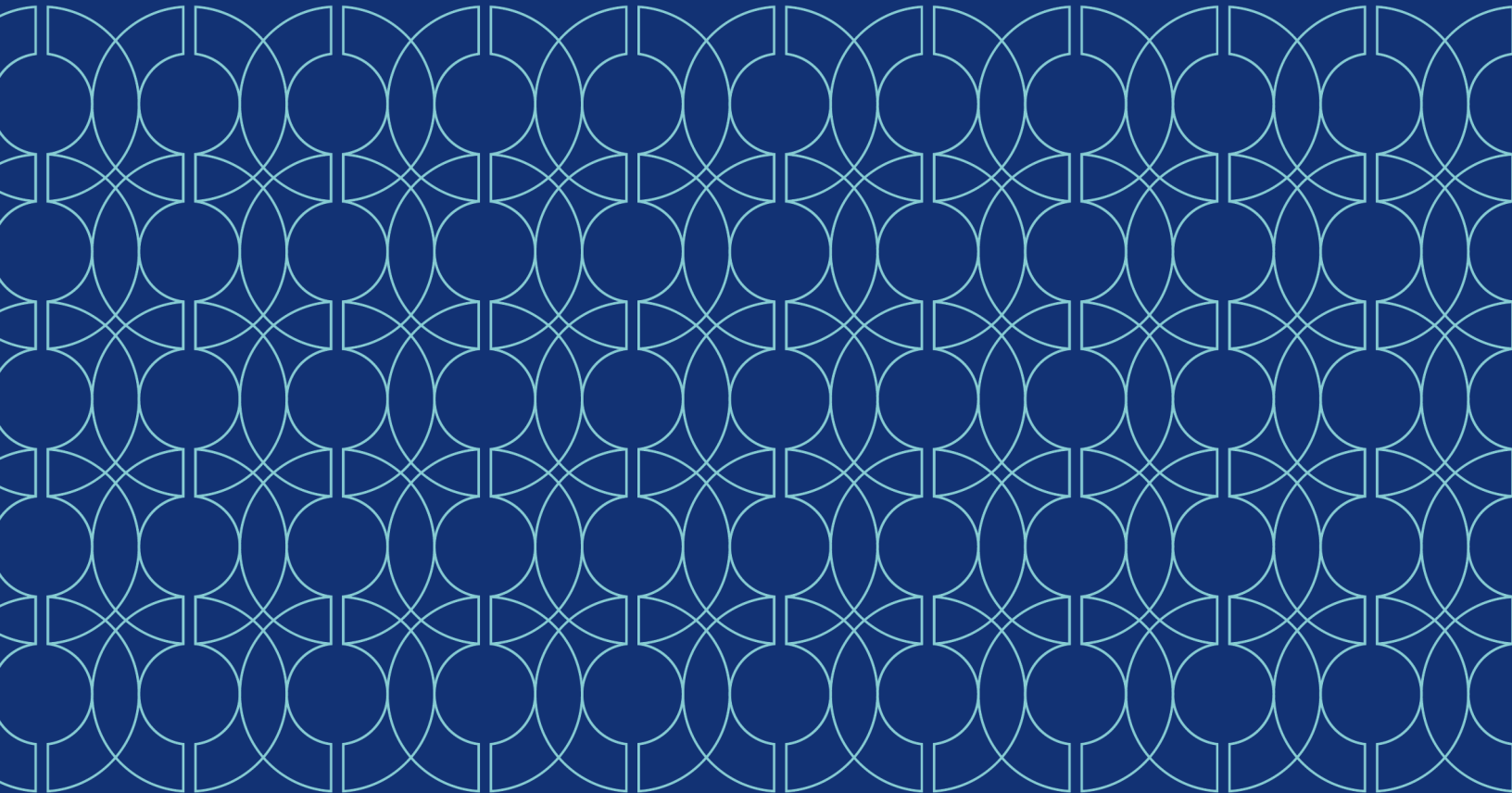


Schroders

Sustainability-Related Resolutions ONLY

21–27 May



VOTE SUMMARY REPORT

REPORTING PERIOD: 05/21/2022 to 05/27/2022

Merck & Co., Inc.

Meeting Date: 05/24/2022

Country: USA

Ticker: MRK

Meeting Type: Annual

Meeting ID: 1631240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Access to COVID-19 Products	SH	Against	For
<i>Blended Rationale: We believe shareholders would benefit from additional information on how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For
<i>Blended Rationale: We believe shareholders would benefit from additional disclosure of the company's oversight mechanisms, lobbying priorities, and dues paid for lobbying purposes to trade associations.</i>				

Royal Dutch Shell Plc

Meeting Date: 05/24/2022

Country: United Kingdom

Ticker: SHEL

Meeting Type: Annual

Meeting ID: 1566400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve the Shell Energy Transition Progress Update	Mgmt	For	For
<i>Blended Rationale: A vote FOR the Energy Transition Progress update is warranted although it is not without concern because: - The Company's Scope 3 targets relate to intensity reduction, rather than absolute emission reduction; - There is something of a lack of detail on the Company's Scope 3 emissions and on how it intends to meet its associated targets; - More granular and explicit disclosure should be provided to enable stakeholders to make the connection between the Company's goals and the relevant IEA net zero pathways; and - Plans are partly reliant on technologies such as CCS, and on offsets (nature-based offsets). However, in mitigation: - New operational targets have been introduced for 2030; - Plans cover Scope 1, 2 and 3 emissions; and encompass short, medium and long-term timeframes; and - The update is in line with the Energy Transition Strategy, as submitted for approval in 2021. There has been some progress against the Company's aims during the year and it has achieved the intensity reduction aims it signaled for FY2021. For the present, qualified support is warranted. This matter will be kept under review, and in the absence of more explicit information that would link targets, timeframes and actions to the Paris goals; and IEA pathways; adverse recommendations may be appropriate in the future.</i>				
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	For
<i>Blended Rationale: We believe that the proposal is aligned to our net-zero ambitions, in particular by addressing scope 3 as fully as we believe is necessary</i>				

Shell Plc

Meeting Date: 05/24/2022

Country: United Kingdom

Ticker: SHEL

Meeting Type: Annual

Meeting ID: 1638900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve the Shell Energy Transition Progress Update	Mgmt	For	For
<p><i>Blended Rationale: A vote FOR the Energy Transition Progress update is warranted although it is not without concern because: - The Company's Scope 3 targets relate to intensity reduction, rather than absolute emission reduction; - There is something of a lack of detail on the Company's Scope 3 emissions and on how it intends to meet its associated targets; - More granular and explicit disclosure should be provided to enable stakeholders to make the connection between the Company's goals and the relevant IEA net zero pathways; and - Plans are partly reliant on technologies such as CCS, and on offsets (nature-based offsets). However, in mitigation: - New operational targets have been introduced for 2030; - Plans cover Scope 1, 2 and 3 emissions; and encompass short, medium and long-term timeframes; and - The update is in line with the Energy Transition Strategy, as submitted for approval in 2021. There has been some progress against the Company's aims during the year and it has achieved the intensity reduction aims it signaled for FY2021. For the present, qualified support is warranted. This matter will be kept under review, and in the absence of more explicit information that would link targets, timeframes and actions to the Paris goals; and IEA pathways; adverse recommendations may be appropriate in the future.</i></p>				
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	For
<p><i>Blended Rationale: Encourage company to be aligned with our net zero ambitions in particular in relation to scope 3 emissions</i></p>				

Amazon.com, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: AMZN
	Meeting Type: Annual	Meeting ID: 1636981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted. The company offers an option to employees that want to invest more responsibly, even if it is not well-promoted. The Department of Labor is finalizing rules on how ESG factors should be considered by fiduciaries. Still, this may be a growing potential risk for the company if it does not make any changes.</i></p>				
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Against	For
<p><i>Blended Rationale: Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>				
8	Report on Efforts to Reduce Plastic Use	SH	Against	For
<p><i>Blended Rationale: shareholders would benefit from additional information on how the company is managing risks related to plastic</i></p>				
9	Report on Worker Health and Safety Disparities	SH	Against	For
<p><i>Blended Rationale: We are concerned that without such investigation of possible intersection between health and safety outcomes with gender and/or race there may be systemic issues helping to create and perpetuate unequal outcomes</i></p>				
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against
<p><i>Blended Rationale: A vote AGAINST this proposal is warranted because the company has produced a report that provides sufficient disclosure on the company's use of confidentiality clauses and its consideration of potential risks.</i></p>				

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Report on Charitable Contributions	SH	Against	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>				
12	Publish a Tax Transparency Report	SH	Against	For
<i>Blended Rationale: We believe that the company needs to much better demonstrate that it is paying taxes in a transparent and fair manner, and can demonstrate that it is not organising its corporate tax structures to minimise liabilities in higher tax jurisdictions</i>				
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Against	For
<i>Blended Rationale: Shareholders would benefit from increased transparency and disclosure on how the company is managing human capital and human rights-related risks.</i>				
14	Report on Lobbying Payments and Policy	SH	Against	For
<i>Blended Rationale: additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process</i>				
16	Commission a Third Party Audit on Working Conditions	SH	Against	For
<i>Blended Rationale: Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i>				
17	Report on Median Gender/Racial Pay Gap	SH	Against	For
<i>Blended Rationale: shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>				
18	Oversee and Report a Racial Equity Audit *Withdrawn Resolution*	SH		
<i>Blended Rationale: This proposal has been WITHDRAWN.</i>				
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For
<i>Blended Rationale: Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>				

BlackRock, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: BLK

Meeting Type: Annual

Meeting ID: 1637625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	SH	Against	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.</i>				

Chevron Corporation

Meeting Date: 05/25/2022

Country: USA

Ticker: CVX

Meeting Type: Annual

Meeting ID: 1632902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Adopt Medium and Long-Term GHG Emissions Reduction Targets	SH	Against	For
<i>Blended Rationale: The proposal will enhance investors' ability to understand and assess the company's climate risks</i>				
6	Issue Audited Net-Zero Scenario Analysis Report	SH	Against	For
<i>Blended Rationale: The proposal will enhance investors' ability to understand and assess the company's climate risks</i>				
7	Oversee and Report on Reliability of Methane Emission Disclosures	SH	For	For
<i>Blended Rationale: Better, more accurate disclosure is better for stakeholders to assess methane emissions and action to limit them</i>				
8	Report on Business with Conflict-Complicit Governments	SH	Against	Against
<i>Blended Rationale: As the company has announced its planned withdrawal from Myanmar and appears to have reasonable policy and practice on human rights risks we are not supporting this proposal</i>				
9	Oversee and Report a Racial Equity Audit	SH	Against	For
<i>Blended Rationale: Better disclosure of human rights risks, including disproportionate risks certain racial groups who live in proximity of the company's operations</i>				

Dollar General Corporation

Meeting Date: 05/25/2022

Country: USA

Ticker: DG

Meeting Type: Annual

Meeting ID: 1630584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Political Contributions and Expenditures	SH	Against	For
<i>Blended Rationale: Shareholders would benefit from additional information on the company's political contributions.</i>				

Exxon Mobil Corporation

Meeting Date: 05/25/2022

Country: USA

Ticker: XOM

Meeting Type: Annual

Meeting ID: 1632904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	SH	Against	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	<i>Blended Rationale: additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>			
7	Report on Low Carbon Business Planning	SH	Against	For
	<i>Blended Rationale: The proposal requests a report on how the company could change to a low-carbon business model; it does not prescribe that it does so.</i>			
8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	SH	Against	For
	<i>Blended Rationale: shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.</i>			
9	Report on Reducing Plastic Pollution	SH	Against	For
	<i>Blended Rationale: additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of the associated risks.</i>			
10	Report on Political Contributions and Expenditures	SH	Against	For
	<i>Blended Rationale: additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's the company's management of associated risks.</i>			

M&G Plc

Meeting Date: 05/25/2022

Country: United Kingdom

Ticker: MNG

Meeting Type: Annual

Meeting ID: 1635492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Climate Transition Plan and Climate-Related Financial Disclosure	Mgmt	For	Against
	<i>Blended Rationale: The company is seeking approval for its climate action plan and climate related financial disclosures. Whilst they have set a net zero by 2050 target, the plan has a number of gaps particularly where financed emissions and scope 3 targets are concerned. The lack of verified science-based targets and disclosure make it difficult to assess the company's 1.5 trajectory at this stage. We are voting against this resolution however we will continue to engage with the company as they make progress.</i>			

Meta Platforms, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: FB

Meeting Type: Annual

Meeting ID: 1634027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Risks Associated with Use of Concealment Clauses	SH	Against	For
	<i>Blended Rationale: Concern about the misuse of concealment clauses on diversity and inclusion and whistleblowing in the workforce</i>			

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.</i>			
8	Report on Community Standards Enforcement	SH	Against	For
	<i>Blended Rationale: Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i>			
9	Report on User Risk and Advisory Vote on Metaverse Project	SH	Against	For
	<i>Blended Rationale: Increased disclosure about the metaverse project and how the company is managing its risks is vital to shareholders to assess the risks the company is facing and managing</i>			
10	Publish Third Party Human Rights Impact Assessment	SH	Against	For
	<i>Blended Rationale: an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>			
11	Report on Child Sexual Exploitation Online	SH	Against	For
	<i>Blended Rationale: additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>			
12	Commission a Workplace Non-Discrimination Audit	SH	Against	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted, as the company recently commissioned a third-party Civil Rights Audit and has enhanced reporting and disclosures that allow shareholders to track the company's progress and policies on civil rights.</i>			
13	Report on Lobbying Payments and Policy	SH	Against	For
	<i>Blended Rationale: additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>			
14	Commission Assessment of Audit and Risk Oversight Committee	SH	Against	For
	<i>Blended Rationale: We are concerned that the company continues to run very high reputational, financial and legal risks from not satisfactorily managing the adverse effects of its business model</i>			
15	Report on Charitable Contributions	SH	Against	For
	<i>Blended Rationale: the company provides no information regarding its policies nor the recipients of its charitable contributions</i>			

MTN Group Ltd.

Meeting Date: 05/25/2022

Country: South Africa

Ticker: MTN

Meeting Type: Annual

Meeting ID: 1642788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
61	Approve Financial Assistance to MTN Zakhele Futhi (RF) Limited	Mgmt	For	For

The Travelers Companies, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: TRV

Meeting Type: Annual

Meeting ID: 1633900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Against	For
<i>Blended Rationale: We believe additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i>				
5	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	For
<i>Blended Rationale: The company is asked to report on efforts to measure, disclose and reduce GHG emissions linked to underwriting, insuring and investment activities in line with the Paris Agreement's 1.5 climate goal. We would like to see the company set Paris aligned targets and provide additional disclosure on its underwriting activities to better understand climate related risks. We therefore support this proposal.</i>				
6	Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario	SH	Against	Against
<i>Blended Rationale: The company is asked not to finance new fossil fuel supply. While we acknowledge that the company needs to take further action to support its transition towards net zero, we feel that this proposal may make it challenging for the company to manage some of the complexities associated with the transition. We have therefore decided not to support it. To encourage stronger alignment between the company's net zero goals and its policies and actions, this year we have, as an alternative, voted against directors responsible for overseeing the company's response to climate change.</i>				
7	Oversee and Report a Racial Equity Audit	SH	Against	For
<i>Blended Rationale: We believe an independent racial equity audit would help shareholders better assess the effectiveness of Travelers efforts to address the issue of any inequality in its workforce and its management of related risks.</i>				
8	Ensure Policies Do No Support Police Violations of Civil Rights	SH	Against	For
<i>Blended Rationale: We believe shareholders would benefit from a report on current company policies and practices, and options for changes to such policies, to help ensure its insurance offerings reduce and do not increase the potential for racist police brutality, nor associate our brand with police violations of civil rights and liberties.</i>				

TotalEnergies SE

Meeting Date: 05/25/2022

Country: France

Ticker: TTE

Meeting Type: Annual/Special

Meeting ID: 1614218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Company's Sustainability and Climate Transition Plan	Mgmt	For	Do Not Vote
<i>Blended Rationale: The company is seeking approval for its sustainability and climate transition plan. Whilst the company has set a net zero by 2050 target covering scope 1 and 2 emissions, their scope 3 reductions are limited to Europe and overall targets are not verified. At present, the company's plan does not meet the goal of limiting global warming to 1.5 degrees and therefore we are voting against this resolution.</i>				

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Company's Sustainability and Climate Transition Plan	Mgmt	For	Against

Blended Rationale: The company is seeking approval for its sustainability and climate transition plan. Whilst the company has set a net zero by 2050 target covering scope 1 and 2 emissions, their scope 3 reductions are limited to Europe and overall targets are not verified. At present, the company's plan does not meet the goal of limiting global warming to 1.5 degrees and therefore we are voting against this resolution.

Twitter, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: TWTR
	Meeting Type: Annual	Meeting ID: 1635080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Risks Associated with Use of Concealment Clauses	SH	Against	For

Blended Rationale: We believe shareholders would benefit from additional information on the impact of concealment clauses on company employees.

6	Nominate Candidate for Board Elections with Human and/or Civil Rights Expertise	SH	Against	Against
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Blended Rationale: A vote AGAINST this resolution is warranted as the company has in place appropriate management and board oversight mechanisms to be able to assess and manage risks related to human rights and civil rights.

7	Commission a Workplace Non-Discrimination Audit	SH	Against	Against
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Blended Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.

8	Report on Political Contributions	SH	Against	For
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Blended Rationale: Shareholders would benefit from additional information of the company's political contributions and policies.

9	Report on Lobbying Payments and Policy	SH	Against	For
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Blended Rationale: Shareholders would benefit from additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures.

United Airlines Holdings, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: UAL
	Meeting Type: Annual	Meeting ID: 1637661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Against	For

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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Blended Rationale: Shareholders would benefit from additional information on the company's trade association memberships, payments, and oversight.

Flowers Foods, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: FLO
	Meeting Type: Annual	Meeting ID: 1635662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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4	Report on Political Contributions and Expenditures	SH	Against	For
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Blended Rationale: We believe shareholders would benefit from additional information on the company's political contributions and policies.

McDonald's Corporation

Meeting Date: 05/26/2022	Country: USA	Ticker: MCD
	Meeting Type: Proxy Contest	Meeting ID: 1634026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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5	Report on Efforts to Reduce Plastic Use	SH	Against	For
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Blended Rationale: Shareholders would benefit from additional information on how the company intends to reduce plastic in its business.

6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	Against	For
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Blended Rationale: We are not satisfied with the company's progress on AMR, and believe shareholders would benefit from a report highlighting whether the Company is putting public health at risk in order to improve financial performance.

7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	Against	For
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Blended Rationale: We are not satisfied with the company's progress on animal welfare targets, and believe more specific disclosure is required.

8	Report on Third-Party Civil Rights Audit	SH	Against	For
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Blended Rationale: An independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.

9	Report on Lobbying Payments and Policy	SH	Against	For
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Blended Rationale: We believe shareholders would benefit from additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms.

10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For
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Blended Rationale: We believe shareholders would benefit from having a comprehensive global disclosure report, given the varying disclosure requirements in different countries.

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Efforts to Reduce Plastic Use	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				
7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				
8	Report on Third-Party Civil Rights Audit	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				
9	Report on Lobbying Payments and Policy	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	For	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>				

Morgan Stanley

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** MS
Meeting Type: Annual **Meeting ID:** 1634048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Against	Against
<i>Blended Rationale: The company is asked not to finance new fossil fuel supply. While we acknowledge that the bank needs to take further action to support its transition towards net zero, we feel that this proposal may make it challenging for the bank to manage some of the complexities associated with the transition. We have therefore decided not to support it. To encourage stronger alignment between the company's net zero goals and its policies and actions, this year we have, as an alternative, voted against directors responsible for overseeing the company's response to climate change.</i>				

Lowe's Companies, Inc.

Meeting Date: 05/27/2022 **Country:** USA **Ticker:** LOW
Meeting Type: Annual **Meeting ID:** 1637234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Median Gender/Racial Pay Gap	SH	Against	For

Lowes Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	<i>Blended Rationale: We believe shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>			
7	Report on Risks of State Policies Restricting Reproductive Health Care	SH	Against	For
	<i>Blended Rationale: Additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>			
8	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.</i>			
9	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	SH	Against	For
	<i>Blended Rationale: We believe a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.</i>			