

KnowTheChain Investor Statement

Investor Expectations on Addressing Forced Labor in Global Supply Chains

As investors representing \$6.2 trillion 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



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AMP Capital Sustainable Fund and
AMP Capital Responsible Investment Leaders Funds



AP2



AP7



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Bell Asset Management



BMO Global Asset Management



BNP Paribas Asset Management



BNP PARIBAS
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Bon Secours Mercy Health

BON SECOURS MERCY HEALTH

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BOSTON COMMON
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Boston Trust Walden
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Cartica Management



CBIS



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Church Commissioners for England



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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
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- *Aargauische Pensionskasse (APK)*
- *ATISA Personalvorsorgestiftung der Tschümperlin-Unternehmungen*
- *Bernische Lehrerversicherungskasse*
- *Bernische Pensionskasse BPK*
- *Caisse Cantonale d'Assurance Populaire - CCAP*
- *Caisse de pension du Comité international de la Croix-Rouge*
- *Caisse de pension Hewlett-Packard Plus*
- *Caisse de pensions de l'Etat de Vaud (CPEV)*
- *Caisse de pensions du CERN*
- *Caisse de pensions du personnel communal de Lausanne (CPCL)*
- *Caisse de pensions ECA-RP*
- *Caisse de prév. des Fonctionnaires de Police & des Etablissements Pénitentiaires*
- *Caisse de Prévoyance de l'Etat de Genève (CPEG)*
- *Caisse de Prévoyance des Interprètes de Conférence (CPIC)*
- *Caisse de prévoyance du personnel communal de la ville de Fribourg*
- *Caisse de prévoyance du personnel de l'Etat de Fribourg (CPPEF)*



- *Caisse de prévoyance du personnel de l'Etat du Valais (CPVAL)*
- *Caisse intercommunale de pensions (CIP)*
- *Caisse paritaire de prévoyance de l'industrie et de la construction (CPPIC)*
- *CAP Prévoyance*
- *CIEPP - Caisse Inter-Entreprises de Prévoyance Professionnelle*
- *Etablissement Cantonal d'Assurance (ECA VAUD)*
- *Fondation de la métallurgie vaudoise du bâtiment (FMVB)*
- *Fondation de prévoyance Artes & Comoedia*
- *Fondation de prévoyance des Paroisses et Institutions Catholiques (FPPIC)*
- *Fondation de prévoyance du Groupe BNP PARIBAS en Suisse*
- *Fondation de prévoyance professionnelle en faveur de AROMED*
- *Fondation de prévoyance Romande Energie*
- *Fondation Interprofessionnelle Sanitaire de Prévoyance (FISP)*
- *Fondation Leenaards*
- *Fondation Patrimonia*
- *Fonds de Prévoyance de CA Indosuez (Suisse) SA*
- *Fonds interprofessionnel de prévoyance (FIP)*
- *Gebäudeversicherung Luzern*
- *GVA Gebäudeversicherung des Kantons St. Gallen*
- *Luzerner Pensionskasse*
- *Nest Sammelstiftung*
- *Pensionskasse AR*
- *Pensionskasse Bank CIC (Schweiz)*
- *Pensionskasse Basel-Stadt*
- *Pensionskasse Bühler AG Uzwil*
- *Pensionskasse Caritas*
- *Pensionskasse der Basler Kantonalbank*
- *Pensionskasse der Stadt Frauenfeld*
- *Pensionskasse der Stadt Winterthur*
- *Pensionskasse Pro Infirmis*
- *Pensionskasse Römisch-katholische Landeskirche des Kantons Luzern*
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- *Pensionskasse SRG SSR*
- *Pensionskasse Stadt Luzern*
- *Pensionskasse Stadt St. Gallen*
- *Pensionskasse Unia*
- *Personalvorsorgekasse der Stadt Bern*
- *Prévoyance Santé Valais (PRESV)*
- *prévoyance.ne*
- *Profelia Fondation de prévoyance*
- *Prosperita Stiftung für die berufliche Vorsorge*

- *Raiffeisen Pensionskasse Genossenschaft*
- *Rentes Genevoises*
- *RP - Fonds institutionnel*
- *Secunda Sammelstiftung*
- *St. Galler Pensionskasse*
- *Stiftung Abendrot*
- *SVA Zürich*
- *Terre des hommes Schweiz*
- *Unfallversicherungskasse des Basler Staatspersonals*
- *Université de Genève (UNIGE)*
- *Verein Barmherzige Brüder von Maria-Hilf (Schweiz)*
- *Vorsorge SERTO*

Felician Sisters of North America



First Affirmative Financial Network



First State Investments



Friends Fiduciary Corporation



Gestion FÉRIQUE



Hermes EOS



Hexavest



HSBC Global Asset Management



Investor Advocates for Social Justice



Ircantec



JLens Investor Network



Joh. Berenberg, Gossler & Co. KG



MAIF



assureur militant

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



Ursuline Sisters of Tildonk, U.S. Province



USS Investment Management



Vancity Investment Management



VidaCaixa



Wetherby Asset Management



Zevin Asset Management

