



*Transformative Investing  
for Socially Conscious Investors*

# Proxy Voting Guidelines

## EXECUTIVE SUMMARY 2009

First Affirmative Financial Network contracts with Proxy Governance, Inc. (PGI) to vote all proxies for accounts where the client has authorized First Affirmative to vote their proxies.

First Affirmative and PGI recognize that socially conscious investors have dual objectives. In addition to economic gain, First Affirmative clients are concerned with good corporate governance, the ethical behavior of corporations, and the impact of corporate actions on a healthy society and the natural environment that supports it.

First Affirmative and PGI have developed Proxy Voting Guidelines that are consistent with the dual objectives of socially conscious investors. On matters of social and environmental impact, the Guidelines seek to reflect the broad views of the socially responsible investment community. Generally, we embrace policies that have been developed by groups such as the Interfaith Center on Corporate Responsibility, the General Board of Pension and Health Benefits of the United Methodist Church, Calvert Group, Domini Social Investments, and other leading socially conscious mutual fund and asset management companies. On matters of corporate governance, executive compensation, and corporate structure, First Affirmative's Proxy Voting Guidelines are based on a commitment to create and preserve economic value and to advance principles of good corporate governance, consistent with responsibilities to society as a whole.

These Guidelines provide an overview of how PGI votes proxies on behalf of First Affirmative clients. They are guidelines, not absolute instructions. Therefore, there may be instances in which the final vote cast on a particular issue before a company's shareholders varies from the Guidelines due to a close examination of the merits of the proposal and consideration of recent and company-specific information.

PGI provides First Affirmative with proxy analyses, vote execution services, and reports indicating how individual votes have been cast. When First Affirmative determines that it may have a conflict of interest regarding a particular security, the vote will default to PGI's recommendations for that meeting.

Although the following Proxy Voting Guidelines generally reflect the principles applied to management and shareholder proposals at both U.S. and non-U.S. companies, we note that specific votes may vary for non-U.S. companies. Many of the basic governance concepts and social objectives transcend national boundaries, but differences in corporate governance standards, shareholder rights, and legal restrictions necessitate a more customized approach to voting in non-U.S. markets. In many countries, the requirements for filing shareholder resolutions are sometimes prohibitive, resulting in a much lower number of shareholder proposals. Differences in compensation practices, board structures, and capital

structures necessitate a customized approach to evaluating proposals in different countries. In many cases, shareholder approval is required for resolutions that do not require shareholder approval in the U.S. Mechanisms such as restricted voting rights, share-blocking requirements, and requirements to be represented in person at meetings complicate the voting process. Finally, lower levels of disclosure in non-U.S. markets often make it difficult to apply the same policy that would apply to U.S. companies.

First Affirmative and PGI update these Guidelines on an annual basis to take into account new social issues and the latest trends in corporate governance. The Guidelines are divided up into two categories: Management Proposals and Shareholder Proposals.

## **Management Proposals**

### **DIRECTOR-RELATED ISSUES**

#### *Including director elections, classified boards, majority voting, cumulative voting, and board size*

We consider director elections to be one of the most important voting decisions that shareholders make. Boards should be comprised of a majority of independent directors, and key board committees should consist entirely of independent directors. It is expected that boards will engage in critical evaluation of themselves and of individual members. We will generally oppose slates of director nominees that are not comprised of a majority of independent directors and will withhold votes from non-independent directors who sit on key board committees. In addition, we will likely withhold votes from members of the nominating committee and nominees in cases where the board lacks gender or racial diversity, and from members of the compensation committee if executive compensation is out of line with the company's performance and with the compensation of executives at peer companies. The election of directors who have failed to attend a minimum of 75 percent of board meetings held during the year will be opposed, unless there is a valid reason for the absence. Directors who fail to adequately respond to shareholder resolutions that receive majority support in multiple years will also be opposed.

We support management proposals to declassify the board and adopt majority voting, and oppose efforts to classify the board or eliminate cumulative voting. Proposals to change the board size are voted case-by-case. We will support management proposals to adopt majority voting unless they are poorly constructed, such as applying majority voting to both contested and uncontested elections.

### **AUDITORS**

Annual election of the outside accountants is standard practice. While we recognize that the company is in the best position to evaluate the competence of its outside accountants, we believe that outside accountants must ultimately be accountable to shareholders. Furthermore, audit committees have been studied by the Blue Ribbon Commission on Improving the Effectiveness of Corporate Audit Committees in conjunction with the New York Stock Exchange (NYSE) and the Financial Industry Regulatory Authority (FINRA), which concluded that audit committees must improve their current level of oversight of independent accountants. Given the rash of accounting irregularities in recent years that were not detected by audit panels or auditors, as well as widespread accounting restatements related to options backdating, shareholder ratification is an essential step in

restoring investor confidence. We will vote against the ratification of the auditor in cases where non-audit fees represent more than 25% of the total fees paid to the auditor in the previous year.

## **PROXY CONTEST DEFENSES / TENDER OFFER DEFENSES**

*Including shareholder ability to call a special meeting or act by written consent, poison pills, unequal voting rights, fair price provisions, control share acquisition provisions, greenmail, supermajority votes, and director and officer liability and indemnification*

We generally oppose takeover defenses, as they can limit shareholder value by eliminating the takeover or control premium for the company. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers. Further, takeover devices can be used to entrench a board that is unresponsive to shareholders on both governance and corporate social responsibility issues. However, we recognize that there are certain instances when these provisions can be protective of shareholder rights. Specifically:

- We would not support eliminating or reducing the supermajority voting threshold if it would enhance the rights of a controlling or significant shareholder to the detriment of minority shareholders.
- We will support D&O liability and indemnification provisions where the changes are being made to conform with state law.

## **MISCELLANEOUS GOVERNANCE PROVISIONS**

*Including confidential voting, adjourn meeting, and bundled proposals*

We evaluate proposals that concern governance issues on a case-by-case basis, taking into account their impact on shareholder rights. We believe that good corporate governance can have an impact on a company and its ability to maximize shareholder value.

## **CAPITAL STRUCTURES**

*Including increase authorized stock, stock splits and reverse stock splits, blank check preferred stock, dual-class stock, debt restructurings, and share repurchase plans*

We support a one-share, one-vote policy, and oppose mechanisms that skew voting rights. We support capital requests that provide companies with adequate financing flexibility while protecting shareholders from excessive dilution of their economic and voting interests. Proposals to increase common stock are evaluated on a case-by-case basis, taking into account the size and purpose of the increase, the company's need for additional shares, and the company's past use of share authorizations.

## **EXECUTIVE AND DIRECTOR COMPENSATION**

*Including stock-based incentive plans, employee stock purchase plans, outside director option plans, and cash and cash & stock based awards*

As executive pay levels continue to soar, non-salary compensation remains one of the most sensitive and visible corporate governance issues. Although shareholders have little say about how much the

CEO is paid in salary and bonus, they do have a major voice in approving stock option and incentive plans. Stock option plans transfer significant amounts of wealth from shareholders to employees, and in particular to executives and directors. Rightly, the cost of these plans must be in line with the anticipated benefits to shareholders. Executive and director compensation proposals are evaluated on a case-by-case basis taking into account dilution levels and specific plan features. For example, proposals that allow for the repricing of stock options without shareholder approval generally will be opposed. In addition, any recent controversies surrounding a company's pay practices are also factored into the analysis of compensation proposals.

We will review incentive plans within the context of the company's entire compensation program and assess whether such plans appropriately tie executive compensation to company performance. We will generally support Employee Stock Purchase Plans (ESPP) because they encourage savings and investment and allow employees to become shareowners in the company.

Management requests for option exchanges or repricings will be analyzed on a case-by-case basis, and generally will only be supported if they exclude executive officers and directors, result in an equal or lesser value than the options being replaced, and contain features designed to enhance employee retention, such as extended vesting periods. Because shareholders do not have the ability to reprice or exchange their investment during stock price declines, any requests to reprice stock options should be backed by a compelling shareholder value argument and should be subject to a separate shareholder vote.

Proposals requesting shareholders to ratify executive compensation and related disclosures will be voted on a case-by-case basis taking into account compensation and performance at the company relative to peers.

## **MERGERS AND CORPORATE RESTRUCTURINGS**

Mergers, leveraged buyouts, acquisitions, spin-offs, reincorporations, and other corporate restructuring plans are evaluated on a case-by-case basis, given the potential for significant impacts on shareholder value and on shareholders' economic interests. In addition, these corporate actions can have important effects on a company's workforce and community stakeholders, including but not limited to job loss, community lending, equal opportunity, and environmental impacts.

## **MUTUAL FUND PROXIES**

*Including election of trustees, investment advisory agreements, and distribution agreements*

There are a number of proposals that are specific to mutual fund proxies. We evaluate these proposals on a case-by-case basis in conjunction with recent trends and best practices at other mutual funds.

## **Shareholder Proposals**

### **CORPORATE GOVERNANCE AND EXECUTIVE COMPENSATION**

*Including shareholder meetings/housekeeping issues, board-related issues, shareholder rights*

***and board accountability issues, compensation issues, and strategic issues***

Each year shareholders file numerous proposals that address key issues regarding corporate governance and executive compensation. We evaluate these proposals from the perspective that good corporate governance can have positive implications for a company and its shareholders. Proposals that seek to improve a board's accountability to its shareholders and other stakeholders are supported. We generally support initiatives that seek to strengthen the link between executive pay and performance, including performance issues related to corporate social responsibility.

**CORPORATE GOVERNANCE**

- Vote **for** proposals providing shareholders with the ability to nominate candidates on the management's proxy card
- Vote **for** proposals seeking the establishment of a majority vote standard in the election of directors
- Vote **for** proposals requesting the separation of the chairman and CEO
- Vote **for** proposals to appoint a lead director
- Vote **against** proposals seeking to limit the tenure of non-employee directors
- Vote **case-by-case** on proposals to increase board or committee independence
- Vote **for** proposals requesting that the company rotate auditors every five years or more

**TAKE-OVER DEFENSES**

- Vote **for** proposals to declassify the board
- Vote **for** proposals providing for cumulative voting
- Vote **for** proposals making it easier for shareholders to act by written consent if they contain appropriate thresholds
- Vote **for** proposals providing shareholders with the ability to call special meetings if they contain appropriate thresholds
- Vote **for** proposals allowing shareholders to amend the bylaws
- Vote **for** proposals reducing or eliminating supermajority voting
- Vote **for** the elimination of dual-class stock with unequal voting rights
- Vote **for** proposals to put poison pills to a shareholder vote or redeem them
- Vote **for** proposals to eliminate fair price or control share provisions
- Vote **for** proposals to adopt anti-greenmail provisions
- Vote **case-by-case** on proposals to consider strategic alternatives to maximize value
- Vote **for** proposals to establish reasonable advance notice provisions for shareholder proposals or director nominations to be presented at the annual meeting (no more than 90 days before the annual meeting).

## COMPENSATION

- Vote **for** proposals seeking greater disclosure of compensation, unless they contain inappropriate thresholds or other provisions
- Vote **for** proposals seeking an advisory vote on executive compensation
- Vote **for** proposals asking for disclosure of the compensation consultant's relationships with the company and management, or to adopt or disclose a policy on consultant's services
- Vote **against** proposals to prohibit compensation consultants from performing other services for the company
- Vote **for** proposals requesting the establishment of fixed option grant dates
- Vote **for** proposals to limit change-in-control payments through the use of double-triggers
- Vote **case-by-case** on proposals seeking a shareholder vote on severance or Supplemental Executive Retirement Plan (SERP) payments
- Vote **case-by-case** on proposals that will alter compensation practices, establish stock holding/retention requirements, establish pay caps, or abolish stock options
- Vote **case-by-case** on proposals seeking to limit the term of executive employment agreements, limit tax gross-ups or consider internal pay equity in setting CEO pay
- Vote **case-by-case** on proposals to eliminate or require shareholder approval of death benefits ("golden coffins"), which provide for payments and/or benefits to an executive's beneficiaries following death.
- Vote **for** proposals that seek to establish guidelines around the compensation payable to executives at companies receiving capital infusions under the Treasury Department's Troubled Asset Relief Program.
- Vote **case-by-case** on proposals to adopt a policy to recoup unearned executive bonuses or incentive pay when performance targets have not been met as a result of a financial restatement.
- Vote **case-by-case** on proposals to establish a "pay-for-superior-performance" standard for executive pay—we support these proposals when CEO or executive pay is excessive and it is unclear how pay is linked to meaningful performance targets
- Vote **case-by-case** on proposals to prohibit executives from selling stock during buy-back periods or to adopt policies to prevent abuses of pre-arranged stock sale plans
- Vote **against** proposals seeking to impose, or vote on, specific terms of a Supplemental Executive Retirement Plan (SERP), but vote **for** proposals requesting better or more specific disclosure of executive pension benefits

## SHAREHOLDER PROPOSALS ON SOCIAL RESPONSIBILITY ISSUES

*Including consumer issues, corporate accountability, diversity issues, environment, affordable healthcare, global labor practices, and militarism*

Social responsibility proposals are receiving higher levels of support today than in the past as a

growing number of institutional investors recognize that these proposals raise tangible connections to shareholder value. In 2008, approximately 30 percent of these proposals attained a support level of at least 20 percent, with several proposals garnering majority support. In our view, companies that practice corporate social responsibility are better positioned for long-term success. We generally support proposals that seek to enhance a company's corporate citizenship, including proposals on workplace practices, human rights, and environmental stewardship. We also believe that corporations should be accountable and transparent to their shareholders and stakeholders, and we will generally favor proposals that seek additional information on a company's environmental or social performance. We will generally review proposals on a case-by-case basis proposals that request the company cease certain actions that the proponent believes are harmful to particular populations or environments, taking into account the company's legal and ethical obligations, its ability to remain profitable, and potential negative publicity or reputational risk if the company fails to honor the request.

## **CONSUMER ISSUES**

### ***Adult Entertainment***

- **Support** proposals requesting that the company report on its involvement in the pornography industry and assess potential associated risks
- **Support** proposals requesting that the company report on its practices relating to the sale of violent video games to children

### ***Animal Welfare***

- **Support** proposals asking the company to report on the feasibility of utilizing more humane ways of animal slaughter
- **Support** proposals seeking to limit animal testing where alternative testing methods are feasible or not required by law
- **Support** proposals asking the company to adopt and/or report on animal welfare standards used in company laboratories or contract laboratories

### ***Genetic Engineering***

- **Support** proposals asking the company to report on the use of GE organisms in its products, and/or the potential adverse impacts associated with GE organisms
- **Support** proposals calling on the company to label GE products
- **Support** proposals asking the company to adopt a policy to phase out GE products

### ***Lending Practices***

- **Support** proposals asking companies to undertake specific actions to guard against predatory lending practices or redlining, and/or report on lending practices to vulnerable groups, such as minorities
- **Support** proposals asking for disclosure on lending practices in developing countries,

unless the company has clearly demonstrated a proactive record on the issue

- **Support** proposals to restructure the terms of non-performing loans
- Generally **oppose** proposals calling on banks to forgive loans made to developing countries, unless the bank failed to make reasonable provisions for non-performing loans
- **Support** proposals to disclose off-balance sheet liabilities, including structured investment vehicles, structured securities and conduits or to disclose mortgage practices and risks, including exposure to subprime loans
- **Oppose** proposals to establish board compliance committees
- Review on a **case-by-case** basis proposals to implement controls on relationships with credit ratings agencies

#### *Right-to-Life Issues*

- **Abstain** on proposals that address right-to-life issues

#### *Tobacco*

- **Support** proposals seeking to limit the sale of tobacco products to children
- **Support** proposals requesting companies do more to apprise consumers of the health risks of smoking
- **Support** proposals asking restaurants to make their facilities smoke-free
- **Support** proposals calling on companies to sell, phase out, or divest of all production and marketing of tobacco products
- **Support** proposals asking producers of cigarette components to halt sales to tobacco companies, or to prepare a report on the potential risks and liabilities of supplying these components

#### *Toxic Chemicals and Product Safety*

- **Support** proposals requesting disclosure of the company's policy on toxic chemicals
- **Support** proposals seeking greater disclosure of the potential financial and legal risks associated with the usage of certain chemicals
- **Support** proposals requesting a report on the feasibility of phasing out or reformulating certain products
- **Support** proposals requesting companies phase out the use of certain chemicals when safer alternatives are available, or reformulate their products to meet stricter toxic chemical standards used in certain other jurisdictions

### **CORPORATE INFLUENCE AND ACCOUNTABILITY**

#### *Charitable Contributions*

- **Oppose** proposals seeking to require shareholder ratification of charitable grants or the imposition of grant criteria

- Generally **oppose** proposals calling on a company to produce a report disclosing charitable contributions unless there is a history of problems involving questionable contributions or self-dealing at the company, or if the total contributions appear excessive

#### *Political Contributions*

- **Support** proposals calling for a company to produce a report disclosing its political contributions and its policies and procedures governing those contributions
- **Oppose** proposals calling on a company to publish its political contributions in newspapers, unless there are significant issues regarding the company's political activities that would outweigh the costs associated with this type of disclosure
- **Support** proposals calling for a company to maintain a policy of non-partisanship

#### *Lobbying Activities*

- Review on a **case-by-case** basis proposals calling on a company to review or report on its lobbying activities, taking into consideration the impact of the underlying public policy issue on the company's business model and whether there has been any significant controversy surrounding its lobbying activities

#### *Prior Government Service*

- **Support** proposals calling for the disclosure of prior government service of the company's key executives

### **DIVERSITY ISSUES**

#### *Board Diversity*

- **Support** proposals asking the board to take additional measures to ensure that more women and minorities are considered for nomination, or to otherwise commit to a policy of board inclusiveness
- We are highly supportive of diversified boards but will generally **oppose** proposals that impose unreasonable quotas

#### *Equal Employment Opportunity*

- **Support** proposals asking for the company to report on its efforts to promote diversity in the workplace and marketplace
- **Support** proposals requesting the disclosure of EEO-1 data
- **Support** proposals asking the company take additional action on equal employment opportunity and anti-discrimination
- **Support** proposals asking how the company is working to eliminate "glass ceilings" for women and minorities, including proposals requesting that the company take additional action
- **Support** proposals requesting that companies ensure that women and minorities are not

discriminated against in wages and employee benefits

### ***Racial Stereotypes in Advertising***

- **Support** proposals requesting that companies review their use of racial stereotypes in advertising campaigns

### ***Sexual Orientation***

- **Support** proposals asking companies to explicitly prohibit discrimination based on sexual orientation and gender identity in their written employment policy, including proposals that call for the adoption of the “Equality Principles”
- **Support** proposals seeking reports on a company’s initiatives to create a workplace free of discrimination on the basis of sexual orientation and gender identity
- **Oppose** proposals requesting that companies remove sexual orientation anti-discrimination policies

## **ENERGY AND ENVIRONMENT ISSUES**

### ***Ceres Principles***

- **Support** proposals urging companies to endorse the Ceres Principles. Ceres (pronounced “series”) is a national network of investors, environmental organizations and other public interest groups working with companies and investors to address sustainability challenges such as global climate change

### ***Chlorine Based Chemical Use***

- **Support** proposals asking companies to report on efforts to phase out the production of paper using chlorine bleaching
- Review on a **case-by-case** basis proposals asking companies to phase-out the use of chlorine bleaching

### ***Climate Change and Greenhouse Gas Emissions***

- **Support** proposals requesting reports, or the disclosure of liabilities, relating to the company’s response to rising regulatory, competitive, and public pressures surrounding climate change and/or greenhouse gas emissions and energy efficiency
- **Support** proposals calling for the setting of goals related to the reduction of greenhouse gas emissions from company operations and/or products
- **Support** proposals requesting a report on the company’s efforts to develop renewable energy
- Generally **support** proposals calling for increased investment in alternative energy sources, except in cases where the terms of the request are excessive
- Take a **case-by-case** approach to proposals requesting a report on the scientific evidence underlying a company’s policy position on climate change, greenhouse gas emissions

and/or energy efficiency, evaluating the relevancy of the requested report to the company's business model and operations

### ***Environmental Risks and Sustainability Issues***

- **Support** proposals asking companies to produce a sustainability report
- **Support** proposals asking companies to provide additional information about the risks and liabilities associated with the company's environmental practices
- **Support** proposals asking companies to report on the environmental impact of their operations or sourcing practices, including on issues such as toxic emissions, environmentally sensitive areas and biodiversity
- **Support** proposals that seek to encourage companies to source products from environmentally sustainable operations, including with respect to fisheries and lumber
- **Support** proposals asking companies to report on operations in, or to adopt policies not to mine, drill, or log in, environmentally sensitive areas such as the Arctic National Wildlife Refuge
- **Support** proposals requesting a report on the risks related to the company's use of water in regions of water scarcity or conflict
- Generally **support** bylaw amendments to establish a board-level committee on sustainability, unless there is a compelling reason not to do so

### ***Nuclear Energy***

- **Support** proposals requesting companies reassess their involvement in nuclear power or to report on operational issues related to nuclear power generation
- Support proposals requesting that the company cease involvement in nuclear power development, unless there is a compelling reason not to do so

### ***Recycling***

- **Support** proposals urging companies to increase their recycling efforts, and/or to take steps to encourage consumer recycling of their products

### ***Security of Chemical Facilities***

- **Support** proposals seeking greater disclosure of the company's efforts to reduce the threat of potentially catastrophic chemical releases from their operations, in particular those stemming from a terrorist attack

### ***Environmental Justice and Community Accountability***

- **Support** disclosure proposals requesting information on how the company seeks to mitigate the health and environmental hazards of its operations on local communities
- **Support** proposals requesting a report on how the company ensures that it is accountable for its environmental impact on local communities
- **Support** proposals asking companies to adopt a plan to reduce toxic emissions, including

proposals that request companies take responsibility for toxic cleanup

## **HEALTH RELATED ISSUES**

### *Access to Healthcare and Drug Pricing*

- **Support** proposals asking pharmaceutical companies to review and report on their price restraint policies, including proposals that request companies implement a formal policy on drug pricing
- **Support** proposals seeking more information on the risks associated with restricting the export of prescription drugs to Canada
- **Support** proposals calling for a report on how the company is addressing rising healthcare costs as a public policy issue; review on a **case-by-case** basis proposals that call for specific actions
- Generally **support** proposals requesting that the board adopt a conflict of interest policy involving directors with health industry affiliations, requiring their recusal from involvement in discussions on public policy issues that may relate to the board member's health industry affiliations

### *Health Pandemics in Lesser Developing Countries*

- **Support** proposals asking pharmaceutical companies to develop policies to provide HIV/AIDS, TB and malaria drugs treatments that are affordable to the affected populations in the developing world
- **Support** proposals seeking reports on the impact of health pandemics on company business operations in developing countries

## **HUMAN RIGHTS AND LABOR PRACTICES**

### *Human Rights and Global Labor Practices*

- **Support** proposals asking for a report and/or review of the company's code of conduct with respect to workplace practices and human rights
- **Support** proposals asking companies to adopt codes of conduct addressing global labor and human rights practices, to establish credible monitoring programs, and to publicly report on these efforts
- **Support** proposals asking companies to adopt vendor codes of conduct that incorporate recognized international standards of worker's rights, including proposals that request the company take steps to ensure compliance and credible monitoring
- **Support** proposals asking the company to report on and/or investigate particular human rights challenges it faces, including proposals that request the adoption of specific principles or codes relating to the issue
- Generally **support** bylaw amendments to establish a board-level committee on human rights, unless there is a compelling reason not to do so

### ***Internet-Related Product Sales to China***

- **Support** proposals asking the company to establish a set of standards to enforce policies to protect freedom of access to the Internet across the globe
- **Support** proposals asking the company to report on its efforts to reduce the likelihood of product abuse
- **Oppose** proposals requesting that the company no longer sell products in China

### ***Indigenous Rights***

- **Support** proposals asking companies to report on the impact of their operations on indigenous communities, and/or to take steps to ensure that they respect the rights of such communities
- **Support** proposals asking companies to consider the impacts and to provide an opportunity for free, prior, and informed consent regarding planned development and operations that may impact indigenous communities

### ***Operations in Burma/Myanmar***

- **Support** proposals asking the company to report on its operations or investments in Burma/Myanmar and the costs associated with this business
- Review on a **case-by-case** basis proposals to pull out of Burma/Myanmar

### ***Operations in Sudan***

- **Support** proposals asking the company to report on its operations or investments in Sudan and the costs associated with this business
- Review on a **case-by-case** basis proposals to pull out of Sudan

### ***Operations in China***

- **Support** proposals seeking more disclosure on a company's involvement in China
- **Support** proposals asking companies to implement the "China Principles"
- Review on a **case-by-case** basis proposals asking a company to terminate specific investments or ventures in China

### ***Operations in Northern Ireland***

- **Support** proposals asking companies to implement the MacBride Principles—nine fair employment and affirmative action points

## **MILITARISM AND VIOLENCE**

### ***Depleted Uranium***

- **Support** proposals asking companies to report on their involvement in the manufacture of depleted uranium munitions

***Foreign Military Sales***

- **Support** proposals asking the company to report on its foreign military sales
- **Support** proposals asking the company to review and/or amplify the company's ethical criteria for military contracts
- Review on a **case-by-case** basis proposals that call for restrictions on foreign military sales

***Handguns***

- **Support** proposals requesting companies report on efforts to promote handgun safety or prevent gun violence
- **Support** proposals asking the company to end the sale of handguns

***Landmine Production***

- **Support** proposals asking companies to report on future landmine production or adopt a policy to cease production of landmines