ensure free prior informed consent (FPIC) is used in siting projects and obtaining community consent during entire project with a special focus on indigenous communities.</li> </ul>	Enbridge (11/28/18) D	
<ul style="list-style-type: none"> <li>❖ Engage financial institutions to ensure policies address socioeconomic and environmental concerns, particularly climate and freshwater resources, as well as pipeline financing in their lending practices. In addition, engage asset managers on their proxy voting practices.</li> </ul>	Wells Fargo (11/14/18) D	
<p>TEC Policy: Human Rights</p> <ul style="list-style-type: none"> <li>○ 1994-D015 Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights”</li> <li>○ 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”.</li> <li>○ 2012-A131 Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection”</li> <li>○ 2018-B026 Embracing the United Nations Sustainable Development Goals</li> </ul> <p>TEC Policy: Environmental Protection of local communities, including Indigenous peoples</p> <ul style="list-style-type: none"> <li>- Resolutions: <ul style="list-style-type: none"> <li>○ 2012-B023 Seek Environmental Justice</li> <li>○ 2015-C013 Oppose Environmental Racism</li> </ul> </li> <li>- The Executive Council resolutions on the Dakota Access pipeline relate to support for the protest – I don’t know if this covers the broader question of pipelines. <ul style="list-style-type: none"> <li>○ EXC102016.29 Support for Peaceful Protest at Standing Rock Sioux Reservation</li> <li>○ 2015-C013 Oppose Environmental Racism</li> </ul> </li> </ul>		

**Category: Health and Health Care**

**Issue: Opioid Epidemic**

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> <li>❖ Engage opioid manufacturers and distributors about their corporate policies on the marketing or promotion of drugs that lead to addiction and how the company takes responsibility for these practices.</li> <li>❖ Engage pharmaceutical companies that manufacture antidotes to opioids about their pricing practices.</li> </ul>	Sign on letters as appropriate D when possible R when advisable	
<p>TEC policy: Health Care in the U.S.</p> <ul style="list-style-type: none"> <li>- Resolutions               <ul style="list-style-type: none"> <li>o 2018-C037 Response to Opioid Epidemic</li> <li>o <i>2017 That the Executive Council of the Episcopal Church meeting in San Juan, Puerto Rico June 9-11, 2017 urges strong action to combat the epidemic of prescription opioid drug abuse, heroin use, and overdose deaths in the United States; and be it further Resolved, That the Executive Council acknowledges the role that prescription opioids play in leading to heroin addiction and the abuse of other synthetic opioids and calls on Episcopalians to advocate for a coordinated public health, law enforcement, and legislative response to eradicate opioid abuse and care for those affected by the disease of addiction; and be it further Resolved, That the Executive Council calls for the decriminalization of addiction and recognizes that prior efforts of criminalizing drug addiction has had profound impacts on incarceration, particularly of persons of color.</i></li> </ul> </li> </ul>		

**Issue: Gun Safety**

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> <li>❖ As a public health issue, engage gun manufacturers to adopt more smart technologies for weapons and retailers to restrict which weapons they sell and under what conditions; engage both to adopt the Sandy Hook Principles, which protect the rights of gun ownership and the rights of citizens to be safe and secure; and to report on their lobbying activities and expenses for gun rights.</li> <li>❖ Determine when to invest in gun manufacturers to change corporate behavior</li> </ul>	Dicks (1/1/19) D Sturm Ruger (2/8/19) American Outdoor Brands (4/17/19)  Olin- (1/21/19)LDR	American Outdoor Brands (~4/16/20) R Dicks (1/2/20) D <b>Olin- (11/12/19) DR</b> Sturm Ruger (11/28/19) R
<p><i>TEC Policy:</i></p> <p><i>2018 B007 Ethical investing in gun manufacturers Resolved, the House of Bishops concurring, That the 79th General Convention direct the Executive Council Committee on Corporate Social Responsibility to develop and implement a shareholder engagement plan by which dioceses, church organizations, and individual Episcopalians investing in the publicly traded stock of gun manufacturers and retailers could act to effect change in these companies through the practices of shareholder advocacy to do everything in their power to minimize lethal and criminal uses of their products, and be it further Resolved, That the 79th General Convention commend to the church the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By.</i></p> <p>2015 C005 – Implement Laws to Decrease Gun Violence</p> <p>2000 B007 – Request removal of handguns and assault weapons</p> <p>1997 D033 - Urge Legislation on the Safe Manufacture of Domestic Hand Guns</p> <p>1976 C052 - Urge Congress to Adopt Effective Hand Gun Control Legislation</p>		

## Category: Care of Creation

### Issue: Climate Change/Sustainability (*Place Holder for C021*)

Objectives – Water and healthy communities	2019 Company Engagements	2020 Potential Work
❖ Engage companies on science-based water stewardship targets and the human right to water, in their operations and their supply chains.	Anadarko (11/30/18) R Pepsi (11/16/18) D	Bayer (TBD) D Coke (11/8/19) D Corteva (TBD) D
Past Actions: Water and healthy communities - Resolutions: <ul style="list-style-type: none"> <li>○ 2015-C053 Support Subsistence Rights of Indigenous Cultures</li> <li>○ 2018-B026 Embracing the United Nations Sustainable Development Goals</li> </ul>		

Objectives – Climate Change and a Healthy Environment	2019 Company Engagements	2020 Potential Work
❖ Engage companies to adopt science-based targets for reducing greenhouse gas emissions, adopt technologies to monitor and <b>reduce methane</b> emissions, adopt new and cleaner energy technologies, promote efficiency, promote transparency in reporting, and protect consumers, particularly low-income consumers.	Delta (1/18/19) D Phillips 66 (11/28/18) D Marathon Petroleum (11/15/18) R Devon (12/11/18) D Chevron (12/11/18) D Ameren (11/19/18) D	Delta (1/10/20) D Phillips 66 (11/30/19) D Marathon Petroleum (11/15/19) D Devon (12/26/19) D Chevron (12/17/19)D Ameren (11/20/19) D
❖ Engage companies, particularly in the energy and utility sector, to improve public disclosure and transparency in reporting presented by current and future company operations and products including company plans to manage carbon asset risk and comply with a regulatory scenario that holds global temperature rise below a 1.5/2-degree Celsius threshold.	Chevron (12/11/18) D <b>NextEra (12/7/18) D,R</b>	Chevron (12/17/19) D NextEra (12/7/19) D
❖ With the Church Pension Fund, add as sustainability expert on the board to advocate for positively impacting the environment.	Possible with CPF and Climate action 100- tbd	
❖ Engage companies to ensure positive community impact of company operations on society, local economy and environmental concerns are appropriately assessed and transparently reported (sustainability reports) including environmental justice concerns and the impacts on the most vulnerable such as: women, indigenous persons, and people who are impoverished.	Sign on letters as appropriate	
TEC Policy: Climate Change and a Healthy Environment - Resolutions: <ul style="list-style-type: none"> <li>○ 2015-A170 Advocate for Safe Food Production and Farm Labor Policies: “support public policies and laws designed to protect our Earth’s natural environment and to protect humanity’s ability to produce food for generations to come, including restrictions on pesticide overuse, harmful industrial farming practices (e.g., overcrowding of livestock and mono-cropping), and carbon, methane, and nitrogen pollution throughout the food system that threaten animal and human health, damage the soil, and threaten the climate for future generations.”</li> <li>○ 2009-C011 Directs Advocacy on Renewable Energy and Environmental Stewardship</li> <li>- On GMOs, there was a resolution to study GMOs, and then a resolution that was rejected in 2015 so I would urge a great deal of caution around any engagement with GMOs.               <ul style="list-style-type: none"> <li>○ 2015-B006 On the Topic of Affirming Genetic Engineering Technologies - Legislative Action Taken: Rejected</li> <li>○ The 2009 resolution urges further study, but has no recommendation: 2012-A013 Study the Impact of Genetically Modified Crops and Organisms</li> <li>○ 2018-C021 Advocate for sustainability expertise on corporate boards of directors</li> <li>○ 2018-A020 Fossil Fuel divestment and reinvestment in clean renewable energy</li> <li>○ 2018-B026 Embracing the United Nations Sustainable Development Goals</li> </ul> </li> </ul>		

## Category: Corporate Governance and Accountability

### Issue: Diversity on Corporate Boards of Directors

Objectives –	2019 Company Engagements	2020 Potential Work
❖ Engage companies to address board diversity to include women and people of color		First Cash Inc (12/28/19 - R) World Fuel Services Corp (12/14/19 – R)
TEC Policy: General Convention: <ul style="list-style-type: none"><li>2009-D042 Renew Support for Passage of the Equal Rights Amendment</li><li>○ 2018-B026 Embracing the United Nations Sustainable Development Goals – see goals 5 and 10</li></ul>		

### Shareholder Resolutions

- Request **Kraft Heinz** and **United Airlines** to report on their efforts to curtail labor trafficking in its supply chain and sex trafficking;
- Refile as lead filer resolutions on human rights with **Motorola** and **Caterpillar**
- File shareholder resolutions with one or more of **Booz Allen** and **Heidelberg Cement** requesting a report on the company’s impact in areas of conflict where violations of international law and human rights have been identified
- File shareholder resolutions with **American Outdoor Brands, Olin and Sturm Ruger** requesting adoption or compliance with the “Sandy Hook Principles” in their business planning and operations and report on their efforts to minimize criminal uses of their products
- File shareholder resolutions with **First Cash** and **World Fuel Services** requesting action regarding board diversity with respect to women and people of color