

GENDER EQUITY SHAREHOLDER ENGAGEMENT HIGHLIGHTS

Issue	Action	Impact
<p>Over half of food service industry workers are women, who are more likely than men to be paid less and face discrimination in the workplace.</p>	<p>We joined in calls to Brinker International, Cheesecake Factory, Darden, and Dine Brands to support a full minimum wage for tipped employees (with tips on top) and to cease oppositional lobbying via the National Restaurant Association. Nearly 15 states have adopted legislation toward ending subminimum wages. <i>Partners: Interfaith Center on Corporate Responsibility (ICCR) and One Fair Wage</i></p>	<p>The subminimum wage for tipped workers, still \$2.13 an hour at the federal level, is a legacy of slavery that disproportionately affects women and people of color.</p>
<p>Data shows that persistent pay and/or promotion discrimination impacts women across all job functions.</p>	<p>We asked The Home Depot to publish their Equal Employment Opportunity (EEO-1) report to help investors visualize workforce data broken out by gender and race and to identify disparities across job functions. <i>Partner: New York City Pension Funds</i></p>	<p>The proposal was successfully withdrawn as The Home Depot agreed to publish their report, joining companies such as Coca-Cola, AT&T and Target.</p>
<p>Data has established the benefits of having a diverse workforce. Tying long-term compensation incentives to growing a diverse workplace can lead to better financial performance and investment returns.</p>	<p>To help close persistent gender, racial and ethnic gaps in pay and benefits, we filed a resolution with Kroger seeking pay incentives tied to employee retention and promotion.</p>	<p>The proposal was successfully withdrawn as Kroger agreed to integrate metrics related to diversity, equity, and inclusion (DEI) into their compensation plan from associates to senior managers and tied to employee feedback.</p>
<p>When enacting rules for corporate disclosure, the Securities and Exchange Commission (SEC) hears from various stakeholders, including corporate lobbying and shareholder interests.</p>	<p>We joined a letter in support of the SEC's plan to develop proposals for consistent, comparable, and decision-useful disclosures addressing human capital management such as corporate Equal Employment Opportunity (EEO-1) reports disclosing the gender, race, and ethnicity of employees across job categories. <i>Partner: Boston Trust Walden</i></p>	<p>Disclosure helps investors better assess the effectiveness of corporate practices on diversity, equity, and inclusion (DEI) and entails no meaningful incremental costs to companies.</p>
<p>Women are overrepresented in low-paying jobs and underrepresented in high-paying ones.</p>	<p>Gender-based pay discrimination can be eliminated when women are compensated the same as men for the same work. We filed a resolution with The TJX Companies seeking a pay equity analysis to ensure pay equity across their employee base.</p>	<p>Equal pay for equal work across retail and leadership positions impacts a large portion of The TJX Companies' workforce, which is 77% women.</p>
<p>Paid sick leave remains subject to company discretion and is offered by only some states. Women are more likely than men to be economically insecure and are more likely to lack access to paid sick leave benefits.</p>	<p>We joined an ICCR-member letter, representing \$1.6 trillion in assets under management, calling on the United States Congress to pass a comprehensive and permanent federal paid family and medical leave program. At the height of the pandemic, we also successfully engaged The Home Depot, The TJX Companies, CVS, and Walmart to adopt paid sick leave policies.</p>	<p>In states and localities that mandate paid sick leave for workers, workers are far more likely to report access to this benefit and its use by women is increased.</p>