

KnowTheChain Investor Statement

Investor Expectations on Addressing Forced Labor in Global Supply Chains

As investors representing over \$7trillion in assets under management and with a duty to act in the best interests of our beneficiaries, we believe that environmental, social and governance issues can affect long-term performance and financial returns for portfolio companies.

Forced labor is ubiquitous in today's complex and opaque supply chains. The International Labour Organization (ILO) estimates that 24.9 million people around the world are in situations of forced labor, generating \$150 billion in illegal profits in the private economy. Vulnerable groups such as migrant workers are particularly affected. However, human rights organizations, governments, and the media are increasingly identifying and documenting such exploitative working conditions. Legislation requiring companies to report on actions taken to address forced labor is gaining momentum, with countries such as Australia following the example of the California Transparency in Supply Chains Act and the UK Modern Slavery Act. Leading companies are assessing forced labor risks across supply chain tiers, engaging with suppliers' workers, and helping suppliers to build capacity and address incidents of forced labor where they occur. By supporting decent work in their supply chains, leading companies are able to identify early warning signs, improve stakeholder relationships, and secure a stronger license to operate in communities and countries.

As investors we promote responsible business conduct as outlined in the OECD guidelines and support the United Nations' Sustainable Development Goal 8.7 to eradicate forced labor:

- We believe that investee companies that do not address forced labor risks may be exposed to negative financial, legal, and reputational impacts.
- We welcome analytical tools such as the KnowTheChain benchmarks which rank companies' efforts to address forced labor in their supply chains and support the benchmarks' aim of driving stronger action to end forced labor in high-risk industries.
- We commit to integrating corporate disclosure as well as third-party analysis on companies' efforts to address forced labor in our investment analysis, voting and/or engagement practices as appropriate.

In order to protect long-term value, and in line with the ILO's core labor standards and the UN Guiding Principles on Business and Human Rights, we encourage our investee companies to undertake rigorous human rights due diligence, and in particular to:

- Assess and address forced labor risks, by implementing policies and practices in the following areas: Commitment and Governance, Traceability and Risk Assessment, Purchasing Practices, Recruitment, Worker Voice, Monitoring, and Remedy.¹
- Collaborate with labor and human rights organizations, multi-stakeholder initiatives, governments, peers, and other relevant stakeholders to address systemic risks and identify sector-wide solutions.
- Disclose efforts to prevent and address forced labor across global supply chains, based on good human rights reporting practices such as those set out in the UN Guiding Principles Reporting Framework and recognized in the Corporate Human Rights Benchmark.

¹ The indicators of [KnowTheChain's benchmark methodology](#) provide an overview of steps companies should take to address forced labor in their supply chains. Further, KnowTheChain's benchmark reports provide examples of leading practices by sector.

Signatories

a.s.r. asset management



Achmea Investment Management



Achmea Investment Management

Adrian Dominican Sisters, Portfolio Advisory Board



Æquo, Shareholder Engagement Services



AFL-CIO



AllianceBernstein



ALLIANCEBERNSTEIN®

AMP Capital Sustainable Fund and
AMP Capital Responsible Investment Leaders Funds



AP2



AP7



APG Asset Management



Aquinas Associates



As You Sow



Ausbil Investment Management Limited



Australian Ethical Investment



AustralianSuper



Aviva Investors



Bâtirente



BÂTIRENTE

Bayerische Versorgungskammer



Bayerische
Versorgungskammer

Bell Asset Management



BNP Paribas Asset Management



BNP PARIBAS
ASSET MANAGEMENT

Bon Secours Mercy Health

BON SECOURS MERCY HEALTH

Boston Common Asset Management



Boston Trust Walden Company



Boston Trust Walden
Company
Principled Investing.

Cartica Management



CBIS



CCLA Investment Management



Church Commissioners for England



Church of England Pensions Board



Church of Sweden



Columbia Threadneedle Investments



Congregation of St. Joseph



Cornerstone Capital Group



Dana Investment Advisors



Daughters of Charity, Province of St. Louise



Dignity Health



DNB Asset Management



Domini Impact Investments LLC



Dominican Sisters ~ Grand Rapids



Dominican Sisters of Hope



Ecofi Investissements



EFG Asset Management



Epic Capital Wealth Management



Ethical Partners Funds Management



Ethos Foundation, Switzerland

Ethos Foundation also represents the members of the
Ethos Engagement Pool International:



*Fondo di Previdenza per il Personale dell'Ente Ospedaliero
Cantonale*

Fondazione Ticinese per il secondo pilastro

Cassa pensioni di Lugano

Istituto di previdenza del Cantone Ticino

*Caisse de pensions Féd. int. des Stés. de la Croix-Rouge et
du Croissant-Rouge*

Emmi-Vorsorgestiftung

Symova Sammelstiftung BVG

Pensionskasse des Kantons Nidwalden

Spida Personalvorsorgestiftung

GEMINI Sammelstiftung

Pensionskasse der Stadt Frauenfeld

Pensionskasse der Schweizerischen Nationalbank

St. Galler Pensionskasse

Prévoyance Santé Valais (PRESV)

*CPCN - Caisse de pensions de la fonction publique du
canton de Neuchâtel*

*Caisse de pensions du personnel communal de Lausanne
(CPCL)*

Caisse de pensions de l'Etat de Vaud (CPEV)
Caisse intercommunale de pensions (CIP)
Rentes genevoises - Assurance pour la vieillesse
Fondation de prévoyance des Paroisses et Institutions Catholiques (FPPIC)
Caisse de prévoyance du personnel de l'Etat du Valais (CPVAL)
Caisse de prévoyance du personnel de l'Etat de Fribourg (CPPEF)
CAP Prévoyance
Caisse de retraite professionnelle de l'industrie vaudoise de la construction
Etablissement Cantonal d'Assurance (ECA VAUD)
RP - Fonds institutionnel
Nest Sammelstiftung
Prosperita Stiftung für die berufliche Vorsorge
Pensionskasse Basel-Stadt
Pensionskasse der Stadt Weinfelden
CIEPP - Caisse Inter-Entreprises de Prévoyance Professionnelle
Pensionskasse Graubünden
Pensionskasse Stadt St. Gallen
Pensionskasse Pro Infirmis
Personalvorsorgekasse der Stadt Bern
Fondation Interprofessionnelle Sanitaire de Prévoyance (FISP)
Pensionskasse AR
Gebäudeversicherung Luzern
Pensionskasse der Schweizer Paraplegiker-Gruppe Nottwil
Pensionskasse der Stadt Biel
Pensionskasse der Technischen Verbände SIA STV FSAI USIC
Pensionskasse Bühler AG Uzwil
Fondation de prévoyance Artes & Comoedia
Caisse de prévoyance du personnel de la Ville de Fribourg
Fondation de prévoyance du Groupe BNP PARIBAS en Suisse
Gebäudeversicherung St. Gallen
Caisse de Prévoyance de l'Etat de Genève CPEG
Pensionskasse SRG SSR
Caisse de pensions du CERN
Aargauische Pensionskasse (APK)
Caisse de pension du Comité international de la Croix-Rouge
Fonds interprofessionnel de prévoyance (FIP)
Luzerner Pensionskasse



Pensionskasse Römisch-katholische Landeskirche des Kantons Luzern
Pensionskasse der Stadt Winterthur
Bernische Lehrerversicherungskasse
Pensionskasse Caritas
Pensionskasse Schaffhausen
Pensionskasse Stadt Luzern
Stiftung Abendrot
Caisse de Prévoyance des Interprètes de Conférence (CPIC)
Caisse paritaire de prévoyance de l'industrie et de la construction (CPPIC)
Raiffeisen Pensionskasse Genossenschaft
Pensionskasse der Diözese St.Gallen
Pensionskasse Unia
Pensionskasse der Basler Kantonalbank
Caisse de pension Hewlett-Packard Plus
CAPUVA Caisse de prévoyance des travailleurs et employeurs du commerce de détail
Fondation de prévoyance professionnelle en faveur de AROMED
Pensionskasse der Stadt Zug
Caisse Cantonale d'Assurance Populaire - CCAP
Fondation de prévoyance Romande Energie
Fondation Patrimonia
Stiftung Auffangeinrichtung BVG
Profelia Fondation de prévoyance
Personalvorsorgestiftung der Würth-Gruppe Schweiz
Fonds de Prévoyance de CA Indosuez (Suisse) SA
Fondation de la métallurgie vaudoise du bâtiment (FMVB)
AVENA - Fondation BCV 2e pilier
Personalvorsorgestiftung der Accenture Schweiz
ÖKK Berufliche Vorsorge
Vorsorge SERTO
Terre des hommes Schweiz
Evangelisch-reformierte Landeskirche des Kantons Zürich
Liechtensteinische AHV-IV-FAK
previva, fonds de prévoyance des professionnels du travail social
Etablissement cantonal d'assurance et de prévention (ECAP- Neuchâtel)
Fondation Leenaards
Université de Genève (UNIGE)
Swissbroke Vorsorgestiftung
Vorsorgestiftung der Bourquin SA
Pensionskasse Bank CIC (Schweiz)

Secunda Sammelstiftung
ATISA Personalvorsorgestiftung der Tschümperlin-Unternehmungen
Fondation de Prévoyance Edmond de Rothschild
Caisse de prév. des Fonctionnaires de Police & des Etablissements Pénitentiaires
BVG-Stiftung der SV Group
Caisse de pensions ECA-RP
Bernische Pensionskasse BPK
Unfallversicherungskasse des Basler Staatspersonals
Verein Barmherzige Brüder von Maria-Hilf (Schweiz)
SVA Zürich
Stiftung Personalvorsorge Liechtenstein
Accenture Executive Pensionskasse

Felician Sisters of North America



First Affirmative Financial Network



First State Investments



Friends Fiduciary Corporation



GAM Investments



Gestion FÉRIQUE



Hermes EOS





Hexavest

HSBC Global Asset Management

Investor Advocates for Social Justice

Ircantec

JLens Investor Network

Joh. Berenberg, Gossler & Co. KG

MAIF

Maryknoll Sisters

Mercy Investment Services, Inc.

Midwest Coalition for Responsible Investment



Miller/Howard Investments, Inc.



MN



NEI Investments



Neuberger Berman
Neuberger Berman Emerging Markets Sustainable Equity
Neuberger Berman Emerging Markets Equity
Neuberger Berman Emerging Markets Select Equity
Neuberger Berman Focus Fund
Neuberger Berman GEDI



Newground Social Investment



NN Investment Partners



Northwest Coalition for Responsible Investment



Öhman



Rathbone Brothers Plc



Region VI Coalition for Responsible Investment



Resona Bank, Ltd.



Robeco



RRSE



School Sisters of Notre Dame - CPP Corporate
Responsibility Committee



School Sisters of St. Francis



SDG Invest



Seventh Generation Interfaith Coalition for Responsible
Investment



SHARE



ShareAction



Sisters of St Francis of Dubuque, Ia



Sisters of St. Dominic of Blauvelt, N.Y



Sisters of the Good Shepherd



Sisters of the Humility of Mary



Sisters of the Holy Cross



Socially Responsible Investment Coalition



Sophia University



Stance Capital, LLC



Stardust



Stichting Pensioenfonds Openbaar Vervoer



Stichting Spoorwegpensioenfond



Storebrand Asset Management



Sustainalytics



Sycomore Asset Management



The Church Investors Group



Trillium Asset Management, LLC



T'ruah: The Rabbinic Call for Human Rights



Trusteam Finance



Tulipshare



Union Investment



Ursuline Sisters of Tildonk, U.S. Province



USS Investment Management



Vancity Investment Management



VidaCaixa



Wetherby Asset Management



Zevin Asset Management

