

ISS ESG 

# NORM-BASED ENGAGEMENT

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## Q1 2023 Progress Report

April 2023

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## INTRODUCTION

The Norm-Based Engagement Quarterly Report for Q1 2023 consists of five parts. The first part provides a description of ISS ESG's Norm-Based Engagement Solution, which is conducted on behalf of investors with companies that have been assessed under ISS ESG's Norm-Based Research to be facing alleged or verified severe, systematic, or systemic failures to respect international norms and guidelines on responsible business conduct.

The latter sections of the report provide details of progress of engagement activities that were carried out on behalf of institutional investors in Q1 2023:

- The second part of the report presents summary statistics of engagements initiated in Q1 2023.
- The third part highlights notable engagements carried out in Q1 2023.
- The fourth part provides summaries of engagement responses received in Q1 2023.
- The fifth part provides an overview of responsiveness to letters sent out in Q1 2023, as of 31 March 2023.

The detailed engagement reports, timelines and documentation for the individual companies listed in the report are available to Norm-Based Engagement clients online via the [Pooled Engagement Tool](#).

## ISS ESG NORM-BASED ENGAGEMENT APPROACH

ISS ESG's Norm-Based Engagement facilitates engagement with issuers on behalf of participating investors who would like to encourage corporate disclosure of efforts taken to manage or mitigate the environmental and social risks connected to business activities or operations. By engaging collaboratively, participating asset owners and managers can wield more influence than through solo engagements, while saving time and resources.

### ENGAGEMENT SCOPE

Through ISS ESG's Norm-Based Engagement, participating investors can focus on companies that are assessed under ISS ESG Norm-Based Research to be involved in alleged or verified severe, systematic, or systemic failures to respect international norms. The engagements are categorised under the four United Nations Global Compact areas of human rights, labour rights, environment, and anti-corruption. Each engagement is identified by one or several specific topics within these areas, e.g., union rights, workplace discrimination, health and safety, child labour and forced labour within the labour rights norm area. Participating investors have the option to opt in or out of each individual company engagement.

### ENGAGEMENT PROCESS

The engagement is preceded by in-depth research and fact-finding dialogues with companies and stakeholders through ISS ESG Norm-Based Research. Once a company is identified to be involved in a relevant controversy it is considered for Norm-Based Engagement, which is conducted on a rolling quarterly basis. Through these feasibility studies, ISS ESG identifies gaps in company disclosure and assesses whether investor dialogue is an appropriate means to reach the goals set by the participating investors. Influential factors include an estimation of the company's level of responsibility, mitigating steps it has taken to mitigate the possible failure to respect a norm, and availability of both stakeholder and expert sources to facilitate constructive dialogue.

The engagement dialogue is initiated through letters to companies, sent by ISS ESG on behalf of participating investors. Dialogue may be conducted in writing or through calls and meetings, facilitated by ISS ESG. Some companies require repeated follow-ups to respond. Should the company remain unresponsive, enquiries are escalated to the CEO and the Board. Once every effort has been made to engage both Investor Relations and a company's Executive Management, the feasibility of engagement is re-evaluated.

### ENGAGEMENT OUTCOMES

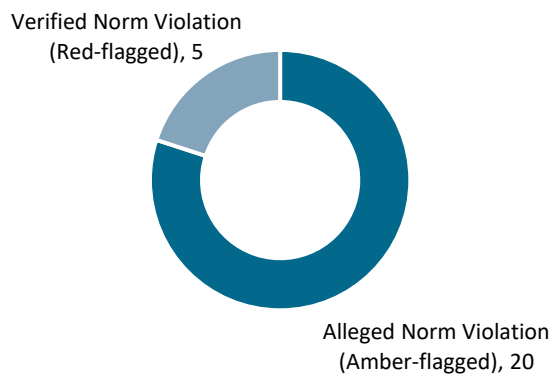
At the outset of each engagement, clear and actionable goals are defined within four key categories: disclosure, implementation, remediation and termination. Information provided by the company through the course of the engagement dialogue is assessed against the goals. ISS ESG also assesses the company's quality of participation in the engagement. Where the goals have been fulfilled and the controversy – or the risk thereof – is assessed to have been resolved, the engagement is closed. If there is insufficient information to determine whether the goals have been fulfilled, the engagement may be suspended pending developments in the controversy or the disclosure of further information by the company and may subsequently be extended. Alternatively, where there is a poor outlook for the achievement of goals for the engagement, the dialogue may be discontinued.

## STATISTICS FOR ENGAGEMENT INITIATED IN Q1 2023

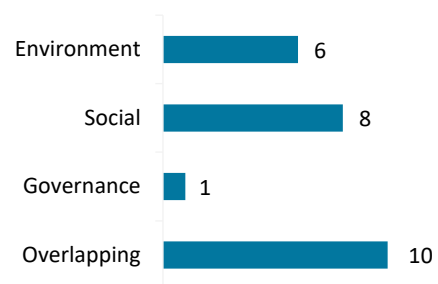
In Q1 2023, ISS ESG initiated Norm-Based Engagement on behalf of signatory investors with 25 companies, covering 40 individual ESG topics. Of these 25 companies, five were Red flagged and the remainder Amber flagged, according to ISS ESG’s Norm-Based Research methodology. By 31 March 2023, ISS ESG had received responses from 13 of the 25 companies to which investor enquiries had been sent on 15 February 2023. This constitutes an overall response rate of 52%. The statistics presented below are based on the companies with which engagement was initiated in Q1 2023.

**Summary charts of engagements initiated between 1 January 2023 and 31 March 2023:**

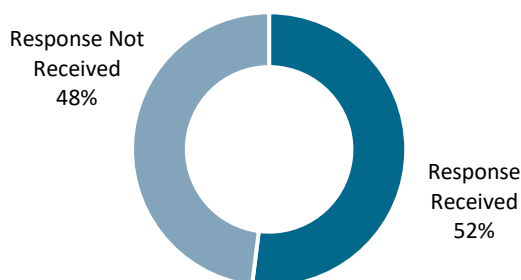
### Verified or Alleged Failure to Respect Established Norms



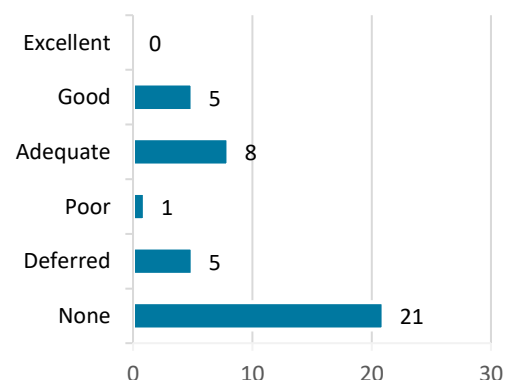
### ESG Area Breakdown



### Response Rate



### Quality of Participation



**NOTE:** Participation quality definitions: **Excellent:** Company has fully addressed topics and there is strongly positive development in the engagement. **Good:** Company has replied and addressed the topics. **Adequate:** Company has responded, but not fully. **Poor:** Company responded but did not address the topics. **Deferred:** Company has requested more time to respond. **None:** No response received.

## NOTABLE ENGAGEMENT ACTIVITY IN Q1 2023

The cases below are examples of notable Norm-Based Engagement activity carried out on behalf of investors in Q1 2023.

<p>Rio Tinto Limited/Plc</p>	<p>ISIN GB0007188757 AU000000RIO1</p>
<p>THEME Workplace discrimination</p>	<p>LOCATION Australia</p>
<p>ACTIVITY SUMMARY</p>	<p>In Q1 2023, ISS ESG shared a letter with <b>Rio Tinto Limited/Plc</b> on behalf of participating investors regarding the company's verified failure (undergoing remediation) to prevent workplace discrimination in Australia.</p> <p>In an engagement meeting facilitated by ISS ESG in March 2023, Rio Tinto highlighted that culture is its key focus when addressing workplace discrimination issues, that its leadership is determined to create a wonderful culture at Rio Tinto and that transparency and openness are key in this endeavour.</p> <p>Furthermore, Rio Tinto provided a progress update on the implementation of the 26 recommendations from the company's 'Everyday Respect Report', stating that it is on track to complete all 26 recommendations by the end of 2024. The company also pointed out the enormous overlap between the recommendations from its own report with the recommendations of the parliamentary 'ENOUGH IS ENOUGH' report and stated its intention to fulfil all of the recommendations of the 'ENOUGH IS ENOUGH' report that are directed at mining companies.</p> <p>Rio Tinto further stated that cultural reform is the company's long-term endeavour, but that it is challenging to find key performance indicators for culture that can be used across different geographies. Hence the company used a blend of indicators such as employee engagement surveys, findings from voluntary exit surveys, percentage of female employees to track its progress. Rio Tinto also presented culture elements in its employee performance management scorecard that is across the organisation.</p> <p>ISS ESG notes the information Rio Tinto provided in this engagement dialogue, based on which the company was assessed to have made positive progress on all engagement goals, particularly with regard to the disclosure of relevant information, the implementation of relevant policies and remedial action. ISS ESG continues to monitor the efficacy of the company's commitments and remediation efforts to address the allegations.</p>

Verizon Communications Inc.		ISIN US92343V1044
THEME Union rights	LOCATION United States	
ACTIVITY SUMMARY	<p>In Q4 2022, ISS ESG shared a letter with <b>Verizon Communications Inc. (Verizon)</b> on behalf of participating investors regarding the company's alleged failure to respect union rights in the United States.</p> <p>In a written response in November 2022, Verizon stated that it had started collective bargaining with the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) and has successfully reached an agreement that extends until August 2026, for union-represented employees in the Mid-Atlantic and Northeast regions. Verizon and CWA further agreed to the terms of the first contract with unionized employees in Everett/Lynnwood, Washington, in July 2022.</p> <p>In an engagement meeting facilitated by ISS ESG in February 2023, Verizon provided more details on the topics such as its employee engagement, its grievance mechanisms and its collective bargaining processes. The company highlighted its compliance with all applicable laws and regulations, including employees' rights to engage in union activities, and that its employees can decide whether to seek union representation without coercion or fear of retaliation. Verizon further provided details on its training efforts concerning employee relations and employee rights in the workplace.</p> <p>The company also addressed CWA's allegation concerning the unlawful termination of an employee for union activities and stated that it is currently in the process of resolving and settling the legal case with the NLRB, without any admission of fault or wrongdoing. The terminated employee has been offered reinstatement and lost compensation as part of the settlement, however, that settlement has yet to be finalized. The company also stated it does not plan to commission an independent third-party investigation into concerns of undermining employees' union rights.</p> <p>ISS ESG notes the details Verizon provided in this engagement, based on which the company was assessed to have made positive progress on most engagement goals, particularly with regard to the implementation of relevant policies, remedial action, and termination of problematic practice. ISS ESG continues to monitor the efficacy of the company's remediation efforts to address the allegations.</p>	

## COMPANY RESPONSES RECEIVED IN Q1 2023

The following pages list responses received during Q1 2023, for engagements that commenced in Q1 2023 or earlier. ISS ESG received responses from 30 companies, related to 45 engagement topics. The tables present the progress achieved towards the engagement goals established for each company and topic. Deferred responses – in which the company acknowledged receiving the engagement letter but has yet to provide responses to the engagement questions – are not included.

Barrick Gold Corporation		ISIN
 <p>SDG ALIGNMENT SDG 16: Peace, justice and Strong Institutions; 16.1: Reduce all forms of violence and related death rates everywhere SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials</p>		CA0679011084  QUARTER  Q3 2022
THEMES		LOCATION
Access to water / sanitation, Forced displacement, Human rights due diligence, Living standards, Right to life		Papua New Guinea
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated
THEMES		LOCATION
Human rights due diligence, Right to life, Torture / inhumane treatment		Tanzania
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Credible measures adopted
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated
THEMES		LOCATION
Right to health, Water pollution		Papua New Guinea
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated
THEMES		LOCATION
Environmental impacts, Pollution, Waste management, Water pollution		Argentina
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Credible measures adopted	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated



<b>Bayer AG</b>		ISIN <b>DE000BAY0017</b>
SDG ALIGNMENT <b>SDG 15: Life on Land; 15.5: Protect and prevent the extinction of threatened species</b>		QUARTER <b>Q2 2022</b>
THEMES <b>Biodiversity, Environmental impacts</b>		LOCATION <b>N/A</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Measures initiated</b>
	TERMINATION OF PRACTICE <b>Measures initiated</b>	REMEDIAL ACTION <b>Measures initiated</b>

<b>Beowulf Mining Plc</b>		ISIN <b>GB0033163287</b>
SDG ALIGNMENT <b>SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels</b>		QUARTER <b>Q3 2022</b>
THEMES <b>Indigenous rights, Stakeholder consultation</b>		LOCATION <b>Sweden</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>No measures announced</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>No measures announced</b>	REMEDIAL ACTION <b>Commitment expressed</b>

<b>Berkshire Hathaway Inc.</b>		ISIN <b>US0846707026</b>
SDG ALIGNMENT <b>SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages</b>		QUARTER <b>Q1 2023</b>
THEMES <b>Living standards, Right to life</b>		LOCATION <b>United States</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>No measures announced</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>No measures announced</b>	REMEDIAL ACTION <b>No measures announced</b>

<b>BHP Group Limited</b>		ISIN <b>AU000000BHP4</b>
SDG ALIGNMENT <b>SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels</b>		QUARTER <b>Q1 2023</b>

<p>SDG 1: No Poverty; 1.4: Equal rights to economic resources, and access to basic services, SDG 11: Sustainable Cities and Communities; 11.1: Access for all to adequate, safe and affordable housing, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels, SDG 6: Clean Water and Sanitation; 6.1: Universal and equitable access to safe and affordable drinking water SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers</p>		
THEMES		LOCATION
Access to water / sanitation, Environmental impacts, Indigenous rights, Living standards, Right to health, Right to life, Stakeholder consultation, Workplace health and safety		Brazil
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
Measures initiated		Measures initiated
Measures initiated		Measures initiated
THEMES		LOCATION
Environmental impacts, Pollution, Soil pollution, Waste management, Water pollution		Brazil
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
Measures initiated		Measures initiated
Measures initiated		Measures initiated
THEMES		LOCATION
Biodiversity, Environmental impacts		Chile
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
Measures initiated		Measures initiated
Measures initiated		Measures initiated
THEMES		LOCATION
Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination		Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
Measures initiated		Measures initiated
Measures initiated		Measures initiated

<b>Chevron Corporation</b>		ISIN <b>US1667641005</b>
	SDG ALIGNMENT SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers SDG 13: Climate Action; 13.3: Improve education, awareness-raising and human and institutional capacity on climate change	QUARTER  Q1 2023
	THEMES Gender discrimination (social), Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination	LOCATION Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated
	TERMINATION OF PRACTICE Measures initiated	REMEDIAL ACTION Measures initiated
THEMES Climate change impacts		LOCATION Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

<b>China Gas Holdings Limited</b>		ISIN <b>BMG2109G1033</b>
	SDG ALIGNMENT SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages	QUARTER  Q1 2023
	THEMES Right to life	LOCATION China
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

<b>COFCO Sugar Holding Co. Ltd.</b>		ISIN <b>CNE000000LH8</b>
	SDG ALIGNMENT SDG 8: Decent Work and Economic Growth; 8.7: Measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour	QUARTER  Q3 2022
	THEMES Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination	LOCATION China
	DISCLOSURE	IMPLEMENTATION OF POLICIES

ENGAGEMENT GOAL STATUS	No measures announced	No measures announced
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced

<b>Deutsche Telekom AG</b>		ISIN DE0005557508
SDG ALIGNMENT		QUARTER
	SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	Q1 2023
THEMES Union rights		LOCATION United States
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
THEMES Consumer privacy, Consumer rights, Cybersecurity		LOCATION United States
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

<b>Electricite de France SA</b>		ISIN FR0010242511
SDG ALIGNMENT		QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials	Q1 2023
THEMES Pollution, Soil pollution, Waste management, Water pollution		LOCATION Italy
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
THEMES Biodiversity, Environmental impacts, Water pollution		LOCATION Brazil
	DISCLOSURE	IMPLEMENTATION OF POLICIES

ENGAGEMENT GOAL STATUS	No measures announced	No measures announced
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced
THEMES		LOCATION
Anti-competitive behaviour		France
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	N/A	No measures announced

Elsowedy Electric Co.		ISIN EGS3G0Z1C014
SDG ALIGNMENT		QUARTER
	SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 15: Life on Land; 15.5: Protect and prevent the extinction of threatened species	Q1 2023
THEMES		LOCATION
Biodiversity, Deforestation, Environmental impacts		Tanzania
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced

Empresas Copec SA		ISIN CLP7847L1080
SDG ALIGNMENT		QUARTER
	SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels	Q3 2022
THEMES		LOCATION
Indigenous rights, Stakeholder consultation, Water pollution		Chile
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated

Exxon Mobil Corporation		ISIN US30231G1022
SDG ALIGNMENT		QUARTER
		Q4 2022

<p>SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 13: Climate Action; 13.2: Integrate climate change measures into national policies, strategies and planning SDG 13: Climate Action; 13.3: Improve education, awareness-raising and human and institutional capacity on climate change SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world’s cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>		
THEMES		LOCATION
Air pollution, Biodiversity, Environmental impacts, Pollution, Water pollution		Canada
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated
THEMES		LOCATION
Climate change regulation		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Commitment expressed
THEMES		LOCATION
Climate change impacts		Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced
THEMES		LOCATION
Access to water / sanitation, Indigenous rights		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced

First Quantum Minerals Ltd.	ISIN CA3359341052
SDG ALIGNMENT	QUARTER Q1 2023

SDG 15: Life on Land; 15.2: Sustainable management of all types of forests, SDG 15: Life on Land; 15.5: Protect and prevent the extinction of threatened species		
THEMES Biodiversity, Deforestation, Environmental impacts, Pollution, Water pollution		LOCATION Panama
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

Formosa Petrochemical Corp.		ISIN TW0006505001
SDG ALIGNMENT SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes		QUARTER Q4 2022
THEMES Air pollution, Pollution		LOCATION Taiwan
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

Fortescue Metals Group Ltd.		ISIN AU000000FMG4
SDG ALIGNMENT SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers		QUARTER Q1 2023
THEMES Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination		LOCATION Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated
	TERMINATION OF PRACTICE Measures initiated	REMEDIAL ACTION Measures initiated

G-III Apparel Group, Ltd.		ISIN US36237H1014
SDG ALIGNMENT 		QUARTER Q3 2022

SDG 8: Decent Work and Economic Growth; 8.7: Measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour		
THEMES Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination		LOCATION China
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION N/A

Glencore Plc		ISIN JE00B4T3BW64
<p>SDG ALIGNMENT SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 17: Partnerships for the Goals; 17.1: Strengthen domestic resource mobilization SDG 1: No Poverty; 1.4: Equal rights to economic resources, and access to basic services, SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world’s cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels SDG 16: Peace, justice and Strong Institutions; 16.5: Reduce corruption and bribery in all their forms</p>		QUARTER Q4 2022
THEMES Pollution, Soil pollution, Waste management, Water pollution		LOCATION Peru
ENGAGEMENT GOAL STATUS	DISCLOSURE Commitment expressed	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION Measures initiated
THEMES Bribery		LOCATION Nigeria
ENGAGEMENT GOAL STATUS	DISCLOSURE Commitment expressed	IMPLEMENTATION OF POLICIES Measures initiated
	TERMINATION OF PRACTICE N/A	REMEDIAL ACTION Measures initiated



<b>Grupo Mexico S.A.B. de C.V.</b>		ISIN <b>MXP370841019</b>
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels	Q3 2022
THEMES <b>Environmental impacts, Pollution, Waste management, Water pollution</b>		LOCATION <b>Mexico</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Measures initiated</b>
	TERMINATION OF PRACTICE <b>Commitment expressed</b>	REMEDIAL ACTION <b>Measures initiated</b>
THEMES <b>Living standards, Stakeholder consultation</b>		LOCATION <b>Peru</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Commitment expressed</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>Commitment expressed</b>	REMEDIAL ACTION <b>Commitment expressed</b>

<b>Hangzhou Hikvision Digital Technology Co., Ltd.</b>		ISIN <b>CNE100000PM8</b>
	SDG ALIGNMENT	QUARTER
	SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome	Q3 2022
THEMES <b>Human rights due diligence, Privacy, Racial discrimination (social), Religious affiliation discrimination (social), Social discrimination, Torture / inhumane treatment</b>		LOCATION <b>China</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>No measures announced</b>	REMEDIAL ACTION <b>Measures initiated</b>

<b>Hino Motors, Ltd.</b>		ISIN <b>JP3792600003</b>
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes	Q1 2023
THEMES <b>Air pollution, Pollution</b>		LOCATION <b>Japan</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>No measures announced</b>	IMPLEMENTATION OF POLICIES <b>No measures announced</b>

	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
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<b>Iflytek Co., Ltd.</b>		ISIN CNE100000B81
	SDG ALIGNMENT SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome	QUARTER Q3 2022
THEMES Human rights due diligence, Privacy, Racial discrimination (social), Religious affiliation discrimination (social), Social discrimination		LOCATION China
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

<b>Imperial Oil Limited</b>		ISIN CA4530384086
	SDG ALIGNMENT SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials	QUARTER Q4 2022
THEMES Air pollution, Biodiversity, Environmental impacts, Pollution, Water pollution		LOCATION Canada
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION Measures initiated

<b>JBS SA</b>		ISIN BRJBSSACNOR8
	SDG ALIGNMENT SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	QUARTER Q3 2022
THEMES Industrial accident, Workplace health and safety		LOCATION Brazil
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated
	TERMINATION OF PRACTICE Measures initiated	REMEDIAL ACTION Measures initiated

THEMES		LOCATION
Workplace health and safety		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated

Jindal Steel & Power Ltd.		ISIN
		INE749A01030
	SDG ALIGNMENT	QUARTER
	SDG 1: No Poverty; 1.4: Equal rights to economic resources, and access to basic services, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels, SDG 3: Good Health and Wellbeing; 3.9: Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination, SDG 6: Clean Water and Sanitation; 6.1: Universal and equitable access to safe and affordable drinking water	Q1 2023
THEMES		LOCATION
Access to water / sanitation, Forced displacement, Living standards, Stakeholder consultation		Mozambique
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Credible measures adopted	Commitment expressed
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Credible measures adopted	Credible measures adopted

Kohls Corporation		ISIN
		US5002551043
	SDG ALIGNMENT	QUARTER
	SDG 8: Decent Work and Economic Growth; 8.7: Measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour	Q2 2022
THEMES		LOCATION
Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination		China
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	No measures announced

Korea Electric Power Corp.		ISIN
		KR7015760002
	SDG ALIGNMENT	QUARTER
		Q1 2023

SDG 1: No Poverty; 1.4: Equal rights to economic resources, and access to basic services, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels, SDG 2: Zero Hunger; 2.1: End hunger and ensure access by all people to safe, nutritious and sufficient food		
THEMES Indigenous rights, Living standards, Right to life, Stakeholder consultation		LOCATION Laos
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION Measures initiated

Lands' End, Inc.		ISIN US51509F1057
	SDG ALIGNMENT SDG 8: Decent Work and Economic Growth; 8.7: Measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour	QUARTER Q3 2022
THEMES Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination		LOCATION China
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION N/A

Levi Strauss & Co.		ISIN US52736R1023
	SDG ALIGNMENT SDG 8: Decent Work and Economic Growth; 8.7: Measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour	QUARTER Q2 2022
THEMES Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination		LOCATION China
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

LG Chem Ltd.		ISIN KR7051910008
	SDG ALIGNMENT	QUARTER Q4 2022

SDG 3: Good Health and Wellbeing; 3.9: Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination, SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages		
THEMES Right to health, Right to life		LOCATION India
ENGAGEMENT GOAL STATUS	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION Measures initiated

Loomis AB		ISIN SE0014504817
	SDG ALIGNMENT SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	QUARTER Q4 2022
THEMES Union rights, Working conditions, Workplace health and safety		LOCATION Turkey
ENGAGEMENT GOAL STATUS	DISCLOSURE Commitment expressed	IMPLEMENTATION OF POLICIES Commitment expressed
	TERMINATION OF PRACTICE Commitment expressed	REMEDIAL ACTION Commitment expressed

Marriott International, Inc.		ISIN US5719032022
	SDG ALIGNMENT	QUARTER Q1 2023
THEMES Consumer privacy, Consumer rights, Cybersecurity		LOCATION N/A
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

Mitsui O.S.K. Lines, Ltd.		ISIN JP3362700001
	SDG ALIGNMENT SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 14: Life Below Water; 14.2: Sustainably manage and protect marine and coastal ecosystems, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands	QUARTER Q1 2023

THEMES		LOCATION
Biodiversity, Oil spill, Pollution, Water pollution		Mauritius
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated

Paramount Global		ISIN
		US92556H2067
	SDG ALIGNMENT	QUARTER
	SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	Q4 2022

THEMES		LOCATION
Age discrimination (workplace), Gender discrimination (workplace), Racial discrimination (workplace), Sexual harassment (workplace), Workplace discrimination		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated

PG&E Corporation		ISIN
		US69331C1080
	SDG ALIGNMENT	QUARTER
	SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages	Q4 2022

THEMES		LOCATION
Consumer health and safety, Consumer rights, Living standards, Right to health, Right to life		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated

Porsche Automobil Holding SE		ISIN
		DE000PAH0038
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes	Q4 2022

THEMES		LOCATION
Air pollution, Pollution		Germany
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION

	No measures announced	No measures announced
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<b>RATCH Group Public Company Limited</b>		ISIN <b>TH0637010Y00</b>
	SDG ALIGNMENT SDG 1: No Poverty; 1.4: Equal rights to economic resources, and access to basic services, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels, SDG 2: Zero Hunger; 2.1: End hunger and ensure access by all people to safe, nutritious and sufficient food	QUARTER  Q1 2023
	THEMES <b>Indigenous rights, Living standards, Right to life, Stakeholder consultation</b>	LOCATION <b>Laos</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>No measures announced</b>
	TERMINATION OF PRACTICE <b>Measures initiated</b>	REMEDIAL ACTION <b>Measures initiated</b>

<b>Rio Tinto Limited</b>		ISIN <b>AU000000RIO1</b>
	SDG ALIGNMENT SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	QUARTER  Q1 2023
	THEMES <b>Biodiversity, Pollution, Waste management, Water pollution</b>	LOCATION <b>Madagascar</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>Commitment expressed</b>	REMEDIAL ACTION <b>Measures initiated</b>
THEMES <b>Gender discrimination (workplace), Racial discrimination (workplace), Sexual harassment (workplace), Workplace discrimination</b>		LOCATION <b>Australia</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Measures initiated</b>
	TERMINATION OF PRACTICE <b>Commitment expressed</b>	REMEDIAL ACTION <b>Measures initiated</b>

<b>Rio Tinto Plc</b>		ISIN <b>GB0007188757</b>
	SDG ALIGNMENT	QUARTER
	<p>SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials</p> <p>SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome, SDG 5: Gender Equality; 5.1: End all forms of discrimination against all women and girls, SDG 5: Gender Equality; 5.2: Eliminate all forms of violence against all women and girls, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers</p>	Q1 2023
THEMES		LOCATION
Biodiversity, Pollution, Waste management, Water pollution		Madagascar
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated
THEMES		LOCATION
Gender discrimination (workplace), Racial discrimination (workplace), Sexual harassment (workplace), Workplace discrimination		Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Commitment expressed	Measures initiated

<b>Samsung Electronics Co., Ltd.</b>		ISIN <b>KR7005930003</b>
	SDG ALIGNMENT	QUARTER
	<p>SDG 16: Peace, justice and Strong Institutions; 16.5: Reduce corruption and bribery in all their forms</p> <p>SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers</p>	Q4 2022
THEMES		LOCATION
Bribery		South Korea
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Credible measures adopted	Measures initiated
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION
	N/A	N/A
THEMES		LOCATION
Union rights		South Korea
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Credible measures adopted	Credible measures adopted
ENGAGEMENT GOAL STATUS	TERMINATION OF PRACTICE	REMEDIAL ACTION



	Measures initiated	Credible measures adopted
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<b>Shandong Gold Mining Co., Ltd.</b>		ISIN <b>CNE1000036N7</b>
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials	Q3 2022
THEMES <b>Environmental impacts, Pollution, Waste management, Water pollution</b>		LOCATION <b>Argentina</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	<b>No measures announced</b>	<b>No measures announced</b>
	<b>No measures announced</b>	<b>No measures announced</b>

<b>Stellantis NV</b>		ISIN <b>NL00150001Q9</b>
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes	Q2 2022
THEMES <b>Air pollution</b>		LOCATION <b>United States</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	<b>No measures announced</b>	<b>No measures announced</b>
	<b>No measures announced</b>	<b>No measures announced</b>

<b>TC Energy Corporation</b>		ISIN <b>CA87807B1076</b>
	SDG ALIGNMENT	QUARTER
	SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels	Q1 2023
THEMES <b>Indigenous rights</b>		LOCATION <b>Canada</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	<b>No measures announced</b>	<b>No measures announced</b>
	<b>No measures announced</b>	<b>No measures announced</b>

<b>Tesla, Inc.</b>		ISIN <b>US88160R1014</b>
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		<b>SDG ALIGNMENT</b> SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers SDG 3: Good Health and Wellbeing; 3.9: Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination, SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages	<b>QUARTER</b>  Q1 2023
<b>THEMES</b>		<b>LOCATION</b>	
Union rights		United States	
<b>ENGAGEMENT GOAL STATUS</b>	<b>DISCLOSURE</b>	<b>IMPLEMENTATION OF POLICIES</b>	
	<b>TERMINATION OF PRACTICE</b>	<b>REMEDIAL ACTION</b>	
	No measures announced	No measures announced	
	No measures announced	No measures announced	
<b>THEMES</b>		<b>LOCATION</b>	
Consumer health and safety, Right to life		United States	
<b>ENGAGEMENT GOAL STATUS</b>	<b>DISCLOSURE</b>	<b>IMPLEMENTATION OF POLICIES</b>	
	<b>TERMINATION OF PRACTICE</b>	<b>REMEDIAL ACTION</b>	
	No measures announced	No measures announced	
	No measures announced	No measures announced	

<b>The Coca-Cola Company</b>		<b>ISIN</b>	
		US1912161007	
		<b>SDG ALIGNMENT</b> SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	<b>QUARTER</b>  Q4 2022
<b>THEMES</b>		<b>LOCATION</b>	
Union rights, Working conditions		Philippines	
<b>ENGAGEMENT GOAL STATUS</b>	<b>DISCLOSURE</b>	<b>IMPLEMENTATION OF POLICIES</b>	
	<b>TERMINATION OF PRACTICE</b>	<b>REMEDIAL ACTION</b>	
	No measures announced	Measures initiated	
	No measures announced	No measures announced	
<b>THEMES</b>		<b>LOCATION</b>	
Union rights		Indonesia	
<b>ENGAGEMENT GOAL STATUS</b>	<b>DISCLOSURE</b>	<b>IMPLEMENTATION OF POLICIES</b>	
	<b>TERMINATION OF PRACTICE</b>	<b>REMEDIAL ACTION</b>	
	No measures announced	Measures initiated	
	No measures announced	No measures announced	

<b>The Star Entertainment Group Limited</b>		<b>ISIN</b>	
		AU000000SGR6	
		<b>SDG ALIGNMENT</b> SDG 16: Peace, justice and Strong Institutions; 16.4: Reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime	<b>QUARTER</b>  Q1 2023
<b>THEMES</b>		<b>LOCATION</b>	

Money laundering		Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced
	N/A	Commitment expressed

T-Mobile US, Inc.		ISIN US8725901040
SDG ALIGNMENT		QUARTER
	SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	Q1 2023
THEMES		LOCATION
Union rights		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	Commitment expressed
	No measures announced	No measures announced
THEMES		LOCATION
Consumer privacy, Consumer rights, Cybersecurity		United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Commitment expressed
	Commitment expressed	Measures initiated

Tokyo Gas Co., Ltd.		ISIN JP3573000001
SDG ALIGNMENT		QUARTER
	SDG 13: Climate Action; 13.3: Improve education, awareness-raising and human and institutional capacity on climate change	Q1 2023
THEMES		LOCATION
Biodiversity, Climate change impacts, Environmental impacts		Australia
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	Commitment expressed
	No measures announced	Commitment expressed

Toyota Motor Corp.		ISIN JP3633400001
SDG ALIGNMENT		QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes	Q1 2023
THEMES		LOCATION
Air pollution, Pollution		Japan

ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated
	Measures initiated	Measures initiated

Tyson Foods, Inc.		ISIN US9024941034
	SDG ALIGNMENT	QUARTER
	SDG 3: Good Health and Wellbeing; Overarching: Ensure healthy lives and promote well-being for all at all ages, SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers	Q4 2022
THEMES Workplace health and safety		LOCATION United States
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	Measures initiated	Measures initiated
	Commitment expressed	Measures initiated

Vedanta Limited		ISIN INE205A01025
	SDG ALIGNMENT	QUARTER
	SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 15: Life on Land; 15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world's cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels	Q1 2023
THEMES Air pollution, Pollution, Soil pollution, Water pollution		LOCATION India
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced
	No measures announced	No measures announced
THEMES Indigenous rights, Stakeholder consultation		LOCATION India
ENGAGEMENT GOAL STATUS	DISCLOSURE	IMPLEMENTATION OF POLICIES
	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced
	No measures announced	No measures announced

<b>Verizon Communications Inc.</b>		ISIN <b>US92343V1044</b>
SDG ALIGNMENT <b>SDG 8: Decent Work and Economic Growth; 8.8: Protect labour rights and promote safe and secure working environments for all workers</b>		QUARTER <b>Q4 2022</b>
THEMES <b>Union rights</b>		LOCATION <b>United States</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>Measures initiated</b>	IMPLEMENTATION OF POLICIES <b>Measures initiated</b>
	TERMINATION OF PRACTICE <b>Measures initiated</b>	REMEDIAL ACTION <b>Credible measures adopted</b>

<b>Volcan Compania Minera S.A.A.</b>		ISIN <b>PEP648014202</b>
SDG ALIGNMENT <b>SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials</b>		QUARTER <b>Q4 2022</b>
THEMES <b>Pollution, Soil pollution, Waste management, Water pollution</b>		LOCATION <b>Peru</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>No measures announced</b>	IMPLEMENTATION OF POLICIES <b>Commitment expressed</b>
	TERMINATION OF PRACTICE <b>No measures announced</b>	REMEDIAL ACTION <b>Commitment expressed</b>

<b>Xiamen Meiya Pico Information Co., Ltd.</b>		ISIN <b>CNE100001120</b>
SDG ALIGNMENT <b>SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome</b>		QUARTER <b>Q3 2022</b>
THEMES <b>Human rights due diligence, Privacy, Racial discrimination (social), Religious affiliation discrimination (social), Social discrimination</b>		LOCATION <b>China</b>
ENGAGEMENT GOAL STATUS	DISCLOSURE <b>No measures announced</b>	IMPLEMENTATION OF POLICIES <b>No measures announced</b>
	TERMINATION OF PRACTICE <b>No measures announced</b>	REMEDIAL ACTION <b>No measures announced</b>

<b>Zhejiang Dahua Technology Co. Ltd.</b>		ISIN <b>CNE100000BJ4</b>
SDG ALIGNMENT <b>SDG 10: Reduced Inequalities; 10.3: Equal opportunities of outcome</b>		QUARTER <b>Q3 2022</b>
THEMES		LOCATION

Human rights due diligence, Privacy, Religious affiliation discrimination (social), Social discrimination		China
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced

Zijin Mining Group Co., Ltd.		ISIN CNE100000502
SDG ALIGNMENT		QUARTER
<p>SDG 11: Sustainable Cities and Communities; 11.4: Protect and safeguard the world’s cultural and natural heritage, SDG 16: Peace, justice and Strong Institutions; 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels SDG 16: Peace, justice and Strong Institutions; 16.1: Reduce all forms of violence and related death rates everywhere SDG 12: Responsible Consumption and Production; 12.4: Environmentally sound management of chemicals and all wastes, SDG 6: Clean Water and Sanitation; 6.3: Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials</p>		Q1 2023
THEMES Access to water / sanitation, Human rights due diligence, Indigenous rights, Stakeholder consultation		LOCATION Peru
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
THEMES Access to water / sanitation, Forced displacement, Human rights due diligence, Living standards, Right to life		LOCATION Papua New Guinea
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
THEMES Right to health, Water pollution		LOCATION Papua New Guinea
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced
	TERMINATION OF PRACTICE No measures announced	REMEDIAL ACTION No measures announced
THEMES Air pollution, Pollution, Water pollution		LOCATION Serbia
ENGAGEMENT GOAL STATUS	DISCLOSURE No measures announced	IMPLEMENTATION OF POLICIES No measures announced

	TERMINATION OF PRACTICE	REMEDIAL ACTION
	No measures announced	No measures announced

## ENGAGEMENTS INITIATED IN Q1

The following table provides an overview of the responsiveness to the engagements initiated in Q1 through the letters sent on 15 February 2023, as of 31 March 2023. Companies that had yet to respond to the initial engagement letters were sent reminder notifications on 17 April 2023. Continued non-response to the reminders will lead to escalation of engagement attempts to the CEO and then the Board level as described under the section, “Engagement Process,” earlier in this document.

ISSUER	ISIN	ESG AREA BREAKDOWN	RESPONSE RECEIVED
Berkshire Hathaway Inc.	US0846707026	Human rights	Yes
BHP Group Limited	AU000000BHP4	Overlapping (Environment, Human rights, Labour rights)	Yes
Chevron Corporation	US1667641005	Overlapping (Environment, Labour rights)	No
China Gas Holdings Limited	BMG2109G1033	Human rights	No
Deutsche Telekom AG	DE0005557508	Overlapping (Human rights, Labour rights)	No
Electricite de France SA	FR0010242511	Overlapping (Corruption, Environment)	No
Elsewedy Electric Co.	EGS3G0Z1C014	Environment	No
First Quantum Minerals Ltd.	CA3359341052	Environment	No
Fortescue Metals Group Ltd.	AU000000FMG4	Labour rights	Yes
Hino Motors, Ltd.	JP3792600003	Environment	No
Jindal Steel & Power Ltd.	INE749A01030	Human rights	Yes
Korea Electric Power Corp.	KR7015760002	Human rights	Yes
Marriott International, Inc.	US5719032022	Human rights	Yes
Mitsui O.S.K. Lines, Ltd.	JP3362700001	Environment	Yes
RATCH Group Public Company Limited	TH0637010Y00	Human rights	No
Rio Tinto Limited	AU000000RIO1	Overlapping (Environment, Labour rights)	Yes
Rio Tinto Plc	GB0007188757	Overlapping (Environment, Labour rights)	Yes
TC Energy Corporation	CA87807B1076	Human rights	No
Tesla, Inc.	US88160R1014	Overlapping (Human rights, Labour rights)	No



The Star Entertainment Group Limited	AU000000SGR6	Corruption	Yes
T-Mobile US, Inc.	US8725901040	Overlapping (Human rights, Labour rights)	Yes
Tokyo Gas Co., Ltd.	JP3573000001	Environment	Yes
Toyota Motor Corp.	JP3633400001	Environment	Yes
Vedanta Limited	INE205A01025	Overlapping (Environment, Human rights)	No
Zijin Mining Group Co., Ltd.	CNE100000502	Overlapping (Environment, Human rights)	No

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