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# Climate change

## Apparel Sector

### GAP

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius."	Company		<a href="http://money.cnn.com/2016/11/16/news/businesses-trump-climate-change/">http://money.cnn.com/2016/11/16/news/businesses-trump-climate-change/</a>
"We believe that investing in a low-carbon economy will not only help foster a healthier environment, it is also a key to unlocking new business growth potential for the US and around the world," said Gap Inc spokesperson Laura Wilkinson. Wilkinson added that the company would continue to "advocate for low carbon policies that will help ensure a healthier and more prosperous future".	Company	Laura Wilkinson, SR Manager Public Affairs and Communications	<a href="https://www.theguardian.com/environment/2017/mar/29/climate-change-companies-challenge-trump-mars-staples-gap">https://www.theguardian.com/environment/2017/mar/29/climate-change-companies-challenge-trump-mars-staples-gap</a>
"We believe that investing in a low-carbon economy will not only help foster a healthier environment, it is also a key to unlocking new business growth potential for the US and around the world," said a spokesperson for apparel retailer Gap, which has its own goal to reduce greenhouse gas emissions from its facilities by 50% by 2020.	Company		<a href="http://www.cnbc.com/2017/03/30/big-companies-defy-trump-on-climate-change.html">http://www.cnbc.com/2017/03/30/big-companies-defy-trump-on-climate-change.html</a>
As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change. Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways: Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies. Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures. Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains. As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>

<p>facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>			
<p>"We believe that the health of our environment depends on bolder and bolder action across all segments of society – from governments to companies to consumers."</p>	Company		<a href="http://www.gapincustainability.com/environment/doing-our-part-climate">http://www.gapincustainability.com/environment/doing-our-part-climate</a>
<p>"Climate change is a global challenge that transcends boundaries, affecting people and communities everywhere. We view it as both an environmental issue and a human rights issue, as it poses a threat to such basic needs as having clean air to breathe and a safe environment to live in. What's more, people who face the challenges of poverty or lack of opportunity are often most affected by environmental harms and have the fewest resources with which to cope. Few issues carry such an urgent need to come together to forge solutions...."</p> <p>... Over time, we have set increasingly ambitious goals to address our environmental footprint. Moving forward, we are going much further than in the past, committing to a 50 percent absolute reduction of GHG emissions in our owned and operated facilities globally by 2020. We also commit to divert 80 percent of our waste from landfill for our U.S. facilities in the same time period. Both of these goals will require us to significantly increase our efficiency through such innovations as real-time monitoring of the energy use in our stores...."</p>	Company		<a href="http://www.gapincustainability.com/environment/doing-our-part-climate">http://www.gapincustainability.com/environment/doing-our-part-climate</a>
<p>"The States &amp; Regions Policy Innovation program supports ambitious state and regional governments around the world to "scale up their climate actions" to help meet, and go beyond, current national climate targets, while delivering clear economic, health and environmental benefits to local communities."</p>	Association		<a href="https://www.theclimategroup.org/project/policy-innovation">https://www.theclimategroup.org/project/policy-innovation</a>
<p>"Our Principles  Promote Energy Efficiency and Renewable Energy  Increase Investment in a Clean Energy Economy  Support Climate Change Adaptation, Technology Transfer and Forest Preservation</p> <p>BICEP supports the following state and federal policy elements:  Increased deployment of renewable energy  The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.  Increased investment in clean energy technologies  The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.  The establishment of aggressive energy efficiency policies  The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030.  Individual U.S. states should aim to do the same.  The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies  Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</p>	Association	NA	<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>

<p>Transportation for a clean energy economy</p> <p>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</p> <p>Diversified utility energy portfolios</p> <p>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</p> <p>Support for climate change adaptation, both domestic and international</p> <p>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</p> <p>Support for developing countries in reducing carbon emissions</p> <p>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>			
<p>"Today's announcement, while not unexpected, is a clear step in the wrong direction and runs counter to the more than 365 U.S. companies and investors who publicly supported the Clean Power Plan when it was announced in 2015, as well as the more than 1,000 companies and investors who back the recently released the Business Backs Low-Carbon USA statement."</p>	Association	Mindy Lubber, president of Ceres	<a href="https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and">https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>

clean energy economy that will benefit our security, prosperity, and health.			
<p>At Gap Inc., we recognize the human and environmental threat of climate change, and essential to combating that threat is moving toward a low-carbon economy. We believe that businesses have a critical role to play in this transition. That's why we've been working for nearly 15 years to do our part and reduce our carbon footprint in big and small ways.</p> <p>We're currently working on our goal to cut greenhouse gas emissions of our owned and operated facilities globally in half by the end of 2020. And while we have more direct control of these facilities, we've also been partnering with our suppliers, experts and others in our industry to address the energy, water and chemicals used in apparel manufacturing through programs like NRDC's Clean by Design. While we're encouraged by the progress we're making, we also recognize that future efforts must also tackle the emissions produced by our supply chain.</p> <p>This week, we've taken an important step to strengthen our climate commitment by joining the Science Based Target (SBT) initiative, which is a partnership between CDP, the World Resources Initiative (WRI), the World Wildlife Fund (WWF), and the UN Global Compact – all of which are organizations helping to make real and tangible efforts to improve our climate globally.</p> <p>To help develop climate solutions for global supply chains, the SBT initiative brings together more than 300 companies from across a range of global industries, including 22 from the apparel sector, which collectively contributes an estimated 10 percent of global climate emissions.</p> <p>We are excited to be working with the SBT initiative to make sure our future emissions reduction goals are backed with sound climate science and help prevent the worst impacts of climate change. We, along with our partner companies in this initiative, have a chance to make a real and positive impact with these efforts, today and many years to come.</p>	company	Melissa Fifield, Sr. Director, Sustainability Innovation	<a href="https://adressed.gapinc.com/blog/gap-inc-strengthening-efforts-to-tackle-climate-change">https://adressed.gapinc.com/blog/gap-inc-strengthening-efforts-to-tackle-climate-change</a>
<p>H. Res. 195, Expressing the commitment of the House of Representatives to conservative environmental stewardship. Budget and appropriations issues related to the environment for the Department of Energy, NOAA and USAID. Education on Women &amp; Water Program.</p>			<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300913854.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300913854.xml</a>

## Hanesbrands

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>REDUCING ENERGY USE AND CARBON EMISSIONS. HanesBrands has successfully met the five-year reduction goals we set in 2007 for energy use, carbon emissions and renewable energy use, and we are in the process of establishing new five-year goals. Our carbon footprint reduction is the equivalent of removing 47,000 cars from the road each year. The U.S. EPA Energy Star program has recognized our achievements for four consecutive years, with</p>	Company		<a href="http://hanesforgood.com/environmental-responsibility/">http://hanesforgood.com/environmental-responsibility/</a>

Sustained Excellence awards for 2012–13 and Partner of the Year awards for 2011–12.			
HanesBrands surpassed its initial five-year year goals for significant reductions in energy use, carbon-dioxide emissions and water use in 2012, and has since set even more ambitious goals for environmental performance by 2020. Compared to its 2007 baseline performance, Hanes is committed to: Reduce energy consumption by 40 percent; Reduce carbon-dioxide emissions by 40 percent;	Company		<a href="http://hanesforgood.com/">http://hanesforgood.com/</a>
"HanesBrands has significantly reduced its energy use and carbon emissions since 2007. By embracing environmental sustainability, Hanes and its 68,000 worldwide employees are creating value for our company, our investors, our consumers and our communities. We are focused on continuing to make significant strides in protecting the environment, and publicly reporting progress against our goals in an important part of that effort"	company	Michael E. Faircloth, president and chief global supply chain officer	<a href="http://ir.hanesbrands.com/phoenix.zhtml?c=200600&amp;p=irol-newsArticle&amp;ID=2297431">http://ir.hanesbrands.com/phoenix.zhtml?c=200600&amp;p=irol-newsArticle&amp;ID=2297431</a>

## L Brands

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.</li> </ul> </li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> </ul> </li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> </ul> </li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> </ul> </li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</li> </ul> </li> <li>Diversified utility energy portfolios <ul style="list-style-type: none"> <li>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</li> </ul> </li> </ul>	Association		<p><a href="https://www.ceres.org/bicep/about/member-directory">https://www.ceres.org/bicep/about/member-directory</a></p> <p><a href="https://www.ceres.org/bicep/faq">https://www.ceres.org/bicep/faq</a></p>

<p>Support for climate change adaptation, both domestic and international</p> <p>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</p> <p>Support for developing countries in reducing carbon emissions</p> <p>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>			
<p>"Today's announcement, while not unexpected, is a clear step in the wrong direction and runs counter to the more than 365 U.S. companies and investors who publicly supported the Clean Power Plan when it was announced in 2015, as well as the more than 1,000 companies and investors who back the recently released the Business Backs Low-Carbon USA statement."</p>	Association	Mindy Lubber, president of Ceres	<a href="https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and">https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and</a>
<p>L Brands, in partnership with the United States Environmental Protection Agency (US EPA), established a baseline inventory in 2009 and set our greenhouse gas (GHG) reduction goal in June of 2010. L Brands pledged to reduce Scope 1 and Scope 2 GHG emissions for United States operations by 3% from 2007 to 2014. In February 2013, L Brands was recognized by the US EPA at the Climate Leadership Awards event held in Washington, DC, for achieving our greenhouse gas emissions reduction goal two years early (2012).. We are committed to continuing to reduce our total GHG emissions through projects that improve efficiency and conserve energy and fossil fuels.</p>	Company		<a href="https://www.lb.com/responsibility/environment/energy--climate">https://www.lb.com/responsibility/environment/energy--climate</a>

## Nike

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius."</p>	Company		<a href="http://money.cnn.com/2016/11/16/news/businesses-trump-climate-change/">http://money.cnn.com/2016/11/16/news/businesses-trump-climate-change/</a>
<p>ACCELERATING TOWARD A LOW-CARBON GROWTH ECONOMY</p> <p>Climate change is a global issue that requires global solutions. Resource scarcity, fluctuations in the prices of raw materials and disruptions to supply chains are real concerns for business. And, we understand the broader impact that climate-related issues have on the athletes we serve.</p> <p>A sustainable economy is a low-carbon growth economy. Nike uses carbon as a leading indicator to assess sustainability, but we recognize sustainability goes way beyond carbon. It means addressing all our impacts on the environment and the communities where we operate, supporting labor rights in supply chains, while continuing to serve the athlete and our business.</p>	Company		<a href="http://about.nike.com/pages/our-ambition">http://about.nike.com/pages/our-ambition</a>



<p>Sustainability and business growth are complementary. We have reduced absolute CO2e emissions while simultaneously increasing revenues since FY00</p>			
<p>We live in a time of unlimited opportunity and relentless change. The connection between the digital and physical worlds is closer than ever. The design process is faster and more personal. And the challenge of climate change demands everyone's ingenuity.</p>	Company	Mark Parker, CEO	<a href="http://about.nike.com/pages/sustainable-innovation">http://about.nike.com/pages/sustainable-innovation</a>
<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.</li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</li> <li>Diversified utility energy portfolios <ul style="list-style-type: none"> <li>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</li> <li>Support for climate change adaptation, both domestic and international <ul style="list-style-type: none"> <li>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</li> <li>Support for developing countries in reducing carbon emissions <ul style="list-style-type: none"> <li>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li></ul></li></ul>	Association		<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>
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<p>"The States &amp; Regions Policy Innovation program supports ambitious state and regional governments around the world to "scale up their climate actions" to help meet, and go beyond, current national climate targets, while delivering clear economic, health and environmental benefits to local communities."</p>	Association	Climate Group	<a href="https://www.theclimategroup.org/project/policy-innovation">https://www.theclimategroup.org/project/policy-innovation</a>
<p>"Issues related to sustainability and sustainable business practices. Toxic Chemicals Substance Act (S. 697), issues related to COP21 and climate change."</p>	Company		<a href="http://disclosures.house.gov/ld/ldxmlrelease/2016/Q4/300847816.xml">http://disclosures.house.gov/ld/ldxmlrelease/2016/Q4/300847816.xml</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement. In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits. The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States. In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt. In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions. It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>
<p>Issues related to sustainability and sustainable business practices. Issues related to climate change.</p>			<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300902809.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300902809.xml</a>
<p>"The earth is the athlete's biggest playground, so one of our greatest opportunities is to create breakthrough products while protecting our planet. Nike Fly leather is an important step toward ensuring athletes always have a place to enjoy sport."</p>	company		<a href="https://news.nike.com/news/what-is-nike-flyleather">https://news.nike.com/news/what-is-nike-flyleather</a>

## PVH

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"The global apparel industry faces many complex challenges.... The world is gearing up for a clean energy transition, guided by the first universal agreement on climate change. Across our organization, we will continue to reduce our carbon footprint by lowering energy consumption and increasing energy efficiency."	Company	Melanie Steiner, Chief Risk Officer	<a href="http://pvh.com/responsibility/our-approach/CRO%20Statement">http://pvh.com/responsibility/our-approach/CRO%20Statement</a>
At PVH, we are committed to playing our part in the global fight against climate change and we are taking steps to manage resources responsibly in the face of increasing resource scarcity. In particular, we aim to reduce our carbon footprint by cutting energy consumption and increasing energy efficiency – both within our business and across our value chain.	Company		<a href="https://pvh.com/responsibility/preserving-environment/Managing%20Our%20Natural%20Resources">https://pvh.com/responsibility/preserving-environment/Managing%20Our%20Natural%20Resources</a>

## VH

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p><b>Strengthening Competitiveness:</b> By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p><b>Creating Jobs, Markets and Growth:</b> By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p><b>Reducing Business Risks:</b> By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well.</p> <p>U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>

<p>benefits U.S. businesses and the U.S. economy in many ways:</p> <p><b>Strengthening Competitiveness:</b> By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p><b>Creating Jobs, Markets and Growth:</b> By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p><b>Reducing Business Risks:</b> By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well.</p> <p>U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>			
<p>"We buy 1 percent of the world's cotton. Climate change matters to us," Webster said in a recent panel discussion here at the U.S. Pavilion. "From the farm to the mountain top, we are seeing those impacts and need to see them stop. We at VF are very serious about getting strong policies on mitigation and adaptation to address these issues globally."</p>	Company	Letitia Webster	<a href="http://www.newsobserver.com/news/business/article48660700.html?utm_content=buffera09fe&amp;utm_medium=social&amp;utm_source=twitter.com&amp;utm_campaign=buffer#storylink=cpy">http://www.newsobserver.com/news/business/article48660700.html?utm_content=buffera09fe&amp;utm_medium=social&amp;utm_source=twitter.com&amp;utm_campaign=buffer#storylink=cpy</a>
<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.</li> </ul> </li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> </ul> </li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> </ul> </li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> </ul> </li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented</li> </ul> </li> </ul>	Association		<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>

<p>development.</p> <p>Diversified utility energy portfolios</p> <p>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</p> <p>Support for climate change adaptation, both domestic and international</p> <p>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</p> <p>Support for developing countries in reducing carbon emissions</p> <p>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>			
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	<p>association</p>	<p>We Are Still In</p>	<p><a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a></p>
		<p>Science Based Targets</p>	<p><a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a></p>
<p>U.S. participation in Paris Climate Agreement</p>			<p><a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q2/300891326.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q2/300891326.xml</a></p>

solving #climatechange starts w/ the belief that we can make a difference. Learn why VF is a #ClimateOptimist climateoptimist.org #cwnyc	company		<a href="https://twitter.com/VFCorp/status/911334757287518208">https://twitter.com/VFCorp/status/911334757287518208</a>
Proud to be @UN #COP23 to share our #sustainability story. See how we're combating #climatechangehttps://www.vfc.com/powerful-platforms/sustainability #wearestillin	company		<a href="https://twitter.com/VFCorp/status/928360964097019905?s=17">https://twitter.com/VFCorp/status/928360964097019905?s=17</a>

## Banking & Finance Sector

### AIG

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Regulators should: Demand increased climate risk disclosure, build climate risk considerations into their financial oversight process, create more resources to help insurers analyze and respond to climate-related risks and opportunities, and incentivize insurers and consumers to increase the resiliency of homes and businesses, and reduce the release of greenhouse gases</p> <p>The growing threat posed by climate change producing extreme weather events may prove a threat to those insurers which do not incorporate the risks and opportunities associated with climate change. Society as whole has a vested interest in maintaining a strong insurance sector able to adapt to the 'new normal' of climate change and should demand all stakeholders within the insurance sector 'weatherproof' the insurance industry.</p>	Company		<a href="http://www.aig.com/content/dam/aig/america-canada/us/documents/business/industry/ippg-real-estate-climate-change-paper-brochure.pdf">http://www.aig.com/content/dam/aig/america-canada/us/documents/business/industry/ippg-real-estate-climate-change-paper-brochure.pdf</a>
Climate change is increasingly recognized as an ongoing, significant global environmental problem with potential risks to the global economy and ecology, and to human health and wellbeing. AIG recognizes the scientific consensus that climate change is a reality and is likely in large part the result of human activities that have led to increasing concentrations of greenhouse gases in the earth's atmosphere. At the same time, market-based environmental policies and potential new investments provide business opportunities for AIG to address the problem. We will pursue these new opportunities where we have the expertise and capacity to do so in ways that mutually benefit AIG, its shareholders, employees, customers, and the global community.	Company		<a href="http://media.corporate-ir.net/media_files/irol/76/76115/aig_climate_change_updated.pdf">http://media.corporate-ir.net/media_files/irol/76/76115/aig_climate_change_updated.pdf</a>

### Bank of America

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

"Our work to combat climate change is a prime example of how we approach these efforts. As part of our \$125 billion environmental business commitment, Bank of America has become a global leader in underwriting green bonds to finance low carbon projects, and we have led the way in making it easier for others to do so as well."	Company		<a href="https://www.linkedin.com/pulse/big-ideas-what-change-now-anne-finucane">https://www.linkedin.com/pulse/big-ideas-what-change-now-anne-finucane</a>
At Bank of America, we are committed to improving the environment in how we approach our global business strategy, work with partners, support our employees, make our operations more sustainable, manage issues and govern our activities. Since 2007, we have provided more than \$62 billion in financing for low-carbon and sustainable business activities. As part of our second commitment established in 2012, and increased in 2015, we will provide \$125 billion in capital, along with significant intellectual capital, to develop solutions to climate change and other environmental challenges. We rigorously manage environmental and social risks across our enterprise and have established an Environmental and Social Risk Policy Framework to provide transparency into those policies and processes. To learn more about our environmental commitment and how we are working across the globe to transition to a low-carbon, sustainable economy, read our Environmental, Social and Governance (ESG) addendum or recent press releases on our environmental initiatives.	Company		<a href="http://about.bankofamerica.com/en-us/global-impact/environmental-sustainability.html#fbid=Kap-qKlq5Y">http://about.bankofamerica.com/en-us/global-impact/environmental-sustainability.html#fbid=Kap-qKlq5Y</a>
The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions. Drawing from its extensive peer-reviewed published works, in-house policy analyses, and tracking of current legislative proposals, the Center provides research, analysis, and recommendations to policymakers in Congress and the Executive Branch.	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>

## Berkshire Hathaway

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"I have not seen anything yet that would cause me to change the way we look at evaluating quakes, tornadoes, hurricanes by atmosphere. Now, that may happen someday," he told CNBC's "Squawk Box."	Company	Warren Buffett, CEO	<a href="http://www.cnbc.com/2017/02/27/warren-buffett-global-warming-not-impacting-berkshires-insurance-biz.html">http://www.cnbc.com/2017/02/27/warren-buffett-global-warming-not-impacting-berkshires-insurance-biz.html</a>

## Citigroup

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Combating Climate Change — Climate change is a global challenge of tremendous magnitude and a priority issue for our stakeholders. Climate change and related pressures on natural resources, biodiversity and water present risks to our clients, communities and operations. At the same time, responding to climate change presents transformational opportunities. With expertise in energy and power and a decade of experience working on climate change issues across various industry sectors, Citi is well positioned to support its clients in managing the risks and opportunities from climate change.	Company		<a href="http://www.citigroup.com/citi/environment/strategicpriorities.htm">http://www.citigroup.com/citi/environment/strategicpriorities.htm</a>
We believe that that solution does exist. The incremental costs of following a low carbon path are in context limited and seem affordable, the 'return' on that investment is acceptable and moreover the likely avoided liabilities are enormous. Given that all things being equal cleaner air has to be preferable to pollution, a very strong "Why would you not?" argument begins to develop.	Company		<a href="https://www.citivelocity.com/citigps/ReportSeries.action?recordId=41">https://www.citivelocity.com/citigps/ReportSeries.action?recordId=41</a>
The effects of climate change present both enormous opportunities and challenges to our clients' businesses today. New financial solutions are needed for the energy, infrastructure and technology projects enabling progress toward a more sustainable economy. In 2015, we announced our \$100 Billion Environmental Finance Goal. Our progress toward this goal continues at a robust pace. In the first two years since announcing our commitment, we recorded our highest annual volumes of sustainable finance activity, with \$26.3 billion in transactions in 2016 and \$47.6 billion in 2015.		2016	<a href="#">Value</a>
We were outspoken in our support for the U.S. to remain in the Paris Climate Agreement and are disappointed President Trump chose to leave the pact. We remain very focused on our own efforts to protect the environment, most notably our commitment to finance \$100 billion in clean energy, infrastructure and technology projects which will help build a more sustainable economy.	company	Ed Skyler, Executive Vice President for Global Public Affairs	<a href="https://blog.citigroup.com/2017/06/citi-expresses-support-for-the-paris-climate-agreement/">https://blog.citigroup.com/2017/06/citi-expresses-support-for-the-paris-climate-agreement/</a>
"We are right alongside our clients in supporting the growth of renewable energy development and production. We're committed to using renewable power sources for our global operations while continuing to provide financing for our client's renewable energy and energy efficiency projects around the world."	company	CEO Michael Corbat	<a href="http://www.citigroup.com/citi/news/2017/170919a.htm">http://www.citigroup.com/citi/news/2017/170919a.htm</a>
As part of our continued support of the Paris Agreement and our own efforts to protect the environment, we're making notable progress on our commitment to finance \$100 billion in clean energy, infrastructure and technology projects that are helping to build a more sustainable economy.  In our latest report, Sustainable Growth at Citi: Progress and Impacts of Citi's \$100 Billion Environmental Finance Goal, we share more about our progress to date, how we're measuring our impact and what we're learning in partnership with our clients.  As a global bank, we believe we play an essential role in financing a sustainable economy and that our environmental finance activity represents a significant growth opportunity for our business and our clients. We're engaged in conversations with other corporates,	company	Ed Skyler, Executive Vice President for Global Public Affairs	<a href="https://blog.citigroup.com/2017/11/sustainable-growth-at-citi/">https://blog.citigroup.com/2017/11/sustainable-growth-at-citi/</a>



<p>governments, NGOs on an ongoing basis and at this week's 23rd annual Conference of Parties (COP23) in Bonn, Germany.</p> <p>In the first three years of our ten-year commitment, Citi has already financed and facilitated \$53.3 billion in environmental solutions in partnership with our clients, which will help address climate change and benefit society. At the half way mark of our goal, we're proud to highlight the following impacts:</p> <p>3.7 million metric tons of GHG emissions avoided by our environmental finance activity  1,883 MW of new renewable energy capacity  Over 88,000 estimated jobs supported in the United States. This activity coupled with our ambitious renewable energy goal and continued efforts toward our Sustainable Progress Strategy illustrate our unwavering commitment to financing sustainable growth. We'll continue to work alongside our clients to innovate, finance and facilitate the global transition to a low-carbon economy – and report in detail on our efforts every step of the way.</p>			
<p>"We get it. And our clients get it. The world is moving at a rapid pace toward cleaner, more sustainable sources of energy, and businesses around the world are leading the way with new ideas, plans and projects, as well as firm commitments to stay the course in addressing global climate change."</p>	company	Mike Corbat, CEO	<a href="https://twitter.com/Citi/status/930440214534860801">https://twitter.com/Citi/status/930440214534860801</a>
<p>A progress update on our \$100 billion Environmental Finance Goal: In just 3 1/2 years we've financed &amp; facilitated \$53.3 billion in environmental finance transactions.</p>	company		<a href="https://twitter.com/Citi/status/930438052912226304">https://twitter.com/Citi/status/930438052912226304</a>
<p>"Philip Brown #Citi Head of Public Debt at #CitiMediaSummit: We continue to see steady year-on-year growth for #greenbonds and #socialbonds as companies start mapping their funding activity against the Sustainable Development Goals."</p>	company		<a href="https://twitter.com/Citi/status/930407323012608001">https://twitter.com/Citi/status/930407323012608001</a>
<p>A look at some of the environmental &amp; social impacts of \$10.3 Billion in public finance activity: <a href="http://on.citi.us/2jgROv0">http://on.citi.us/2jgROv0</a></p>	company		<a href="https://twitter.com/Citi/status/934148873211318272">https://twitter.com/Citi/status/934148873211318272</a>
<p>Solutions to deploy #energyefficiency at scale are urgently needed to address #climatechange. @Citi and @MetrusEnergy have a suggestion.</p>	company		<a href="https://twitter.com/GreenBiz/status/931594034585333761">https://twitter.com/GreenBiz/status/931594034585333761</a>
<p>CEO Mike Corbat was one of 30 CEOs to sign an open letter by business leaders to encourage President Trump to stay in the Paris Agreement (May 10, 2017):</p>	company	From OTC	<a href="http://www.bteam.org/announcements/30-major-ceos-call-on-trump-stay-in-paris/">http://www.bteam.org/announcements/30-major-ceos-call-on-trump-stay-in-paris/</a>

CEO Mike Corbat signed the Statement of Support for the FSB's Task Force on Climate-related Financial Disclosures	company	From OTC	<a href="https://www.fsb-tcfd.org/wp-content/uploads/2017/06/TCFD-Supporting-Companies-28-June-2017-FINAL.pdf">https://www.fsb-tcfd.org/wp-content/uploads/2017/06/TCFD-Supporting-Companies-28-June-2017-FINAL.pdf</a>
"Val Smith of Citi – who has a \$100 billion sustainable finance goal -- echoed that sentiment, committing Citi to improved climate risk disclosure and calling the TCFD recommendations "the most important development in the financial world since the 2003 Equator Principles." (Nov 21, 2017):	company	From OTC	<a href="https://www.forbes.com/sites/mindylubber/2017/11/21/we-are-still-in-and-were-more-committed-than-ever/#895ac2137c9a">https://www.forbes.com/sites/mindylubber/2017/11/21/we-are-still-in-and-were-more-committed-than-ever/#895ac2137c9a</a>
<i>Banking on 2030: Citi and the Sustainable Development Goals</i>	company	From OTC	<a href="http://www.citigroup.com/citi/about/citizenship/download/Banking-on-2030-Citi-and-the-SDGs-Report.pdf?ieNocache=68">http://www.citigroup.com/citi/about/citizenship/download/Banking-on-2030-Citi-and-the-SDGs-Report.pdf?ieNocache=68</a>
<i>\$100 Billion Environmental Finance Goal: Sustainable Growth at Citi: Progress and Impacts of Citi's \$100 Billion Environmental Finance Goal</i>	company	From OTC	<a href="http://www.citigroup.com/citi/sustainability/100billion.htm">http://www.citigroup.com/citi/sustainability/100billion.htm</a>
our approach to climate change and sustainability issues, please see our Environmental and Social Policy Framework.	company	From OTC	<a href="http://www.citigroup.com/citi/sustainability/data/Environmental-and-Social-Policy-Framework.pdf?ieNocache=190">http://www.citigroup.com/citi/sustainability/data/Environmental-and-Social-Policy-Framework.pdf?ieNocache=190</a>

## JP Morgan Chase

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>JPMorgan Chase recognizes that climate change poses global challenges and risks. An effective approach to climate change requires broad leadership and cooperation from governments to implement sensible policies that balance the need to reduce GHG emissions with the importance of promoting economic growth and social development.</p> <p>Government needs to take the lead in sending clear and timely signals to business that incentivize innovation and investment in low-carbon and energy efficient technologies, while ensuring GHG reductions are achieved as cost-effectively as possible. Private sector efforts, including our own, have been successful in implementing GHG reduction and energy efficiency measures, and pursuing other business initiatives that help to address climate change. However, without economy-wide signals from the public sector, it will be challenging to make meaningful progress on global GHG emission reductions.</p>	Company		<a href="https://www.jpmorganchase.com/corporate/Corporate-Responsibility/document/jpmc-environmental-and-social-policy-framework.pdf">https://www.jpmorganchase.com/corporate/Corporate-Responsibility/document/jpmc-environmental-and-social-policy-framework.pdf</a>
<p>Energy and Greenhouse Gas Emissions:</p> <p>We take a range of actions to consume energy as efficiently as possible and reduce greenhouse gas emissions, which include: applying best practices throughout our global operations; purchasing and installing renewable energy; and purchasing Verified Emission Reduction credits to offset all GHG emissions associated with employee air travel.</p>			<a href="https://www.jpmorganchase.com/corporate/Corporate-Responsibility/environment.htm">https://www.jpmorganchase.com/corporate/Corporate-Responsibility/environment.htm</a>
<p>The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions. Drawing from its extensive peer-reviewed published works, in-house policy analyses, and tracking of current legislative proposals, the Center provides research, analysis, and recommendations to policymakers in Congress and the Executive Branch.</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>
<p>"Today's announcement, while not unexpected, is a clear step in the wrong direction and runs counter to the more than 365 U.S. companies and investors who publicly supported the Clean Power Plan when it was announced in 2015, as well as the more than 1,000 companies and investors who back the recently released the Business Backs Low-Carbon USA statement."</p>	Association	Mindy Lubber, president of Ceres	<a href="https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and">https://www.ceres.org/news-center/press-releases/trump-administration-climate-action-rollback-decision-misguided-and</a>
<p>"Business must play a leadership role in creating solution that protect the environment and grow the economy. This global investment leverages the firm's resources and our people's expertise to make our operations more energy efficient and provide clients with the resources they need to develop more sustainable products and services.</p>	company	CEO Jamie Dimon	<a href="https://www.cnn.com/2017/07/28/jpmorgan-chase-says-it-will-rely-solely-on-renewable-energy-by-2020.html">https://www.cnn.com/2017/07/28/jpmorgan-chase-says-it-will-rely-solely-on-renewable-energy-by-2020.html</a>
<p>"Sustainable infrastructure is critical to the efficient and continuous operation of small businesses and to revitalizing commercial activity throughout Detroit. We firmly believe that sustainability lies at the heart of long-term economic growth and we are excited about bringing our expertise in advancing environmentally friendly sustainable solution to Detroit."</p>	company	Matt Arnold, global head of sustainable finance	<a href="https://www.jpmorganchase.com/corporate/news/pr/jpmc-announces-investments-to-support-detroit-economic-recovery.htm">https://www.jpmorganchase.com/corporate/news/pr/jpmc-announces-investments-to-support-detroit-economic-recovery.htm</a>

## MetLife

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>MetLife is committed to sound environmental stewardship and in 2015, we announced bold new environmental goals for our international operations, including:</p> <p>Become carbon neutral in 2016 and going forward. This goal applies to greenhouse gas (GHG) emissions from all of MetLife's owned and leased properties across the world, as well as its fleet of automobiles in the Auto &amp; Home business line (Scope 1 and 2). The goal also applies to the company's employee business travel (Scope 3). MetLife will achieve carbon neutrality through continued implementation of energy efficiency measures across its portfolio, increased use of collaboration tools to reduce employee business travel and investment in carbon offsets for the remainder of its GHG emissions.</p>	Company		
<p><b>MetLife's response to Oxfam:</b></p> <p><b>Additional information on Climate related issues:</b></p> <ul style="list-style-type: none"> <li>· Announced new environmental goals in 2015: <a href="https://www.metlife.com/about-us/newsroom/2015/november/metlife-is-first-u-s--insurer-to-adopt-carbon-neutrality/">https://www.metlife.com/about-us/newsroom/2015/november/metlife-is-first-u-s--insurer-to-adopt-carbon-neutrality/</a></li> <li>· Received U.S. EPA Climate Leadership Award: <a href="https://www.metlife.com/about-us/newsroom/2016/march/metlife-recognized-by-u-s--environmental-protection-agency/">https://www.metlife.com/about-us/newsroom/2016/march/metlife-recognized-by-u-s--environmental-protection-agency/</a></li> <li>· Became carbon neutral: <a href="https://www.metlife.com/about-us/newsroom/2017/february/metlife-is-first-u-s--insurer-to-achieve-carbon-neutrality/">https://www.metlife.com/about-us/newsroom/2017/february/metlife-is-first-u-s--insurer-to-achieve-carbon-neutrality/</a></li> <li>· Recognized by Dow Jones Sustainability Index for second year: <a href="https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-to-the-2017-dow-jones-sustainability-index/">https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-to-the-2017-dow-jones-sustainability-index/</a></li> <li>· CDP leadership recognition: <a href="https://www.cdp.net/en/responses/11796">https://www.cdp.net/en/responses/11796</a> and <a href="https://www.metlife.com/about-us/newsroom/2016/october/metlife-recognized-for-leadership-on-environmental-issues/">https://www.metlife.com/about-us/newsroom/2016/october/metlife-recognized-for-leadership-on-environmental-issues/</a></li> </ul> <p>To see more details, please review our latest corporate responsibility report, p. 40-43: <a href="https://www.metlife.com/content/dam/microsites/about/corporate-responsibility/pdf/global-impact-full-report.pdf">https://www.metlife.com/content/dam/microsites/about/corporate-responsibility/pdf/global-impact-full-report.pdf</a></p>			

## Morgan Stanley

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p><b>Strengthening Competitiveness:</b> By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p><b>Creating Jobs, Markets and Growth:</b> By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p><b>Reducing Business Risks:</b> By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>How socially responsible investing allows people to fight climate change through the power of the markets.</p>	Company	42814	<a href="https://twitter.com/MorganStanley/status/843818910931701760">https://twitter.com/MorganStanley/status/843818910931701760</a>
<p>Morgan Stanley Wealth Management Introduces New Tool Kit to Effectively Integrate Investing with Climate Change and Fossil Fuel Impact Goals</p>		42412	<a href="http://www.morganstanley.com/press-releases/morgan-stanley-wealth-management-introduces-new-tool-kit-to-effect/">http://www.morganstanley.com/press-releases/morgan-stanley-wealth-management-introduces-new-tool-kit-to-effect/</a>
<p>"Numerous key markets have reached an inflection point where renewables will have become the cheapest form of new power generation by 2020, a dynamic we see spreading to nearly every country we cover."</p>	company	Stephen Byrd, North American Power and utilities and clean energy industries	<a href="https://www.morganstanley.com/ideas/solar-wind-renewable-energy-utilities?cid=sm_corp_TWITTER_MorganStanley_20170922&amp;linkId=42295859">https://www.morganstanley.com/ideas/solar-wind-renewable-energy-utilities?cid=sm_corp_TWITTER_MorganStanley_20170922&amp;linkId=42295859</a>
<p>"Morgan Stanely has been committed for over a decade to reducing our greenhouse gas emissions through strategic energy efficiency in our buildings and adding new renewable energy capacity to the grid from on-site power generation at our own properties."</p>	company	Tom Nides, Vice Chairman	<a href="http://www.morganstanley.com/press-releases/morgan-stanley-announces-new-goal-of-carbon-neutrality-for-globa?cid=sm_corp_TWITTER_MorganStanley_20170920&amp;linkId=42489049">http://www.morganstanley.com/press-releases/morgan-stanley-announces-new-goal-of-carbon-neutrality-for-globa?cid=sm_corp_TWITTER_MorganStanley_20170920&amp;linkId=42489049</a>

report; long	company	Morgan Stanley Institute for Sustainable Investing	<a href="https://www.morganstanley.com/content/dam/msdotcom/ideas/climate-change-mitigation-index/MorganStanley_EIU-ClimateChangeIndex_Report.pdf">https://www.morganstanley.com/content/dam/msdotcom/ideas/climate-change-mitigation-index/MorganStanley_EIU-ClimateChangeIndex_Report.pdf</a>
Finding the rare unicorn startup that both disrupts an industry and changes the world for the better has been the mission for Nancy Pfund of DBL Ventures. These double bottom line businesses are changing the way many are thinking about sustainability. In this episode of the podcast we learn what Nancy values in these companies, visit a transformative soap factory in a struggling Chicago community, and hear from Hilary Irby, Morgan Stanley's co-head of Global Sustainable Finance, about how this approach works and what potential investors should keep in mind.	company		<a href="http://www.morganstanley.com/ideas/sustainable-progressive-business-model-podcast?cid=sm_corp_TWITER_MorganStanley_20171105&amp;linkid=44197224">http://www.morganstanley.com/ideas/sustainable-progressive-business-model-podcast?cid=sm_corp_TWITER_MorganStanley_20171105&amp;linkid=44197224</a>

## Prudential

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We recognize the emerging risk of global climate change, and the impact it could have on our industry and our customers around the world. We have a strong corporate commitment to clean and renewable energy and energy efficiency, both in our operations and in our investments. We will continue to develop our understanding of climate and energy, and take actions that protect the environment and strengthen our businesses.	Company		<a href="http://corporate.prudential.com/view/page/corp/31834">http://corporate.prudential.com/view/page/corp/31834</a>
As a leading life insurer and asset manager, Prudential believes that a healthy environment helps us create and preserve value for our customers, employees and investors, and that deteriorating environmental conditions pose unacceptable challenges to our quality of life and our business.  We recognize the emerging risk of global climate change, and the impact it could have on our industry, our customers, our employees and our neighbors. We have a strong corporate commitment to clean and renewable energy and energy efficiency, both in our operations and in our investments.	Company		<a href="http://corporate.prudential.com/view/page/corp/31819">http://corporate.prudential.com/view/page/corp/31819</a>

## State Farm

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

State Farm <sup>®</sup> is reducing its carbon footprint by adding hybrid-electric models, flexible fuel models, and models powered by four-cylinder engines.	Company		<a href="https://www.statefarm.com/about-us/environmental-programs/green-policies/climate-resolve">https://www.statefarm.com/about-us/environmental-programs/green-policies/climate-resolve</a>
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## Wells Fargo

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Wells Fargo recognizes the growing concerns related to climate change.  We will continue to do our part: We are a leader in financing environmentally beneficial opportunities. ... We are managing carbon risks in our lending and operations. ... We are using innovation to accelerate environmental sustainability in our own operations and beyond. ...	Company		<a href="https://www.wellsfargo.com/about/corporate-responsibility/environment/climate-change-statement/">https://www.wellsfargo.com/about/corporate-responsibility/environment/climate-change-statement/</a>
Wells Fargo: Our commitment to creating stronger communities " We will continue to do our part: We want to do our part to accelerate the transition to a lower-carbon economy and help reduce the impacts of climate change on our customers and communities.	Company	Jon Campbell EVP, Head of Government & Community Relations	<a href="https://www.linkedin.com/pulse/wells-fargo-our-commitment-creating-stronger-jon-campbell?articleId=8242346264195407206">https://www.linkedin.com/pulse/wells-fargo-our-commitment-creating-stronger-jon-campbell?articleId=8242346264195407206</a>
The Paris Agreement on climate change, announced in December 2015, set the stage for a new wave of possible policies and regulations to reduce GHG emissions in the power generation and transportation sectors. To manage risks, we perform sensitivity analyses on our customers and portfolios, and the analyses have intensified in the current* low commodity price environment. At the same time, we continue to increase our investments in solar and wind projects, and support our electric utilities customers as they work to meet increasingly stringent environmental regulations or to make investments in new technologies that make power more reliable, affordable, diverse, and community centric. We engage with external stakeholders who encourage us to finance more clean energy and power and less fossil fuel-based energy and power. And, we are keenly aware of the respective risks and returns across different categories of energy and what this means for our portfolio in a changing energy landscape. As a result, we work to promote a dialogue on the real and perceived risks in these industries, encourage a deeper understanding of risks, and promote best practices for risk management.			<a href="https://www08.wellsfargomedia.com/assets/pdf/about/corporate-responsibility/environmental_lending_practices.pdf">https://www08.wellsfargomedia.com/assets/pdf/about/corporate-responsibility/environmental_lending_practices.pdf</a>
"Like so many of our customers, Wells Fargo strongly supports accelerating the development and production of renewable energy. Meeting our global electricity requirements with 100 percent renewable energy demonstrates our leadership in operational efficiency, and we are committed to continuing to innovate our products and services and provide financing for our customers' renewable energy, energy efficiency, and clean technology projects."	company	Tim Sloan CEO	<a href="https://newsroom.wf.com/press-release/corporate-and-financial/wells-fargo-global-operations-now-powered-100-percent">https://newsroom.wf.com/press-release/corporate-and-financial/wells-fargo-global-operations-now-powered-100-percent</a>

Schools, particularly ones with budgetary pressures, are able to control electricity costs. There's an environmental benefit: if you're producing energy from the sun, there are no emissions, and you're displacing power that produces greenhouse gas emissions. The other element is educational. SunPower has a very strong educational program that comes with every installation"	company	Barry Neal, vice president of renewable energy and environmental finance	<a href="https://stories.wf.com/solar-carports-can-generate-energy-save-money/">https://stories.wf.com/solar-carports-can-generate-energy-save-money/</a>
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## Extractive Industries Sector

### Anadarko Petroleum

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Anadarko Petroleum CEO and Chairman Al Walker said he does not believe the Obama administration targeted the energy industry, so much as drillers got swept up in regulation that went a little too far in general. While he hopes for regulatory relief, he said some level of regulation is necessary. "We need a common denominator factor, and so the absence of regulation would bother me as much as over-regulation," he said.	Company	CEO Al Walker	<a href="http://www.cnn.com/2017/03/09/drillers-praise-trump-on-regulation-raise-concerns-about-trade-taxes.html">http://www.cnn.com/2017/03/09/drillers-praise-trump-on-regulation-raise-concerns-about-trade-taxes.html</a>
At Anadarko, we seek to produce oil and natural gas in a manner that ensures the protection of our communities and environment.... Anadarko supports scientific research that improves the understanding of climate patterns and their potential sensitivity to human activities. Simultaneously, we recognize the need to reduce all emissions, particularly greenhouse gas (GHG) emissions of carbon dioxide (CO2) and methane (CH4).... Since 2005, Anadarko also has annually reported GHG emissions data and additional comprehensive information regarding our carbon-management strategies and actions to the Carbon Disclosure Project (CDP). Anadarko has also participated in EPA's Natural Gas STAR program, The Climate Registry and the American Carbon Registry.	Company		<a href="http://www.anadarko.com/Responsibility/Sustainable-Development/">http://www.anadarko.com/Responsibility/Sustainable-Development/</a> and <a href="http://www.anadarko.com/Responsibility/Sustainable-Development/HSE/Greenhouse-Gas-Management/">http://www.anadarko.com/Responsibility/Sustainable-Development/HSE/Greenhouse-Gas-Management/</a>

### Chevron

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Chevron (CVX) told CNNMoney it "supports continuing with" the Paris deal because it "offers a first step towards a global framework."	Company	Spokesperson	<a href="http://money.cnn.com/2017/04/18/investing/big-oil-paris-deal-trump/">http://money.cnn.com/2017/04/18/investing/big-oil-paris-deal-trump/</a>



<p>At Chevron, we conduct inventories of our emissions, undertake projects to reduce emissions, and apply innovative technologies to improve the energy efficiency of our operations. [Sub-topics include: climate policy, greenhouse gas management, climate change risk, renewable energy, energy efficiency]</p> <p>With emissions rising fastest in the broader developing world, climate change risks cannot be addressed by actions taken in the developed world alone. Global engagement is required.</p> <p>Policies that enable these dynamic aspects of science, research, innovation and application of technology to address scale, cost and technological barriers will advance the most cost-effective solutions to climate change risks.</p>	Company		<a href="https://www.chevron.com/corporate-responsibility/climate-change-and">https://www.chevron.com/corporate-responsibility/climate-change-and</a> <a href="https://www.chevron.com/corporate-responsibility/climate-change/policy-principles">https://www.chevron.com/corporate-responsibility/climate-change/policy-principles</a>
<p>Chevron is defending itself against false allegations that it is responsible for alleged environmental and social harms in the Amazon region of Ecuador. In February 2011, an \$18 billion judgment—later reduced to \$9.5 billion—was rendered against Chevron by a court in Lago Agrio, Ecuador, for alleged contamination resulting from crude oil production in the region.</p> <p>On March 4, 2014, the U.S. District Court for the Southern District of New York ruled that the \$9.5 billion Ecuadorian judgment was the product of fraud and racketeering activity, finding it unenforceable. The nearly 500-page ruling (1.6 MB) finds that Steven Donziger, the lead American lawyer behind the Ecuadorian lawsuit against the company, violated the federal Racketeer Influenced and Corrupt Organizations Act (RICO), committing extortion, money laundering, wire fraud, Foreign Corrupt Practices Act violations, witness tampering and obstruction of justice in obtaining the Ecuadorian judgment and in trying to cover up his and his associates' crimes.</p>	Company		<a href="https://www.chevron.com/ecuador/">https://www.chevron.com/ecuador/</a> and <a href="https://business-humanrights.org/en/texaco-chevron-lawsuits-re-ecuador">https://business-humanrights.org/en/texaco-chevron-lawsuits-re-ecuador</a>
<p>For the first time, one of the major publicly owned fossil fuel companies admitted publicly to investors that climate change lawsuits poses a risk to risk to its profits.... In the "risk factors" section of Chevron's 2016 10-K financial performance report to the Securities and Exchange Commission (SEC) — amid a discussion of how those pesky climate rules governments are enacting might hurt demand for its product — is this sentence: "In addition, increasing attention to climate change risks has resulted in an increased possibility of governmental investigations and, potentially, private litigation against the company."</p>	Company SEC filing as reported in media		<a href="https://thinkprogress.org/chevron-admits-climate-lawsuits-threaten-profits-33937dd562fd">https://thinkprogress.org/chevron-admits-climate-lawsuits-threaten-profits-33937dd562fd</a> and <a href="http://www.independent.co.uk/environment/chevron-oil-warn-climate-change-lawsuits-drilling-greenhouse-emissions-economically-infeasible-a7609411.html">http://www.independent.co.uk/environment/chevron-oil-warn-climate-change-lawsuits-drilling-greenhouse-emissions-economically-infeasible-a7609411.html</a>
<p>Shareholders at Exxon Mobil and Chevron rejected resolutions backed by environmentalists that would have pushed the companies to take stronger stands in favor of limiting climate change. Environmentalists took solace, however, that some of their ideas gained considerable support. At Chevron Corp., a resolution asking for an annual report each year on how climate-change policies will affect the company received 41 percent of the vote. A similar resolution at Exxon got 38 percent.</p>	Media reports		<a href="http://www.sandiegouniontribune.com/sdut-exxon-facing-heat-over-climate-change-holds-2016may25-story.html">http://www.sandiegouniontribune.com/sdut-exxon-facing-heat-over-climate-change-holds-2016may25-story.html</a> and <a href="http://www.npr.org/sections/thetwo-way/2016/05/25/479491919/exxonmobil-chevron-shareholders-reject-resolutions-aimed-at-battling-climate-cha">http://www.npr.org/sections/thetwo-way/2016/05/25/479491919/exxonmobil-chevron-shareholders-reject-resolutions-aimed-at-battling-climate-cha</a>
<p>Chevron, long an outspoken critic of climate legislation, last year opposed a shareholder resolution that it detail the business risks from climate legislation. But earlier this year, it became the first major oil company to acknowledge in its 10-K annual report the heightened business risks from potential governmental investigations and private suits around climate change.</p> <p>In March, Chevron chief executive John Watson said publicly that debate over climate change centers on humans' role in driving it, a common line among climate-change skeptics. But in the same month, the company released a report that said: "Chevron ... recognizes that the use of fossil fuels to meet the world's energy needs contributes to the rising concentration of greenhouse gases"</p>	Company	Chevron CEO	<a href="https://www.csmonitor.com/Business/2017/0502/Should-US-exit-the-Paris-climate-deal-Some-fossil-fuel-firms-say-no">https://www.csmonitor.com/Business/2017/0502/Should-US-exit-the-Paris-climate-deal-Some-fossil-fuel-firms-say-no</a>

(GHGs) in Earth's atmosphere."			
Chevron participates in CDP and discloses GHG emissions and climate policies	Association		<a href="https://www.cdp.net/en/responses?per_page=10&amp;queries%5Bname%5D=chevron&amp;sort_by=project_year&amp;sort_dir=desc">https://www.cdp.net/en/responses?per_page=10&amp;queries%5Bname%5D=chevron&amp;sort_by=project_year&amp;sort_dir=desc</a>

## Conoco Phillips

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"It would be good for the U.S. to stay in the climate agreement," ConocoPhillips chairman and CEO Ryan Lance told reporters on the sidelines of the CERAWeek conference in Houston, Axios reports.... Those companies with operations all over the world stand to benefit from the Paris Agreement because the nations' efforts to cut carbon emissions will lead to transitioning from coal-fired plants to gas-fired plants. And natural gas is quite a substantial portion of all those majors' businesses, investments and profits.	Company	CEO Ryan Lance	<a href="http://oilprice.com/Energy/Energy-General/Why-Is-Big-Oil-Backing-The-Paris-Climate-Agreement.html">http://oilprice.com/Energy/Energy-General/Why-Is-Big-Oil-Backing-The-Paris-Climate-Agreement.html</a>
We recognize that human activity, including the burning of fossil fuels, is contributing to increased concentrations of greenhouse gases (GHGs) in the atmosphere that can lead to adverse changes in global climate. While uncertainties remain, we continue to manage GHG emissions in our operations and to integrate climate change-related activities and goals into our business planning.	Company		<a href="http://www.conocophillips.com/sustainable-development/our-approach/Documents/Climate%20Change%20Position_FINAL.pdf">http://www.conocophillips.com/sustainable-development/our-approach/Documents/Climate%20Change%20Position_FINAL.pdf</a>
"it's important to continue to reduce emissions while we invest in technological solutions for future step-changes. It takes leadership throughout the organization and commitment to implementing our action plan to strengthen our competitive position and drive cleaner, lower cost performance."	company	Matt Fox, Strategy, Exploration & Technology Executive VP	<a href="http://www.conocophillips.com/zmag/16SR.html#20 p. 18">http://www.conocophillips.com/zmag/16SR.html#20 p. 18</a>
"Nearly all of our daily work involves people from a variety of different groups, technical backgrounds, and ethnicities. I don't see inclusion as a choice but an absolute necessity to achieve strong business performance. When solving business problems, one of the key strengths of our team brings to bear is our different perspectives. It is this exchange of ideas that encourages innovative thinking and better results - every time."	company	Stephanie Erickson, supervisor, Williston Reservoir Characterization & Base Reservoir Engineering	<a href="http://www.conocophillips.com/zmag/2qtr17_spiritmag.html?__prclt=IWRZTb0i#14 p. 12">http://www.conocophillips.com/zmag/2qtr17_spiritmag.html?__prclt=IWRZTb0i#14 p. 12</a>
Collaborating to address climate change concerns and provide affordable #energy. See our #ClimateChange Action Plan: <a href="http://bit.ly/2h8WLFi">http://bit.ly/2h8WLFi</a>	company		<a href="https://twitter.com/conocophillips/status/928721369046564864">https://twitter.com/conocophillips/status/928721369046564864</a>

Carbon scenarios help us address climate-related risks, meet global energy demand and support economic development. <a href="http://bit.ly/2y5Tlgj">http://bit.ly/2y5Tlgj</a>	company		<a href="https://twitter.com/conocophillips/status/926483080373706752">https://twitter.com/conocophillips/status/926483080373706752</a>
See how we use infrared to proactively manage fugitive emissions & improve environmental performance #EagleFord <a href="http://bit.ly/2ymfg3Z">http://bit.ly/2ymfg3Z</a>	company		<a href="https://twitter.com/conocophillips/status/924999555283763200">https://twitter.com/conocophillips/status/924999555283763200</a>

## Exxon Mobil

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
America's biggest oil company told the White House it believes the Paris agreement is an "effective framework for addressing the risks of climate change" and the U.S. should remain a party to it.... "We welcomed the Paris Agreement when it was announced in December 2015, and again when it came into force in November 2016. We have reiterated our support on several occasions," Peter Trelenberg, Exxon's environmental policy and planning manager, wrote to the White House.	Company	Peter Trelenberg, environmental policy and planning manager	<a href="http://money.cnn.com/2017/03/29/investing/exxon-trump-paris-climate-change/">http://money.cnn.com/2017/03/29/investing/exxon-trump-paris-climate-change/</a> and <a href="https://www.bloomberg.com/news/articles/2017-04-17/exxon-and-shell-join-ivanka-trump-to-defend-paris-climate-accord">https://www.bloomberg.com/news/articles/2017-04-17/exxon-and-shell-join-ivanka-trump-to-defend-paris-climate-accord</a>
This growing demand creates a dual challenge: providing energy to meet people's needs while managing the risks of climate change. I believe, and my company believes, that climate risks warrant action and it's going to take all of us – business, governments and consumers – to make meaningful progress. At ExxonMobil, we're encouraged that the pledges made at last year's Paris Accord create an effective framework for all countries to address rising emissions; in fact, our company forecasts carbon reductions consistent with the results of the Paris accord commitments.	Company	Chairman and CEO Darren Woods.	<a href="https://energyfactor.exxonmobil.com/perspectives/the-future-of-energy-opportunities-and-challenges/">https://energyfactor.exxonmobil.com/perspectives/the-future-of-energy-opportunities-and-challenges/</a>
"Like other CEOs of large US and international companies that have spoken in favour of keeping the US in the Paris accord, Mr. Woods argues that the country is "well positioned to compete" within the agreement, thanks to its "abundant low-carbon resources such as natural gas" and "innovative private industries including the oil, gas and petrochemical sectors."  "Mr. Woods argues that staying in the accord will mean the US keeps "a seat at the negotiating table to ensure a level playing field" for all energy sources, and can argue for "the most cost-effective greenhouse gas reduction options" and support for innovation."	company	excerpts from a personal letter ExxonMobil Chairman and CEO, Darren Woods, sent to President Trump regarding the Paris Climate Accord  From OTC	<a href="https://www.ft.com/content/fcf73abc-4202-11e7-9d56-25f963e998b2">https://www.ft.com/content/fcf73abc-4202-11e7-9d56-25f963e998b2</a> ; <a href="https://www.thestrete.com/story/14152362/1/exxon-ceo-woods-urges-trump-to-remain-in-paris-agreement.html">https://www.thestrete.com/story/14152362/1/exxon-ceo-woods-urges-trump-to-remain-in-paris-agreement.html</a>
ExxonMobil is taking action by reducing greenhouse gas emissions in its operations, helping consumers reduce their emissions, supporting research that leads to technology breakthroughs and participating in constructive dialogue on policy options.	Company		<a href="http://corporate.exxonmobil.com/en/current-issues/climate-policy/climate-perspectives/our-position">http://corporate.exxonmobil.com/en/current-issues/climate-policy/climate-perspectives/our-position</a>

<p>Addition sources provided by Exxon Mobil via OTC “providing additional information for the full context on ExxonMobil’s perspective and work in these areas”</p>			<p><a href="http://corporate.exxonmobil.com/en/energy/natural-gas/environment-and-safety/xto-energy-methane-emissions-reduction-program">http://corporate.exxonmobil.com/en/energy/natural-gas/environment-and-safety/xto-energy-methane-emissions-reduction-program</a>  <a href="http://news.exxonmobil.com/press-release/exxonmobil-and-fuelcell-energy-inc-pursue-novel-technology-carbon-capture">http://news.exxonmobil.com/press-release/exxonmobil-and-fuelcell-energy-inc-pursue-novel-technology-carbon-capture</a>  <a href="http://news.exxonmobil.com/press-release/exxonmobil-and-synthetic-genomics-algae-biofuels-program-targets-10000-barrels-day-202">http://news.exxonmobil.com/press-release/exxonmobil-and-synthetic-genomics-algae-biofuels-program-targets-10000-barrels-day-202</a></p>
<p>Exxon knew about climate change half a century ago. They deceived the public, misled their shareholders, and robbed humanity of a generation’s worth of time to reverse climate change. (various media articles listed in support) <b>Huffington Post reported that Exxon gave \$6.5 million in support to groups that deny fossil fuels contribute to global warming between 2008 and 2015.</b></p>		<p>Coalition of activist organizations including Public Citizen, Earth Rights International, 350.org, Center for American Progress, Union of Concerned Scientists</p>	<p><a href="http://exxonknew.org/">http://exxonknew.org/</a> and <a href="http://www.huffingtonpost.com/entry/tillerson-exxon-climate-donations_us_5873a3f4e4b043ad97e48f52">http://www.huffingtonpost.com/entry/tillerson-exxon-climate-donations_us_5873a3f4e4b043ad97e48f52</a></p>
<p>In response to the statement above, Exxon Mobil requested Oxfam include this blog post from Suzanne McCarron, Vice President, Public and Government Affairs</p>	<p>Company</p>		<p><a href="https://energyfactor.exxonmobil.com/perspectives/exxonmobil-climate-change/">https://energyfactor.exxonmobil.com/perspectives/exxonmobil-climate-change/</a></p>
<p>April 6, 2017 — A story in the LA Times by journalists from Columbia University is a feeble attempt to blame the tragic Valdez spill on climate change. The story illustrates what we’ve been saying all along – that the #ExxonKnew campaign is a complete fabrication that was conceived, paid for, and executed by anti-oil and gas activists.</p>	<p>Company</p>		<p><a href="http://corporate.exxonmobil.com/en/current-issues/climate-policy/climate-perspectives/understanding-the-exxonknew-controversy">http://corporate.exxonmobil.com/en/current-issues/climate-policy/climate-perspectives/understanding-the-exxonknew-controversy</a></p>
<p>Regarding the statement above, Exxon Mobil responded “The two sentences to the far left are not found on our website. However, the page linked to the left does provide ExxonMobil’s perspective on the issue overall.</p>			
<ul style="list-style-type: none"> <li>• By 2040, world population is expected to reach 9.2 billion people, up from 7.4 billion today (page 6).</li> <li>• Global CO2 emissions are likely to peak by 2040, at about 10 percent above 2016 levels (page 30).</li> <li>• Global energy demand by type (page 55): <ul style="list-style-type: none"> <li>o Oil – 31%</li> <li>o Gas – 26%</li> <li>o Coal – 20%</li> <li>o Nuclear – 7%</li> <li>o Biomass / waste – 8%</li> <li>o Hydro – 3%</li> <li>o Other renewables – 5%</li> </ul> </li> </ul>	<p>Company</p>		<p><a href="http://corporate.exxonmobil.com/en/energy/energy-outlook">http://corporate.exxonmobil.com/en/energy/energy-outlook</a></p>

<p>Legal action: Exxon is suing to end the investigations of the NY and MA Attorneys General into the company's history of climate change studies. The states are investigating whether the company misrepresented scientific information to the public. The venue was switched from Texas to a New York court at the end of March.</p>			<p><a href="https://insideclimatenews.org/news/30032017/exxonmobil-climate-change-research-ny-attorney-general-investigation">https://insideclimatenews.org/news/30032017/exxonmobil-climate-change-research-ny-attorney-general-investigation</a></p>
<p>Exxon Mobil response to the statement above: "A <a href="#">Bloomberg article</a> from March 29, 2017 contains a response statement from ExxonMobil that can be cited for more information on this subject."</p>			
<p>Shareholders at Exxon Mobil and Chevron rejected resolutions backed by environmentalists that would have pushed the companies to take stronger stands in favor of limiting climate change. Environmentalists took solace, however, that some of their ideas gained considerable support. At Chevron Corp., a resolution asking for an annual report each year on how climate-change policies will affect the company received 41 percent of the vote. A similar resolution at Exxon got 38 percent.</p>	<p>Media reports</p>		<p><a href="http://www.sandiegouniontribune.com/sdut-exxon-facing-heat-over-climate-change-holds-2016may25-story.html">http://www.sandiegouniontribune.com/sdut-exxon-facing-heat-over-climate-change-holds-2016may25-story.html</a> and <a href="http://www.npr.org/sections/thetwo-way/2016/05/25/479491919/exxonmobil-chevron-shareholders-reject-resolutions-aimed-at-battling-climate-cha">http://www.npr.org/sections/thetwo-way/2016/05/25/479491919/exxonmobil-chevron-shareholders-reject-resolutions-aimed-at-battling-climate-cha</a></p>
<p>In response to the statement above, Exxon Mobil responded " In February 2018, ExxonMobil released the publication, "<a href="#">Energy &amp; Carbon Summary: Positioning for a Lower-Carbon Future</a>" in response to a 2017 shareholder resolution seeking additional climate disclosures about the impacts of technology advances and global climate change policies on the company."</p>			
<p>"One option being discussed by policy makers is a national revenue-neutral carbon tax. This would promote greater energy efficiency and the use of today's lower-carbon options, avoid further burdening the economy, and also provide incentives for markets to develop additional low-carbon energy solutions for the future." — Darren Woods, CEO of Exxon Mobil, February 2017.</p>	<p>Exxon Mobile blog</p>	<p>Darren Woods, CEO Exxon Mobil</p>	<p><a href="https://energyfactor.exxonmobil.com/perspectives/the-future-of-energy-opportunities-and-challenges/">https://energyfactor.exxonmobil.com/perspectives/the-future-of-energy-opportunities-and-challenges/</a></p>
<p>In response to the statement above, Exxon Mobil responded: "In addition to the blog post you cite from our Chairman and CEO, Darren Woods, we also recommend you refer to a <a href="#">blog post by Peter Trelenberg</a>, Manager of Environmental Policy and Planning, discussing ExxonMobil's support for the Climate Leadership Council."</p>			
<p>ExxonMobil says #climate research stories inaccurate &amp; deliberately misleading. Take a moment to #GetTheFacts <a href="http://exxonmobil.co/1Rzlsn9">http://exxonmobil.co/1Rzlsn9</a></p>	<p>Company</p>		<p><a href="https://twitter.com/exxonmobil/status/659082652985769984">https://twitter.com/exxonmobil/status/659082652985769984</a></p>
<p>In response to the statement above, Exxon Mobil responded: "We recommend you also cite a <a href="#">recent blog post</a> on this issue from Suzanne McCarron, ExxonMobil's Vice President of Public and Government affairs."</p>			

<p>We believe the risks of #climatechange are real, and we are committed to #efficient #energy solutions:</p>	<p>Company</p>		<p><a href="https://twitter.com/exxonmobil/status/748554286066372608">https://twitter.com/exxonmobil/status/748554286066372608</a></p>
<p>In response to the above, Exxon Mobil responded: "We recommend you cite additional information from ExxonMobil's <a href="#">website</a> to present our full perspective on this issue."</p>			
<p>"ExxonMobil believes that effective policies to address climate change should:</p> <ul style="list-style-type: none"> <li>Ensure a uniform and predictable cost of carbon across the economy;</li> <li>Be global in application;</li> <li>Allow market prices to drive the selection of solutions;</li> <li>Minimize complexity and administrative costs;</li> <li>Maximize transparency; and</li> <li>Provide flexibility for future adjustments to react to developments in climate science and the economic impacts of climate policies.</li> </ul> <p>Of the policy options being considered by governments, we believe a revenue-neutral carbon tax is the best option to fulfill these principles."</p>	<p>Company</p>	<p>Suzanne McCarron</p>	<p><a href="https://energyfactor.exxonmobil.com/perspectives/exxonmobil-climate-change/">https://energyfactor.exxonmobil.com/perspectives/exxonmobil-climate-change/</a></p>
<p>ExxonMobil and Synthetic Genomics Inc. today announce a breakthrough in joint research into advanced biofuels involving the modification of an algae strain that more than doubled its oil content without significantly inhibiting the strain's growth. "This key milestone in our advanced biofuels program confirms our belief that algae can be incredibly productive as a renewable energy source with a corresponding positive contribution to our environment," said Vijay Swarup, vice president for research and development at ExxonMobil Research and Engineering Company. "Our work with Synthetic genomics continues to be an important part of our broader research into lower-emission technologies to reduce the risk of climate change." ExxonMobil is also actively researching other emission-reducing technologies, including carbon capture and sequestration.</p>	<p>company</p>	<p>Vijay Swarup, vice president for research and development</p>	<p><a href="http://news.exxonmobil.com/press-release/exxonmobil-and-synthetic-genomics-report-breakthrough-algae-biofuel-research">http://news.exxonmobil.com/press-release/exxonmobil-and-synthetic-genomics-report-breakthrough-algae-biofuel-research</a></p>
<p>In response to the above, Exxon Mobil responded: "This statement is accurate, however, we recommend you also reference more recent news on the latest phase of our algae research (<a href="#">ExxonMobil and Synthetic Genomics Algae Biofuels Program Targets 10,000 Barrels Per Day by 2025</a>) and additional information on our Energy Factor blog (<a href="#">The fat, fit, fantastic green machine</a>)."</p>			
<p>New York Attorney General Eric Schneiderman made "inflammatory, reckless and false allegation" when he misstated how ExxonMobil assesses the potential impact of climate policy on its business to justify expanding a politically based investigation with "ever-shifting and unravelling investigative theories." "From the outset of this investigation, it has been clear that the attorney general is working backwards from an assumption of ExxonMobil's guilty, searching in vain for some theory to support his prejudgement," the company said in a brief to the New York Supreme Court today. The brief was filed by ExxonMobil's lead lawyer, Ted Wells, Jr., of Paul, Weiss, Rifkind, Wharton &amp; Garrison LLP.</p>	<p>company/association</p>	<p>Ted Well, Jr., Exxon's lead lawyer in a brief</p>	<p><a href="http://news.exxonmobil.com/press-release/exxonmobil-ny-attorney-generals-reckless-and-false-allegations-misstated-climate-policy">http://news.exxonmobil.com/press-release/exxonmobil-ny-attorney-generals-reckless-and-false-allegations-misstated-climate-policy</a></p>

## Marathon Petroleum

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
MPC works to minimize and reduce emissions of criteria pollutants and greenhouse gases (GHGs) from all of our operations.... MPC's is also an industry leader in offering renewable fuels along with conventional fuels to the consumer through our Speedway brand.	Company		<a href="http://www.marathonpetroleum.com/Corporate_Citizenship/Health_Environment_Safety_Security/Environment/">http://www.marathonpetroleum.com/Corporate_Citizenship/Health_Environment_Safety_Security/Environment/</a>
Shareholder resolutions filed on environmental and human rights due diligence (Dakota Access Pipeline) and request for a strategy to align with the Paris Agreement commitments.			<a href="http://www.onlineethicalinvestor.org/eidb/wc.dll?eidbproc~reso~13076">http://www.onlineethicalinvestor.org/eidb/wc.dll?eidbproc~reso~13076</a> and <a href="http://www.onlineethicalinvestor.org/eidb/wc.dll?eidbproc~reso~13312">http://www.onlineethicalinvestor.org/eidb/wc.dll?eidbproc~reso~13312</a>
Company letter in opposition to shareholder resolutions about environmental and human rights due diligence (Dakota Access Pipeline) and business plan alignment with the Paris climate agreement.	Company		<a href="http://www.marathonpetroleum.com/content/documents/investor_center/proxy_statements/2017_Additional_Proxy_Materials.pdf">http://www.marathonpetroleum.com/content/documents/investor_center/proxy_statements/2017_Additional_Proxy_Materials.pdf</a>
As one of our key performance metrics, we continually optimize our assets to make them more efficient, both in terms of cost and impact to the environment. We have undertaken a number of steps that reduce GHG emissions, including investments in flare reduction, improved energy efficiency and renewable fuels.	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/investor_center/fact_books/2017_Climate_Related_Scenarios.pdf">http://www.marathonpetroleum.com/content/documents/investor_center/fact_books/2017_Climate_Related_Scenarios.pdf</a>
We were the first company to produce and publish the results of our own flare performance tests, and we have made significant investments in flare improvements throughout our refining system. By the end of 2016, these investments had resulted in an 87 percent reduction in emissions of volatile organic compounds, an 85 percent drop in hazardous air pollutants, and a 51 percent reduction of greenhouse gas emissions from 2007 levels. By the end of 2018, we will have invested more than \$375 million in this program.	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf">http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf</a>

<p>MPC is one of the most efficient refiners in the nation. Our refineries have earned more ENERGY STARR recognitions from the EPA than all other refiners in the U.S. combined.</p>	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf">http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf</a>
<p>MPC owns and maintains 21 wildlife habitats certified by the Wildlife Habitat Council (WHC), with more than 1,327 acres of land. The WHC promotes and certifies habitat conservation and management on corporate lands through partnerships and education. MPC participates in habitat certification as part of its long-time commitment to environmental stewardship.</p>	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf">http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf</a>
<p>So it's disheartening that there is a dedicated group of people whose goal is to make our most reliable, plentiful forms of energy much more expensive, so that other, less reliable forms of energy seem more attractive. The Clean Power Plan was one of these efforts, and we can all be grateful to EPA Administrator Pruitt for his efforts to rescind that rule.</p>	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
<p>Even as developing nations face problems that could be alleviated with plentiful, reliable, proven energy technologies, organizations like the United Nations, the International Monetary Fund and the World Bank have made greenhouse gas reductions their priority. This means they favor costly, less-reliable sources of energy like solar and wind for development projects, rather than the types of energy that can spur genuine prosperity.</p>	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
<p>Despite increasing our throughput by over 400,000 barrels per day since 2002, we have reduced our criteria air pollutant emissions substantially. During that same period, our greenhouse gas intensity has gone down by more than 15 percent, without government mandates or incentives. When I point out that our emissions are down while throughput is up, there's an acknowledgement that yes, there are emissions associated with our manufacturing processes. And we are transparent about it, just as we are transparent about our safety performance and other measures for which we hold ourselves accountable.</p>	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
<p>But other forms of energy – solar, wind and biofuels in particular – receive the opposite treatment: their externalities are ignored, while their benefits are held up as defining characteristics. In fact, they are consistently and unquestioningly referred to as “clean” energy in news articles, and so that's how they tend to be perceived by the public.</p>	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>



It's morally indefensible for us to restrict access to reliable, affordable fuel when we know it can make people's lives better today. The oil and gas industry operates more cleanly today than ever before, and is constantly improving. And renewable fuels simply cannot replace oil and gas for the foreseeable future.	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
When lawmakers and regulators let evidence and the rule of law guide their decisions – instead of social agendas and political considerations – it's amazing what can be accomplished. That's why it is gratifying to see the current push toward regulatory reform from the EPA and other federal agencies. The administration's willingness to address regulatory overreach on our industry is a welcome change that will benefit the 300 million Americans who rely on affordable energy to live healthy, prosperous lives.	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
President Trump recognized the importance of midstream infrastructure when he approved Keystone XL and the Dakota Access Pipeline early in his administration. In short, this administration is looking to protect the land, air and water we all share, while also ensuring that energy is plentiful, reliable and affordable. That balance is critical, because as our industry has proven, it's not an either-or proposition. We can accomplish both responsibly.	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
As an industry, we must reject the notion that people must live poorer, less fulfilling lives in the name of environmental preservation, because we make reliable, affordable energy and environmental stewardship possible every day.	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>

## Valero

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Valero Energy Corp on Tuesday signaled that record high costs to comply with the U.S. renewable fuels program will continue this year, after the oil refiner was hit with a ballooning tab for the program in 2016.... "At this level, this is a significant issue for us so we continue to work aggressively with regulators," said Chief Executive Officer and President Joe Gorder on an investor call to discuss earnings. These higher reported costs come at a tumultuous time for the Environmental Protection Agency (EPA), which oversees the program. U.S. President Donald Trump, who took office this month, has pledged to slash costly regulations. Valero and others have been pressing EPA to make changes to the program.	Company	CEO Joe Gorder	<a href="http://www.reuters.com/article/us-valero-energy-results-biofuels-idUSKBN15F28S">http://www.reuters.com/article/us-valero-energy-results-biofuels-idUSKBN15F28S</a> and <a href="http://oilprice.com/Alternative-Energy/Biofuels/Why-Carl-Icahn-and-Valero-Are-Pushing-For-Biofuels-Changes-in-Washington.html">http://oilprice.com/Alternative-Energy/Biofuels/Why-Carl-Icahn-and-Valero-Are-Pushing-For-Biofuels-Changes-in-Washington.html</a>
The country's top refiner and No. 3 ethanol producer filed a challenge with the U.S. Court of Appeals in Washington to review the EPA's latest Renewable Fuel Standard plans for 2014-2016. It also asked the court to reopen its standards from 2010 and 2007, said Frank Maisano, a partner with Valero's law firm, Bracewell LLP.	Media report		<a href="http://www.businessinsider.com/r-valero-energy-sues-epa-over-biofuels-plan-2016-2">http://www.businessinsider.com/r-valero-energy-sues-epa-over-biofuels-plan-2016-2</a>

Valero Energy appear to have an active and obstructive engagement with multiple strands of climate change legislation.	NGO	Influence Map	<a href="https://influencemap.org/company/Valero-Energy">https://influencemap.org/company/Valero-Energy</a>
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## Occidental Petroleum

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Occidental consistently integrates these activities through policies and procedures that assure rigorous compliance with environmental laws, regulations and internal standards. We apply technologies to conserve or reuse resources, design facilities to minimize our impact on communities and ecosystems, and work with stakeholders to preserve habitat and wildlife.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Report/Documents/Occidental%20Social%20Responsibility%20Brochure-Partner%20of%20Choice.pdf">http://www.oxy.com/SocialResponsibility/Report/Documents/Occidental%20Social%20Responsibility%20Brochure-Partner%20of%20Choice.pdf</a>
<p><b>Occidental's response to the above statement:</b></p> <p>In 2015, the U.S. Environmental Protection Agency (EPA) approved a Monitoring, Reporting and Verification (MRV) Plan for simultaneous CO2 injection and sequestration for Occidental's Denver City unit operations in Texas. This is the first-of-its-kind MRV Plan approved by the EPA and represents an important milestone in the development and commercialization of CCUS technology as an approach for long-term management of greenhouse gas emissions. Since then, Occidental has received approval for a second MRV Plan at an additional CO2 facility. The continuing use of natural sources of CO2 in EOR is essential to support investment in and expansion of infrastructure that can be used in the future to transport and inject CO2 from anthropogenic sources.</p> <p>source:  <a href="http://www.oxy.com/SocialResponsibility/overview/Pages/Performance.aspx">http://www.oxy.com/SocialResponsibility/overview/Pages/Performance.aspx</a>            Tab: Environmental Stewardship / Climate Change and Energy / Enhanced Oil Recovery and Carbon Dioxide Sequestration</p>			
We are the only company that has achieved EPA-approval of first-of-its-kind plans for simultaneous CO2 injection and sequestration for EOR production operations, an important milestone in the development and commercialization of CCS technology as an approach for long-term management of greenhouse gas emissions. Occidental is actively developing projects that will capture CO2 emissions for use in our EOR operations and we are seeking other economic industrial sources of CO2.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Report/Documents/Occidental%20Social%20Responsibility%20Brochure-Partner%20of%20Choice.pdf">http://www.oxy.com/SocialResponsibility/Report/Documents/Occidental%20Social%20Responsibility%20Brochure-Partner%20of%20Choice.pdf</a>

As a socially-responsible company we've got to do the right thing. And what we're trying to do is to continue to reduce our emissions. We've been successful in doing that in the past few years.	Company	CEO Vicki Hollub	<a href="http://fortune.com/2017/06/12/occidental-petroleum-climate-change/?utm_campaign=fortunemagazine&amp;utm_source=twitter.com&amp;utm_medium=social&amp;xid=soc_socialflow_twitter_FORTUNE">http://fortune.com/2017/06/12/occidental-petroleum-climate-change/?utm_campaign=fortunemagazine&amp;utm_source=twitter.com&amp;utm_medium=social&amp;xid=soc_socialflow_twitter_FORTUNE</a>
We've been inspired to do more already, and we have a determination to make an impact in this area. We think it will make Occidental unique and in that we're being very proactive and progressive to make this happen. I think it's already been a goal of ours. We are going to push hard to make that a reality	Company	CEO Vicki Hollub	<a href="http://fortune.com/2017/06/12/occidental-petroleum-climate-change/?utm_campaign=fortunemagazine&amp;utm_source=twitter.com&amp;utm_medium=social&amp;xid=soc_socialflow_twitter_FORTUNE">http://fortune.com/2017/06/12/occidental-petroleum-climate-change/?utm_campaign=fortunemagazine&amp;utm_source=twitter.com&amp;utm_medium=social&amp;xid=soc_socialflow_twitter_FORTUNE</a>
Consistent with our policies and practices, we seek to work with local contractors who share our commitment to safety, integrity and respect for people and the environment.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Contractor%20Workforce.aspx">http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Contractor%20Workforce.aspx</a>
Occidental works with national, regional and local government agencies, university researchers and nonprofit organizations to support native species in certain operating locations, implement adaptive management practices to minimize habitat disruption and to preserve and restore habitat for those species.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/BiodiversityandHabitatConservation/Pages/default.aspx">http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/BiodiversityandHabitatConservation/Pages/default.aspx</a>
Occidental amplifies its commitment to biodiversity through an active membership in and support of nonprofit conservation organizations, including the Wildlife Habitat Council (WHC) and The Nature Conservancy.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/BiodiversityandHabitatConservation/Pages/default.aspx">http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/BiodiversityandHabitatConservation/Pages/default.aspx</a>
Our longstanding policy is to seek continuous improvement in resource recovery, conservation, pollution prevention and energy efficiency. As a result, we integrate climate change issues into our business decisions through a team of managers and employees, with oversight from the Board of Directors' Environmental, Health and Safety Committee.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/Pages/Regulation-of-GHGs.aspx">http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/Pages/Regulation-of-GHGs.aspx</a>
There is an ongoing effort to assess and quantify the effects of climate change and the potential human influences on climate. Occidental recognizes the importance of economic and policy assessments taking place in many countries and among international organizations related to climate change, including the agreement reached in Paris in 2016 to set a goal of limiting global warming to less than 2 degrees Celsius (°C) compared to pre-industrial levels.	Company	Company	<a href="http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/Pages/Regulation-of-GHGs.aspx">http://www.oxy.com/SocialResponsibility/Environmental-Stewardship/Pages/Regulation-of-GHGs.aspx</a>

Five-time winner of the American Chemistry Council's top safety performance award, including the "Responsible Care® Company of the Year" award in 2015, in recognition of OxyChem's outstanding achievements in environmental, health, safety and security performance.	Company	Company	<a href="http://www.oxy.com/News/Documents/2017_FastFacts_Occidental_Online.pdf">http://www.oxy.com/News/Documents/2017_FastFacts_Occidental_Online.pdf</a>
Participants in The Environmental Partnership believe that addressing environmental impacts is an important component of securing America's long-term energy future. To that end, The Environmental Partnership's initial focus is on solutions that are technically feasible, commercially proven and will result in significant emissions reductions. The Environmental Partnership will provide a forum for participants to share information, and analyze best practices and technological breakthroughs in order to help improve our understanding of emissions and how best to reduce them.	Association	The Environmental Partnership	<a href="https://theenvironmentalpartnership.org/who-we-are/">https://theenvironmentalpartnership.org/who-we-are/</a>
Occidental employs cutting-edge technologies and processes to contribute to the decline in methane emissions and to achieve exemplary safety and environmental performance. Our participation in The Environmental Partnership is an extension of our continuing commitment to conducting our business in a manner that protects the health and safety of people and the environment at our facilities and in the communities where we operate.	Company	CEO Vicki Hollub	<a href="https://twitter.com/OXY_Petroleum/status/938466452612399104">https://twitter.com/OXY_Petroleum/status/938466452612399104</a>

## EOG Resources

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
EOG believes that its strategy to reduce GHG emissions throughout its operations is in the best interest of the environment and is a generally good business practice. EOG has developed a system that is utilized in calculating GHG emissions from its operating facilities. The emissions management system calculates emissions based on recognized regulatory methodologies where applicable, and on commonly accepted engineering practices.	Company	Company	<a href="http://investors.eogresources.com/Annual-Reports-and-Proxy-Materials">http://investors.eogresources.com/Annual-Reports-and-Proxy-Materials</a>
Respect for the environment and a focus on adherence to sound health, safety and environmental practices are important facets of EOG's corporate culture and reflect a company-wide commitment to the communities where EOG operates. Embedded in all aspects of EOG's operations, this responsibility is shared by every employee throughout the United States, Trinidad, the United Kingdom, China and Canada.	Company	Company	<a href="http://www.eogresources.com/responsibility/environmental.html">http://www.eogresources.com/responsibility/environmental.html</a>
EOG supports efforts to understand and address the contribution of human activities to global climate change through the application of sound scientific research and analysis. In addition, the company believes that the reduction of air emissions throughout its operations is both in the best interests of the environment and a prudent business practice.	Company	Company	<a href="http://www.eogresources.com/responsibility/climate.html">http://www.eogresources.com/responsibility/climate.html</a>

EOG believes that any new climate change policies must be based on sound scientific and economic considerations, which are fully disclosed to the public, and rely on market forces to efficiently encourage consumer conservation and the development of alternative energy sources. Also, EOG believes that the application and enforcement of climate change policies and regulations should apply appropriately to all sectors of the economy and be uniform at the local, state, national and international levels.	Company	Company	<a href="http://www.eogresources.com/responsibility/climate.html">http://www.eogresources.com/responsibility/climate.html</a>
Strive to continuously improve and enhance our safety and environmental performance, through appropriate means and programs, toward our goal - no accidents, no harm to people and no damage to the environment.	Company	Company	<a href="http://www.eogresources.com/responsibility/safetyenv/iron_policy.html">http://www.eogresources.com/responsibility/safetyenv/iron_policy.html</a>

## Andeavor

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Air Emissions- At our refineries, we manage air emissions using environmental management systems, and we are committed to implementing cost-effective energy conservation measures that reduce direct emissions of criteria air pollutants and greenhouse gases (GHGs). We monitor and report our emissions to government agencies on a regular basis. We remain committed to implementing programs that will improve air quality and mitigate our impact on the environment and local communities.	Company	Company	<a href="http://www.andeavor.com/responsibility/environment/">http://www.andeavor.com/responsibility/environment/</a>
Greenhouse Gas and Energy Use- We manage our GHG emissions by improving energy and process efficiencies, reducing flare activity where safely possible, monitoring for leaks and repairing them promptly, and minimizing energy loss through equipment insulation.	Company	Company	<a href="http://www.andeavor.com/responsibility/environment/">http://www.andeavor.com/responsibility/environment/</a>
Water- We routinely evaluate our operations for opportunities to reduce our water use and improve water quality. By working closely with local municipalities, we are also reducing our fresh water consumption by incorporating more recycled water into our operations. Some of the water used in the refining process becomes recycled wastewater. Wastewater is properly treated so that it is safe to release back into the environment. We ensure that wastewater discharged from our refineries meets or surpasses regulatory standards, and we continue to assess how we may improve water quality in our treatment processes.	Company	Company	<a href="http://www.andeavor.com/responsibility/environment/">http://www.andeavor.com/responsibility/environment/</a>

<p>Spill Prevention and emergency preparedness- Nothing is more important to us than protecting the safety and well-being of the communities where we live and operate. To minimize risk, we've outlined a clear set of operational procedures and constantly refine them. We hold numerous emergency response drills and equipment deployments annually to understand how we can improve our preparedness strategies. We also provide our employees with thousands of hours of additional training each year to ensure they are ready to respond.</p>	Company	Company	<a href="http://www.andeavor.com/responsibility/environment/">http://www.andeavor.com/responsibility/environment/</a>
<p>Ecosystem Protection - Our operations take place near sensitive ecosystems that contain diverse wildlife and habitats. We are vigilant in working to ensure that our operations do not have a negative impact on these natural resources.</p>	Company	Company	<a href="http://www.andeavor.com/responsibility/environment/">http://www.andeavor.com/responsibility/environment/</a>
<p>Andeavor supports government agencies; environmental and community groups; and trade, professional and industry associations devoted to efforts that protect, conserve and sustain our environmental resources. These efforts may include recycling initiatives, clean-ups, educational programs, the construction of nature trails and research projects.</p>	Company	Company	<a href="http://www.andeavor.com/responsibility/community-investments/environmental-conservation-sustainability/">http://www.andeavor.com/responsibility/community-investments/environmental-conservation-sustainability/</a>
<p>Converting renewable biomass into biocrude is expected to enable existing refining assets to produce less carbon-intensive fuels at a significantly lower capital and operating cost than competing technologies. This approach could lower Tesoro's compliance costs with the federal renewable fuel standard and California's low carbon fuel standard by generating credits, while producing less carbon-intensive fuels which are fully compatible with the nation's existing fuel infrastructure as well as current vehicle fleet warranties.</p>	Company	Company	<a href="http://ir.andeavor.com/phoenix.zhtml?c=79122&amp;p=irol-newsArticle&amp;ID=2130623">http://ir.andeavor.com/phoenix.zhtml?c=79122&amp;p=irol-newsArticle&amp;ID=2130623</a>
<p>We've established relationships such as those with Fulcrum, Virent, and Ensyn, to progress technologies which would enable our existing fuel manufacturing infrastructure to help meet the demand for low-carbon, advanced biofuels. Working with these companies, Tesoro seeks to create shared value that will benefit our communities, consumers and the environment, while allowing us to supply biofuels at a competitive price</p>	Company	Executive VP of Strategy and Business Development, CJ Warner	<a href="http://ir.andeavor.com/phoenix.zhtml?c=79122&amp;p=irol-newsArticle&amp;ID=2130623">http://ir.andeavor.com/phoenix.zhtml?c=79122&amp;p=irol-newsArticle&amp;ID=2130623</a>
<p>To reduce our environmental impact, we carefully manage air emissions from our operations – including nitrogen oxides, sulfur dioxide, carbon monoxide, carbon dioxide, volatile organic compounds and particulate matter. We monitor, track and report emissions data on a regular basis in accordance with federal and state laws and regulations, which allows us to take specific actions to improve air quality and mitigate our impact on the environment. In 2016, we implemented operational efficiencies and installed new equipment, such as flare minimization, flare gas recovery, ultra-low nitrogen oxide burners, and sulfuric acid plant improvements, as part of long-term investments that we expect will further reduce emissions.</p>	Company	Company	<a href="http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf">http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf</a>

We work closely with several renewable energy companies to assist in the commercialization of technologies that produce less carbon-intensive fuels. In 2016, we acquired Virent, an innovative renewable fuels and chemicals company, as part of our broader renewable fuels strategy. We aim to foster the development of high-quality, lower carbon renewable feedstocks and blend stocks that can either be co-processed in existing refineries or blended seamlessly with traditional fuels.	Company	Company	<a href="http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf">http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf</a>
Given his campaign rhetoric and all the other stuff [Trump's] doing I think withdrawing from Paris is the only logical thing he can do. If you're walking away from the clean power plan and the climate action plan, how do you stay in	Company	Andeaver Lobbyist, Stephen Brown	<a href="https://www.houstonchronicle.com/business/energy/article/Oil-and-gas-industry-divided-as-Trump-readies-to-11185443.php">https://www.houstonchronicle.com/business/energy/article/Oil-and-gas-industry-divided-as-Trump-readies-to-11185443.php</a>
Trump makes us decidedly less nervous than [Clinton's] apparent play to Bernie's voters. It would be hard to imagine that a Trump presidency would not be a welcome change to the regulatory tsunami [on energy policy] now being experienced so, no, nervousness about Trump is not what keeps our folks up at night	Company	Andeaver Lobbyist, Stephen Brown	<a href="https://www.politico.com/story/2016/05/donald-trump-energy-oil-environment-223588">https://www.politico.com/story/2016/05/donald-trump-energy-oil-environment-223588</a>

## Phillips 66

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
For us, sustainability means manufacturing and delivering affordable, clean products in a safe and environmentally sound manner. Our sustainability efforts are built on four pillars: operational excellence, environmental commitment, social responsibility and economic performance.	Company	Company	<a href="http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf">http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf</a>
More than one-third of our U.S. refineries have earned the U.S. Environmental Protection Agency ENERGY STAR Award, which recognizes their top-quartile energy efficiency performance.	Company	Company	<a href="http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf">http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf</a>
Our commitment to excellence compels us to invest in environmental projects and sustaining capital to improve our operations. The results are industry-leading practices and improved environmental performance. We invested more than \$5.4 billion in refining environmental projects and improvements from 2003 through 2015. During that time, we reduced Sox emissions by 90 percent, NOx emissions by 55 percent and particulate matter by 57 percent. Company	Company	Company	<a href="http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf">http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Phillips66_Proxy_2017.pdf</a>

Phillips 66 is committed to managing greenhouse gas (GHG) emissions. We do this on a global basis by investing in public and private research to advance energy solutions and reviewing potential GHG emissions impact as part of our major project approval process.	Company	Company	<a href="http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Sustainability-Report-2017.pdf">http://s22.q4cdn.com/128149789/files/doc_financials/annual_report/2017/Sustainability-Report-2017.pdf</a>
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## Food & Beverage Sector

### Archer Daniels Midland

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"ADM's view is that climate change can, and will, present challenges for many around globe. It has the potential to change the latitudes where different crops are grown"	Company		<a href="http://big-agwatch.org/2017/02/06/climate-change-trump-says-no-big-ag-says-yes/">http://big-agwatch.org/2017/02/06/climate-change-trump-says-no-big-ag-says-yes/</a>
In 2011, we set goals to reduce energy and water use and emissions output by 15 percent on a per-unit-of-production basis.	Company		<a href="http://www.adm.com/en-US/responsibility/2015Report/Documents/2016_CSR_Highlights_Sheet.pdf">http://www.adm.com/en-US/responsibility/2015Report/Documents/2016_CSR_Highlights_Sheet.pdf</a>
"ADM is committed to meeting its environmental obligations, while pursuing ways to continually improve its efforts in both protecting the environment and enhancing environmental sustainability."	Company		<a href="http://www.adm.com/en-US/responsibility/2013CorporateResponsibilityReport/Documents/Env_Policy_en-US.pdf">http://www.adm.com/en-US/responsibility/2013CorporateResponsibilityReport/Documents/Env_Policy_en-US.pdf</a>
Annual report (10-K) filed February 2016 with the Securities and Exchange Commission   "The Company's business could be affected in the future by national and global regulation or taxation of greenhouse gas emissions. It is difficult at this time to estimate the likelihood of passage, or predict the potential impact, of any additional legislation, regulations or agreements. Potential consequences could include increased energy, transportation, raw material, and administrative costs and may require the Company to make additional investments in its facilities and equipment	Company		<a href="https://www.sec.gov/Archives/edgar/data/7084/000000708416000046/adm-20151231x10k.htm">https://www.sec.gov/Archives/edgar/data/7084/000000708416000046/adm-20151231x10k.htm</a>



# Cargill

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>In support of its purpose to be the leader in nourishing the world in a safe, responsible and sustainable way, Cargill has led and supported a number of sustainability initiatives over the last decade to put its voice and influence behind public-private efforts aimed at mitigating key drivers of deforestation and climate change. Among these efforts are the Brazilian Soy Moratorium, the Sustainable Palm Oil Manifesto, the New York Declaration on Forests, the United Nations' Scaling Up Nutrition Movement and the Sustainable Development Goals, and the American Business Act on Climate Pledge.</p>	Company		<a href="https://www.cargill.com/2017/cargills-progress-on-building-deforestation-free-supply-chains">https://www.cargill.com/2017/cargills-progress-on-building-deforestation-free-supply-chains</a>
<p>... Emphasizing the critical role of forests, biodiversity and conservation in addressing global climate change, regulating the local and regional climate, and providing other critical ecosystem services that underpin the resilience of the cocoa sector and local livelihoods ... Following this meeting, we undertake to work collectively with producer country governments, farmers and farmer organizations, civil society organizations, development partners, and other stakeholders to prepare a joint framework for action to give substance to the commitment above by November 2017, with a view to announcing the framework and associated commitments at the 23rd session of the Conference of the Parties (COP 23) to the UN Convention on Climate Change (UNFCCC) in Germany.</p>	Association	The Cocoa and Forests Initiative	<a href="http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf">http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf</a>
<p>The companies plan to develop a joint public-private framework of action to address deforestation at the United Nations Framework Convention on Climate Change 23rd Conference of the Parties (COP23) meeting in Bonn in November. The framework will include actions such as investing in more sustainable forms of landscape management, partnering with others to protect and restore forests in the cocoa landscape, and investing in programs to improve cocoa productivity for smallholder farmers working in the cocoa supply chain.</p>	Association		<a href="https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/">https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/</a>
<p>"Cargill has made a series of bold commitments to end deforestation and create a more sustainable, food secure world. The implications for Cargill and the markets we serve are significant. We know that forests support plant and animal life while providing food, water, fuel, medicine and livelihoods for billions of people. Forests are also intrinsically linked to climate, with some estimates suggesting that about 12 percent of global greenhouse gas emissions result from tropical deforestation."</p>	Company		<a href="https://www.cargill.com/sustainability/deforestation">https://www.cargill.com/sustainability/deforestation</a>
<p>So here are some steps we need to take to sustainably nourish 9 billion people by 2050 ... [we need to] integrate sustainability measures into our operations and supply chains. This includes collaborating with others to end deforestation, being more responsible with water and natural resources and developing practical solutions to curb carbon emissions."</p>	Company	David W MacLennan, Cargill President and Chief Executive Officer	<a href="https://www.cargill.com/story/hunger-game-lessons-for-feeding-9-billion-people">https://www.cargill.com/story/hunger-game-lessons-for-feeding-9-billion-people</a>
<p>Since 2000, we've been working to reduce our company's direct climate impact. In 2015, we set new targets for 2020 to reduce greenhouse gas intensity, improve energy efficiency and increase renewables as a part of our portfolio. {regarding} greenhouse gas intensity: Our goal is to reduce by 5 percent against a fiscal 2015 baseline. In fiscal year 2016, we achieved a 2.2 percent reduction."</p>	Company		<a href="https://www.cargill.com/sustainability/priorities/climate-change">https://www.cargill.com/sustainability/priorities/climate-change</a>

"Food Chain Reaction demonstrated that the global food system can withstand the pressures of climate and political instability," said Cargill Animal Nutrition leader Joe Stone , who was a player in the game. "But a new approach focused on breaking down barriers and public-private action is required."	Company	Cargill Animal Nutrition leader Joe Stone	<a href="https://www.cargill.com/story/how-to-secure-the-global-food-system-in-a-time-of-climate-change">https://www.cargill.com/story/how-to-secure-the-global-food-system-in-a-time-of-climate-change</a>
"CEO of Cargill @ Bloomberg Global Business Forum: 'US will meet Paris Pledge with or without US government support'"	Association	carl pope, senior adviser to envoy for cities and climate	<a href="https://twitter.com/CarlPope/status/910529013378113536">https://twitter.com/CarlPope/status/910529013378113536</a>
"It is extremely disappointing. Exiting international accords like the Paris Agreement will negatively impact trade, economic vitality, the state of our environment, and relationships amongst the world community. And it positions the U.S. as an outlier on this important issue. It would have resulted in economic growth and job creation. That said, we have no intention of backing away from our efforts to address climate change in the food and agriculture supply chains around the world and in fact this will inspire us to work even harder. Caring about sustainability of the planet is not only the right thing to do for people and the environment, it is also good business."	company	CEO and Chairman David MacLennan	<a href="https://twitter.com/Cargill/status/870384528279445507">https://twitter.com/Cargill/status/870384528279445507</a>
"When we talk about sustainability, we're saying that agriculture must be economically, socially, and environmentally sustainable"	company	Kojo Amoo-Gottfried, agriculture supply chain commercial leader	<a href="https://twitter.com/foodsecurityworld/status/921408573455912960">https://twitter.com/foodsecurityworld/status/921408573455912960</a>
"In today's society, sustainable practices are no longer a 'nice-to-have', they are a given requirement. We are seeing a fast-growing trend towards ethical eating and sustainability, growing 36% over the last 5 years. At Cargill, our global presence, market insights and supply chain capabilities ensures we are well positioned to deliver more sustainable solutions for our customers.	company	Taco Terheijden, director cocoa sustainability	<a href="https://www.cargill.com/2017/cargill-at-food-ingredients-europe-2017">https://www.cargill.com/2017/cargill-at-food-ingredients-europe-2017</a>

## Coca-Cola

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Crow says there was "a lot of angst" at the convention with members being unsure of how specific countries will contribute to the global climate discussion in the years to come. Still, 193 UNFCCC members have already signed the Paris Agreement. So, Crow says, the current political climate in the U.S. won't affect what Coca-Cola is doing to make its business more sustainable. "Our business strategies don't change based on politics," she says. "Our environmental investments will continue."	Company	April Crow, Coca-Cola global director of environment and sustainability	<a href="http://www.coca-colacompany.com/coca-cola-unbottled/what-the-climate-conference-in-morocco-meant-for-coca-cola-and-the-business-world">http://www.coca-colacompany.com/coca-cola-unbottled/what-the-climate-conference-in-morocco-meant-for-coca-cola-and-the-business-world</a>
"The consensus on climate science is increasingly unequivocal -- global climate change is happening and man-made greenhouse gas emissions are a crucial factor. The implications of climate change for our planet are profound and wide-ranging, with expected impacts on biodiversity, water resources, public health and agriculture. ... Across the Coca-Cola system, we recognize that climate change may have long-term direct and indirect implications for our business and	Company		<a href="http://www.coca-colacompany.com/stories/position-statement-on-climate-protection">http://www.coca-colacompany.com/stories/position-statement-on-climate-protection</a>

supply chain. As a responsible multinational company, we have a role to play in ensuring we use the best possible mix of energy sources, improve the energy efficiency of our manufacturing processes and reduce the potential climate impact of the products we sell..."			
We continue our work to make changes in our operations and throughout the Coca-Cola system value chain to reduce our climate impact. This is reflected in our decision to bring several sustainability initiatives under one goal to reduce the carbon footprint of the "drink in your hand" by 25 percent by 2020. Progress toward reducing the greenhouse gas emissions across our manufacturing processes, packaging formats, delivery fleet, refrigeration equipment and ingredient sourcing is now being measured toward the "drink in your hand" goal.	Company		<a href="http://www.coca-colacompany.com/stories/2015-2016-sustainability-update-downloads">http://www.coca-colacompany.com/stories/2015-2016-sustainability-update-downloads</a>
The consensus on climate science is increasingly unequivocal -- global climate change is happening and man-made greenhouse gas emissions are a crucial factor. The implications of climate change for our planet are profound and wide-ranging, with expected impacts on biodiversity, water resources, public health and agriculture.	Company		<a href="http://www.coca-colacompany.com/stories/position-statement-on-climate-protection">http://www.coca-colacompany.com/stories/position-statement-on-climate-protection</a>
CEOs of Major U.S. Companies Urge Trump: Stay in Paris	Association	CEO James Quincey signed along with other CEO's; BTeam Letter to Trump on Paris agreement.	<a href="http://www.bteam.org/announcements/30-major-ceos-call-on-trump-stay-in-paris/">http://www.bteam.org/announcements/30-major-ceos-call-on-trump-stay-in-paris/</a>

## General Mills

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius ...	Association		<a href="http://www.lowcarbonusa.org/">http://www.lowcarbonusa.org/</a>
"The imperative is clear: Business, together with governments, NGOs and individuals, needs to act to reduce the human impact on climate change. Government policies that provide proportionate and clear guidance on mitigation and adaptation are essential for large scale progress. Business investment in innovations that help reduce natural resource use and create energy alternatives is essential to reach scalable practices and technologies. And, helping individual consumers make more sustainable choices is essential to reducing the collective human impact on the environment. ... As a global food company, General Mills recognizes the risks that climate change presents to humanity, our environment and our livelihoods.			<a href="https://www.generalmills.com/News/Issues/climate-policy">https://www.generalmills.com/News/Issues/climate-policy</a>

Changes in climate not only affect global food security but also impact General Mills' raw material supply which, in turn, affects our ability to deliver quality, finished product to our consumers and ultimately, value to our shareholders."			
"We write to express our support for continued participation by the United States in the Paris climate change agreement." "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
A spokesperson for General Mills, which sold \$10 billion worth of cereals, snack bars, yogurt, and other foods in the US last year, said the company "has long been committed to being part of the solution on climate change and will continue to stand behind our commitments."	Company		<a href="http://www.cnbc.com/2017/03/30/big-companies-defy-trump-on-climate-change.html">http://www.cnbc.com/2017/03/30/big-companies-defy-trump-on-climate-change.html</a>
"Combating climate change also requires collective action. Through BICEP we work with business and policy makers to advocate for innovative and impactful climate and clean energy policy. We are also signatories to UN Caring for Climate."	Company		<a href="https://globalresponsibility.generalmills.com/HTML1/general_mills-global_responsibility_2017_0036.htm?_ga=1.24161459.4.1218301572.1492463051">https://globalresponsibility.generalmills.com/HTML1/general_mills-global_responsibility_2017_0036.htm?_ga=1.24161459.4.1218301572.1492463051</a>
"Today's announcement, while not unexpected, is a clear step in the wrong direction and runs counter to the more than 365 U.S. companies and investors who publicly supported the Clean Power Plan when it was announced in 2015, as well as the more than 1,000 companies and investors who back the recently released the Business Backs Low-Carbon USA statement."	Association	Mindy Lubber, president of Ceres	<a href="https://www.ceres.org/press/press-releases/trump-administration-climate-action-rollback-decision-is-misguided-and-economically-damaging">https://www.ceres.org/press/press-releases/trump-administration-climate-action-rollback-decision-is-misguided-and-economically-damaging</a>
"As a global company, we depend on nature's system to make the food people love, so it is vital that we continue to make steady progress towards our ambitious climate, GHG and water commitments. "	Company	Jerry Lynch, VP and chief sustainability officer	<a href="https://globalresponsibility.generalmills.com/HTML1/general_mills-global_responsibility_2017_0036.htm?_ga=1.23788736.0.1218301572.1492463051">https://globalresponsibility.generalmills.com/HTML1/general_mills-global_responsibility_2017_0036.htm?_ga=1.23788736.0.1218301572.1492463051</a>
at general mills, we believe adopting healthy soil practices - and measuring improvements year after year - can make a huge impact on climate change and feeding the world	company		<a href="https://blog.generalmills.com/2017/11/healthier-soil-better-climate/">https://blog.generalmills.com/2017/11/healthier-soil-better-climate/</a>

## Kellogg

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.</li> </ul> </li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> </ul> </li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> </ul> </li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> </ul> </li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</li> </ul> </li> <li>Diversified utility energy portfolios <ul style="list-style-type: none"> <li>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</li> </ul> </li> <li>Support for climate change adaptation, both domestic and international <ul style="list-style-type: none"> <li>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</li> </ul> </li> <li>Support for developing countries in reducing carbon emissions <ul style="list-style-type: none"> <li>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</li> </ul> </li> </ul>	<p>Association</p>		<p><a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a></p>
<p>"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius ...</p>	<p>Association</p>		<p><a href="http://www.lowcarbonusa.org/">http://www.lowcarbonusa.org/</a></p>

<p>In 2008, Kellogg committed to reducing our normalized energy usage, greenhouse gas (GHG) emissions, water usage, and waste to landfill 15-20% by 2015 (from a 2005 baseline). "Science shows that climate change will reduce food productivity and food security at the same time our world's population is growing and requiring us to feed more people with fewer natural resources," Bryant continued. "That's why Kellogg is working on multiple fronts to address the risks climate change poses. Today, we're joining others in Paris taking action to reduce greenhouse gas emissions to limit the earth's temperature increase to 2 degrees Celsius."</p>	<p>Company</p>	<p>John Bryant, Kellogg Company Chairman and CEO.</p>	<p><a href="https://www.google.com/search?q=kellogg+company+climate+change&amp;ie=utf-8&amp;oe=utf-8">https://www.google.com/search?q=kellogg+company+climate+change&amp;ie=utf-8&amp;oe=utf-8</a> <a href="http://newsroom.kelloggcompany.com/2015-12-08-Kellogg-Company-Announces-New-Ambitious-Global-Greenhouse-Gas-Emission-Goals-Across-Manufacturing-and-Agricultural-Supply-Chains">http://newsroom.kelloggcompany.com/2015-12-08-Kellogg-Company-Announces-New-Ambitious-Global-Greenhouse-Gas-Emission-Goals-Across-Manufacturing-and-Agricultural-Supply-Chains</a></p>
<p>"We support #UNSDG 13! @KelloggCompany was among 1st global co's to set targets to mitigate its impact on climate change #CWNYC #TeamKellogg</p>	<p>company</p>	<p>Jennifer Davis, Global sustainability</p>	<p><a href="https://twitter.com/JenniferDavis_L/status/910212657596289024">https://twitter.com/JenniferDavis_L/status/910212657596289024</a></p>

## Mars Inc.

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius ...</p>	<p>Association</p>		<p><a href="http://www.lowcarbonusa.org/">http://www.lowcarbonusa.org/</a></p>
<p>"We're disappointed the administration has decided to roll back climate regulations such as the clean power plan and others. Corporations can't do it alone. Governments play a critical role in mitigating the effects of climate change on our economy."</p>	<p>Company</p>	<p>Edward Hoover, senior manager of Corporate Communications</p>	<p><a href="https://www.theguardian.com/environment/2017/mar/29/climate-change-companies-challenge-trump-mars-staples-gap">https://www.theguardian.com/environment/2017/mar/29/climate-change-companies-challenge-trump-mars-staples-gap</a></p>
<p>the companies plan to develop a joint public-private framework of action to address deforestation at the United Nations Framework Convention on Climate Change 23rd Conference of the Parties (COP23) meeting in Bonn in November. The framework will include actions such as investing in more sustainable forms of landscape management, partnering with others to protect and restore forests in the cocoa landscape, and investing in programs to improve cocoa productivity for smallholder farmers working in the cocoa supply chain.</p>	<p>Association</p>		<p><a href="https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/">https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/</a></p>

<p>“We see a clear business case for this,” said Kevin Rabinovitch, Global Sustainability Director at Mars Inc. The global food and candy company has committed to eliminate all greenhouse gas emissions from its operations by 2040. Working toward energy efficiency helps the company cut costs, he said, but also motivates employees who are working toward a higher purpose.</p> <p>“These targets, these programs, these goals need to transcend individual leaders, be they in government or in corporations,” Rabinovitch said. “We’re solving long-term problems. We need to put structures and systems in place that are consistent and durable.”</p>	Company	Kevin Rabinovitch, Global Sustainability Director at Mars Inc.	<a href="https://www.c2es.org/blog/julianit/businesses-continue-lead-climate">https://www.c2es.org/blog/julianit/businesses-continue-lead-climate</a>
<p>... Emphasizing the critical role of forests, biodiversity and conservation in addressing global climate change, regulating the local and regional climate, and providing other critical ecosystem services that underpin the resilience of the cocoa sector and local livelihoods ... Following this meeting, we undertake to work collectively with producer country governments, farmers and farmer organizations, civil society organizations, development partners, and other stakeholders to prepare a joint framework for action to give substance to the commitment above by November 2017, with a view to announcing the framework and associated commitments at the 23rd session of the Conference of the Parties (COP 23) to the UN Convention on Climate Change (UNFCCC) in Germany.</p>	Association	The Cocoa and Forests Initiative	<a href="http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf">http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf</a>
<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation’s electricity be generated by renewable energy sources by 2030.</li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</li> <li>Diversified utility energy portfolios <ul style="list-style-type: none"> <li>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</li> <li>Support for climate change adaptation, both domestic and international <ul style="list-style-type: none"> <li>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm</li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> </li></ul>	Association	Business for Innovative Energy Policy	<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>

<p>local communities and global supply chains alike.</p> <p>Support for developing countries in reducing carbon emissions</p> <p>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>			
<p>Barry Parkin adds: "We believe there needs to be policy action on climate change and as an industry we need to collaborate with governments, NGOs, scientists, academics to advocate for this. COP21 is our chance to safeguard a secure and habitable planet for our children and future generations – we must take it.</p>	Company	Chief Sustainability and Healthy & Wellbeing Officer at Mars	<a href="http://www.mars.com/global/press-center/newsroom/press-release/mars-speaks-out-on-climate-change-the-time-is-now-for-global-collaboration-and-action">http://www.mars.com/global/press-center/newsroom/press-release/mars-speaks-out-on-climate-change-the-time-is-now-for-global-collaboration-and-action</a>
<p>That's why we've set targets to reduce our emissions, regardless of how much our business grows. Through our Sustainable in a Generation program, we've pledged to eliminate all greenhouse gas emissions from our operations by 2040 and reduce emissions from our product deliveries to retail customers as much as we can.</p>	Company		<a href="http://www.mars.com/global/sustainability/operations/energy-climate">http://www.mars.com/global/sustainability/operations/energy-climate</a>
<p>We believe the science is clear: #Climatechange is real and human activity is a factor.</p>	Company	Twitter	<a href="https://twitter.com/MarsGlobal/status/846796549581488128">https://twitter.com/MarsGlobal/status/846796549581488128</a>
<p>"if we are to help deliver on the targets agreed in Paris and the UN Sustainable Development Goals, there has to be a huge step change. While many companies have been working on being more sustainable, the current level of progress is nowhere near enough"</p>	company	Grant F. Reid, CEO	<a href="http://www.mars.com/global/press-center/newsroom/unveiling-our-sustainable-in-a-generation-plan">http://www.mars.com/global/press-center/newsroom/unveiling-our-sustainable-in-a-generation-plan</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>



<p>policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>			
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>
<p>"now more than ever, companies that are serious about tackling climate change need to use their advocacy voice"</p>	company	Matthias Berninger, Global Head of Public Affairs	<a href="https://twitter.com/MarsGlobal/status/913147977190928384">https://twitter.com/MarsGlobal/status/913147977190928384</a>
<p>"We know the impact of climate change on the planet &amp; need to take action."</p>	company	Jean-Christophe Flatin, President	<a href="https://twitter.com/MarsGlobal/status/91013585509592320">https://twitter.com/MarsGlobal/status/91013585509592320</a>
<p>"Mars stands by the Paris Climate Agreement. We remain committed to work with all governments and our supply chain partners around the world to achieve the carbon reduction targets the planet needs."</p>	company	Grant F. Reid, CEO	<a href="https://twitter.com/MarsGlobal/status/870722027706961920">https://twitter.com/MarsGlobal/status/870722027706961920</a>

<p>"climate change will fundamentally alter food security, and businesses should take this threat seriously."</p>	<p>company</p>	<p>Stephen Bader, chairman</p>	<p><a href="http://www.mars.com/global/press-center/newsroom/un-week-2017">http://www.mars.com/global/press-center/newsroom/un-week-2017</a></p>
<p>"You have only to look at the carbon footprint of my own company, Mars, Inc., to see the effect business has on the world: Our footprint is equivalent to that of a country the size of Panama. With this scale comes responsibility. Mars, and companies like ours, must be as engaged as government in delivering reductions in greenhouse-gas emissions."</p>	<p>company</p>	<p>Stephen Badger, chairman</p>	<p><a href="https://www.washingtonpost.com/opinions/my-companys-carbon-footprint-is-the-size-of-a-small-country-we-need-to-act/2017/10/05/e13c2cea-a93d-11e7-850e-2bdd1236be5d_story.html?utm_term=.feld149e1e66">https://www.washingtonpost.com/opinions/my-companys-carbon-footprint-is-the-size-of-a-small-country-we-need-to-act/2017/10/05/e13c2cea-a93d-11e7-850e-2bdd1236be5d_story.html?utm_term=.feld149e1e66</a></p>
<p>"we want to make sure that everyone understands that climate change is a real issue."</p>	<p>company</p>	<p>Berta De Pablos-Barbier, president of Mars Wrigley Confectionery U.S.</p>	<p><a href="https://www.thestreet.com/video/14328815/mars-inc-s-push-to-get-wind-in-your-candy.html?puc=twitter&amp;cm_ven=TWITTER&amp;utm_source=dlvr.it&amp;utm_medium=twitter">https://www.thestreet.com/video/14328815/mars-inc-s-push-to-get-wind-in-your-candy.html?puc=twitter&amp;cm_ven=TWITTER&amp;utm_source=dlvr.it&amp;utm_medium=twitter</a></p>
<p>Our climate commitments are critical to the resilience and relevance of our business. We started with a commitment to eliminate 100% of the GHG emissions in our direct operations, and we're making progress there by investing in renewables at scale. By the end of 2018 we'll be using or purchasing renewable electricity to cover 100% of our operations in 11 countries including the United Kingdom, United States, Brazil, France, Mexico and others. But our direct operations are only a small fraction of our carbon footprint. That's why we've now set a science-based, value chain commitment to reduce our GHG emissions by two-thirds by 2050.</p>	<p>company</p>	<p>Ashely Allen, senior manager sustainability</p>	<p><a href="https://www.huffingtonpost.com/entry/mars-calls-for-business-to-double-down-on-climate-us_5a0053a9e4b05e3e1f0a02b9">https://www.huffingtonpost.com/entry/mars-calls-for-business-to-double-down-on-climate-us_5a0053a9e4b05e3e1f0a02b9</a></p>
<p><a href="https://twitter.com/LeanneRios/status/931095457442484224">.@MarsGlobal 's Lisa Manley talks about Mars' Farmer Livelihood Fund to help #famers better understand agricultural practices, #water stewardship and other #sustainable practices. #COP23 #Wearestillin</a></p>	<p>company</p>		<p><a href="https://twitter.com/LeanneRios/status/931095457442484224">https://twitter.com/LeanneRios/status/931095457442484224</a></p>

<p><a href="#">.@MarsGlobal is highlighting how sustainable supply chains play a crucial role to achieve the company's #RE100 commitment at @BloombergNEF #SustainableBiz17 event. Discover more in our NEW report <a href="http://bit.ly/RE100_GB">http://bit.ly/RE100_GB</a></a></p>	company		<p><a href="https://twitter.com/ClimateGroup/status/931139551086641155">https://twitter.com/ClimateGroup/status/931139551086641155</a></p>
<p><a href="#">Agriculture can be both more climate friendly and more productive says Kevin Rabinovitch @MarsGlobal #COP23</a></p>	company		<p><a href="https://twitter.com/devex/status/931071284104048640">https://twitter.com/devex/status/931071284104048640</a></p>
<p><a href="#">📸 Spotted at #COP23: #WeAreStillIn M&amp;M's! Because #ClimateAction is too important not to share with others.</a></p>	company		<p><a href="https://twitter.com/MarsGlobal/status/930891890500681728">https://twitter.com/MarsGlobal/status/930891890500681728</a></p>
<p><a href="#">"What we are seeing is unstoppable momentum on the part of business in driving climate action" - Barry Parkin, Chief Sustainability Officer, on reaching the tipping point for #climateaction. #COP23 #WeAreStillIn (📸 via @WMBtweets)</a></p>	company		<p><a href="https://twitter.com/MarsGlobal/status/930864936510619648">https://twitter.com/MarsGlobal/status/930864936510619648</a></p>
<p><a href="#">.@MarsGlobal operations in four countries powered by 100% #RenewableEnergy, will be 11 by the end of next year. 30% of all energy is renewable and will be 100% renewable by 2040 #WeAreStillIn #COP23 @CeresNews</a></p>	company		<p><a href="https://twitter.com/WMBtweets/status/930766952552980481">https://twitter.com/WMBtweets/status/930766952552980481</a></p>
<p><a href="#">"Metrics are incredibly important - if you can measure supply chain emissions and figure out a smart way to integrate that into the decision making processes, you can change the world." - Kevin Rabinovitch @MarsGlobal #COP23</a></p>	company		<p><a href="https://twitter.com/BCSECleanEnergy/status/930465548567269377">https://twitter.com/BCSECleanEnergy/status/930465548567269377</a></p>

<p><a href="#">We must treat action on #climatechange not as something adjacent, but something that is essential to the future of our business." Kevin Rabinovitch @MarsGlobal #COP23 #WeAreStillIn</a></p>	<p>company</p>		<p><a href="https://twitter.com/CeresNews/status/928992305406795777">https://twitter.com/CeresNews/status/928992305406795777</a></p>
<p><a href="#">Using renewable energy helps reduce #GHG emissions. By the end of 2018, we'll rely 100% on renewable electricity sources in 11 countries. <a href="http://bit.ly/2wK6Spt">http://bit.ly/2wK6Spt</a> #GenerationForChange #COP23</a></p>	<p>company</p>		<p><a href="https://twitter.com/MarsGlobal/status/928653996801212417">https://twitter.com/MarsGlobal/status/928653996801212417</a></p>
<p><a href="#">"Real things are happening in the real world, and that's where our supply chain operate, that's where our factories operate and that's where our customers live. It's critically important to us to tackle some of these issues, to manage risks to our supply chain and to capture some of the opportunities that exist in this space."</a></p>	<p>company</p>	<p>Kevin Rabinovitch, Global Sustainability Director at Mars Inc.</p>	<p><a href="https://www.bloomberg.com/news/articles/2017-11-08/as-trump-steps-back-from-un-climate-talks-coke-and-hp-move-in">https://www.bloomberg.com/news/articles/2017-11-08/as-trump-steps-back-from-un-climate-talks-coke-and-hp-move-in</a></p>
<p><a href="#">"As business actions to combat climate change continue to escalate, it's important to stay apprised of relevant policies around the world. A real-time, reliable, open source platform with national and local policy details is a real asset for planning and decision-making."</a></p>	<p>company</p>	<p>Kevin Rabinovitch, Global Sustainability Director at Mars Inc.</p>	<p><a href="https://twitter.com/MarsGlobal/status/925822645156823040">https://twitter.com/MarsGlobal/status/925822645156823040</a></p>
<p><a href="#">"we are worried about climate change and the ability of the world to move fast enough"</a></p>	<p>company</p>	<p>Barry Parkin, chief sustainability officer</p>	<p><a href="https://www.pri.org/stories/2017-11-21/world-s-largest-candy-maker-betting-billion-dollars-planet">https://www.pri.org/stories/2017-11-21/world-s-largest-candy-maker-betting-billion-dollars-planet</a></p>
<p><a href="#">Paris-sized wind farms. Carbon-neutral factories. 2/3 energy reduction. 85% water usage reduction. Just a few of the steps we're taking to make sustainability a part of the way we do business. Read more via @PRI:</a></p>	<p>company</p>		<p><a href="https://twitter.com/MarsGlobal/status/933384713334599681">https://twitter.com/MarsGlobal/status/933384713334599681</a></p>

<p>Speaking ahead of this month’s UN General Assembly and Climate Week in New York, Mr. Reid said the responsibility had never been greater for industry: “If we are to help deliver on the targets agreed in Paris and the UN Sustainable Development Goals, there has to be a huge step change. While many companies have been working on being more sustainable, the current level of progress is nowhere near enough.” “Mars has been in business for four generations and intends to be for the next four generations. The only way that will happen is if we do things differently to ensure that the planet is healthy and all people in our extended supply chains have the opportunity to thrive. We must work together, because the engine of global business – its supply chain – is broken, and requires transformational, cross-industry collaboration to fix it.”</p>		<p>Mars CEO Grant F. Reid</p>	<p><a href="http://mars.com/docs/default-source/Press-Releases/sig-press-release-final.pdf?sfvrsn=4">http://mars.com/docs/default-source/Press-Releases/sig-press-release-final.pdf?sfvrsn=4</a></p>
<p>As part of its response to these challenges, Mars today announced its “Sustainable in a Generation Plan.” The plan includes a set of far-reaching goals and ambitions underpinned by science and a determination to drive impact throughout the extended supply chain. To accelerate progress, Mars will invest approximately \$1billion in its Sustainable in a Generation Plan. The plan focuses on areas where Mars can impact change on some of the world’s biggest problems, as defined by the UN Sustainable Development Goals.</p>		<p>Company</p>	<p><a href="http://mars.com/docs/default-source/Press-Releases/sig-press-release-final.pdf?sfvrsn=4">http://mars.com/docs/default-source/Press-Releases/sig-press-release-final.pdf?sfvrsn=4</a></p>
<p>Mars, Incorporated is urging the business community and global leaders at COP22 to take bold action to implement the targets agreed last year in Paris for tackling climate change. Mars combined this call to action with an announcement of plans for a wind farm in Mexico—its third major wind energy commitment in as many years. Mars has an ambition to eliminate all fossil fuel use from its operations by 2040. Today the company is urging business and global leaders to do the same by setting ambitious goals that go beyond the national targets agreed at COP21. Barry Parkin, Mars, Incorporated’s Chief Sustainability &amp; Health and Wellbeing Officer, commented: “This is an important moment in global political and economic history, and we absolutely must come together to solve the immense challenges facing the planet. Climate change, water scarcity and deforestation are serious threats to society. It is imperative that global businesses, like Mars, do their part to face down those threats.”</p>		<p>Company</p>	<p><a href="http://mars.com/docs/default-document-library/mars-tackles-climate-change-cop22.pdf?sfvrsn=4">http://mars.com/docs/default-document-library/mars-tackles-climate-change-cop22.pdf?sfvrsn=4</a></p>
<p>Four big companies have joined the legal battle in favor of the Obama administration’s signature climate change regulations that would curb emissions from coal-fired power plants. Software maker Adobe, candy company Mars, furniture giant IKEA, and insurance behemoth Blue Cross Blue Shield filed an amicus brief in the U.S. Court of Appeals in Washington, D.C., in support of the Clean Power Plan, which aims to reduce climate change-causing pollution.</p>		<p>Company</p>	<p><a href="https://www.huffingtonpost.com/entry/companies-climate-regulations_us_56fee2fee4b083f5c607c33d">https://www.huffingtonpost.com/entry/companies-climate-regulations_us_56fee2fee4b083f5c607c33d</a></p>
<p>Non-governmental organizations are doing amazing, meaningful work around the world — we are lucky to partner with many of them. These partnerships are most effective when we get together on issues that are relevant to our business and the NGOs, so we can learn from each other and ultimately amplify the results of our efforts. Some examples include: Our support in national campaigns to introduce a meaningful governmental policy response that will enable a rapid transition to a low-carbon economy such as <a href="#">BICEP</a> (Business for Innovative Climate &amp; Energy Policy) and <a href="#">The Trillion Tonne Communique</a>.</p>		<p>Company</p>	<p><a href="http://mars.com/global/sustainable-in-a-generation/our-approach-to-sustainability/working-with-others">http://mars.com/global/sustainable-in-a-generation/our-approach-to-sustainability/working-with-others</a></p>

<p>Other initiatives California is pushing include eco-friendly building standards. Brown was joined on stage at Morgan Library and Museum in Manhattan by Gov. Jay Inslee of Washington, Gov. David Ige of Hawaii, Philippe Couillard, the premier of Quebec, and Stephen Badger, chairman of the board of Mars Inc. The chocolate giant has pledged to invest \$1 billion in its “Sustainable in a Generation” plan, which aims to fight climate change by reducing greenhouse-gas emissions in its production markets by 67 percent by 2050 and tackling poverty through promoting sustainable farming.</p>		<p>Stephen Badger, Chairman of the Board of Mars Inc.</p>	<p><a href="http://www.staradvertiser.com/2017/09/18/breaking-news/trump-is-riding-dead-horse-on-climate-issue-gov-brown-says-at-n-y-conference/">http://www.staradvertiser.com/2017/09/18/breaking-news/trump-is-riding-dead-horse-on-climate-issue-gov-brown-says-at-n-y-conference/</a></p>
<p>A year on from the Paris Agreement, the global community gathered in Marrakech last week to push for bold measures as the world contends with the critical issue of climate change. Scientific evidence is clear: the earth’s climate is changing. Mars is taking a proactive stance on climate change. As a business with agriculture at our very core, our ability to source our ingredients is at risk in the face of climate change. And, beyond that, we have an obligation to protect our planet. It is the right thing to do. As a global business, we know we have a strong voice and we want to use it for the good of our people and our planet, Alongside more than 360 other businesses and investors, we signed a letter to the elected leaders of the United States, asking them not to abandon the Paris pledges and to invest in a low-carbon future for the sake of our economy.</p>		<p>Company</p>	<p><a href="http://mars.com/global/press-center/newsroom/mars-tackles-climate-change-COP22">http://mars.com/global/press-center/newsroom/mars-tackles-climate-change-COP22</a></p>
<p>As Americans, we came to Bonn to deliver a message: We Are Still In. My colleagues, along with scores of U.S. business leaders, investors, governors, mayors and NGOs united at the U.S. Climate Action Center to share our commitment to the Paris Agreement... Joining Microsoft in Bonn were leaders from a wide array of industries. Mars, Incorporated, explained the economic reasoning behind their \$1 billion sustainability pledge.</p>		<p>Company</p>	<p><a href="https://www.forbes.com/sites/mindylubber/2017/11/21/we-are-still-in-and-were-more-committed-than-ever/#6705737c9ae7">https://www.forbes.com/sites/mindylubber/2017/11/21/we-are-still-in-and-were-more-committed-than-ever/#6705737c9ae7</a></p>
<p>COP23: Agriculture can be solution to climate change, says Mars Inc. executive. Kevin Rabinovitch, Global Vice President of Sustainability at Mars Inc., speaks about how his company is taking climate action by changing agriculture practices.</p>		<p>Kevin Rabinovitch, Global Vice President of Sustainability at Mars Inc</p>	<p><a href="http://www.un.org/sustainabledevelopment/blog/2017/11/cop23-agriculture-can-solution-climate-change-says-mars-inc-executive/">http://www.un.org/sustainabledevelopment/blog/2017/11/cop23-agriculture-can-solution-climate-change-says-mars-inc-executive/</a></p>
<p>Mars, Incorporated, General Mills, Unilever, Kellogg Company, Nestlé USA, New Belgium Brewing, Ben &amp; Jerry’s, Clif Bar, Stonyfield Farm and Dannon USA penned the letter, which states: “Climate change is bad for farmers and agriculture. Drought, flooding, and hotter growing conditions threaten the world’s food supply and contribute to food insecurity. As world leaders convene in Paris you will have an opportunity to take action on climate change that could significantly change our world for the better. “Companies signing the letter were brought together by the nonprofit sustainability advocacy organization Ceres and all are members of Ceres’ Business for Innovative Climate and Energy Policy (BICEP). It is the first time these organizations--some of which are direct competitors--have joined forces publicly to call for action on climate change. The letter</p>		<p>Company</p>	<p><a href="http://www.mars.com/global/press-center/newsroom/press-release/mars-unites-with-global-food-companies-on-climate-action-we-can--and-must-do-more">http://www.mars.com/global/press-center/newsroom/press-release/mars-unites-with-global-food-companies-on-climate-action-we-can--and-must-do-more</a></p>

<p>was spotlighted at a bipartisan, bicameral briefing on climate change in Washington, D.C. sponsored by Senator Sheldon Whitehouse (D-RI) and Representative Chris Gibson (R-NY) and featuring food company executives.</p>			
<p>Global businesses are, quite rightly, under scrutiny for what they are doing to tackle challenges such as climate change and poverty. Last month, the <a href="#">United Nations asked</a> business leaders the same questions we've heard countless times: What are businesses doing to help deliver on the Paris climate agreement? How can business and government work together to drive change at scale?</p> <p>One of the key characteristics of the Paris agreement is that it extends beyond governments to engage businesses. Corporations should seize this opportunity to have a seat at the table and do their part to address critical global challenges. In time, they will realize the returns on investment in a sustainable future...This is a call to action for all in business to double down in support of the Paris agreement and the sustainable- development goals. Business not only has a seat at the table; it has a vested interest in collaborating with everyone at the table. So let's grab this opportunity with both hands.</p>		<p>Stephen Badger, chairman of Mars Inc.</p>	<p><a href="https://www.washingtonpost.com/opinions/my-companys-carbon-footprint-is-the-size-of-a-small-country-we-need-to-act/2017/10/05/e13c2cea-a93d-11e7-850e-2bdd1236be5d_story.html">https://www.washingtonpost.com/opinions/my-companys-carbon-footprint-is-the-size-of-a-small-country-we-need-to-act/2017/10/05/e13c2cea-a93d-11e7-850e-2bdd1236be5d_story.html</a></p>
<p>This week, the U.S. Circuit Court of Appeals for the District of Columbia heard arguments in a lawsuit brought by 27 states against the EPA's Clean Power Plan. What may seem at first glance to be a political tussle between state lawmakers and federal regulators is actually a high-stakes socio-economic face-off with serious implications for the entire planet. The Clean Power Plan represents America's first comprehensive effort to tackle the global threat of climate change. If implemented, it would not only require the United States to take meaningful steps toward reducing its carbon footprint, it would accelerate investments in renewable energy and help stabilize long-term energy prices. Indeed, it would build a more sustainable and healthy economy for Virginia, the nation, and the world...The challenges our society and the economy face today from climate change are clear. We need the Virginia legislature to work with Gov. Terry McAuliffe to take a strong, public stand and advance a state implementation of EPA's Clean Power Plan. It will go a long way toward facilitating and safeguarding a sustainable future for all Virginians.</p>	<p>Company</p>	<p>Barry Parkin, chief sustainability and health and wellbeing officer for Mars Inc.</p>	<p><a href="https://pilotonline.com/opinion/columnist/guest/article_eff7682b-375b-5002-8780-3dd5f28626d1.html">https://pilotonline.com/opinion/columnist/guest/article_eff7682b-375b-5002-8780-3dd5f28626d1.html</a></p>
<p>Mars' response to Oxfam:</p> <p>Mars has "Provided vocal support to We're Still In and America's Pledge. [We] will be submitting a brief in support of the Clean Power Plan [and have engaged others in the food &amp; beverage space to sign on to a joint brief supporting the CPP. [We] have placed an op-ed from our Board Chair (Washington Post) calling for more corporate action to tackle climate change."</p>			

## McDonald's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>McDonald's Corporation understands that climate change presents a global challenge with broad and far reaching implications for generations to come. We acknowledge the findings of the 5th Assessment Report of IPCC "that human influence on the climate system is clear" and "limiting climate change will require substantial and sustained reductions of greenhouse gas emissions." The company believes that an effective approach toward climate change is environmentally and economically sustainable.</p> <p>We recognize that strong collaboration between governments and the private sector is critical in order to develop efficient market mechanisms, which can best drive innovation and affordable GHG emission reductions. This requires the company's active participation and influence to develop solutions to mitigate and adapt to the effects of climate change.</p>	Company		<a href="http://corporate.mcdonalds.com/content/dam/AboutMcDonalds/2.0/pdfs/McD_EnergyClimateChangePositionStatement.pdf">http://corporate.mcdonalds.com/content/dam/AboutMcDonalds/2.0/pdfs/McD_EnergyClimateChangePositionStatement.pdf</a>

## Mondelez

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We're one of the 12 leading companies committed to a collaborative effort to end #deforestation in the #cocoa supply chain. Hubert Weber, our EU President, said: "We announced our commitment to lead private sector action addressing deforestation in cocoa farming areas at the UN Climate Summit, COP 21. I'm delighted the cocoa sector has now agreed to work together to tackle this issue." #Sustainability <a href="http://expi.co/01Kblf">http://expi.co/01Kblf</a></p>	Company		<a href="https://www.facebook.com/mondelezinternational/photos/a.127807467271563.32893.106000626118914/1419152111470419/?type=3&amp;theater">https://www.facebook.com/mondelezinternational/photos/a.127807467271563.32893.106000626118914/1419152111470419/?type=3&amp;theater</a>
<p>... Emphasizing the critical role of forests, biodiversity and conservation in addressing global climate change, regulating the local and regional climate, and providing other critical ecosystem services that underpin the resilience of the cocoa sector and local livelihoods ... Following this meeting, we undertake to work collectively with producer country governments, farmers and farmer organizations, civil society organizations, development partners, and other stakeholders to prepare a joint framework for action to give substance to the commitment above by November 2017, with a view to announcing the framework and associated commitments at the 23rd session of the Conference of the Parties (COP 23) to the UN Convention on Climate Change (UNFCCC) in Germany.</p>	Association	The Cocoa and Forests Initiative	<a href="http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf">http://www.worldcocoafoundation.org/wp-content/uploads/StatementOfIntent_EENG.pdf</a>
<p>the companies plan to develop a joint public-private framework of action to address deforestation at the United Nations Framework Convention on Climate Change 23rd Conference of the Parties (COP23) meeting in Bonn in November. The framework will include actions such as investing in more sustainable forms of landscape management, partnering with others to protect and restore forests in the cocoa landscape, and investing in programs to improve cocoa productivity for smallholder farmers working in the cocoa supply chain.</p>	Association		<a href="https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/">https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/</a>



we announced our sustainability goals for 2020, an ambitious end-to-end approach to reduce our carbon footprint. The new goals include: Reducing absolute carbon dioxide emissions from manufacturing in line with science-based targets Reducing deforestation within our agricultural supply chain	Company		<a href="http://www.mondelezinternational.com/newsroom/our-stories/sustainability-2020">http://www.mondelezinternational.com/newsroom/our-stories/sustainability-2020</a>
"Our Sustainability 2020 goals place us at the forefront of the fight against climate change and support our ambition to be the leader in well-being snacks, while reducing costs and generating efficiencies that accelerate our growth," said Hubert Weber, Executive Vice President and President of Mondelez Europe. "In 2014, we were a year ahead of schedule in accomplishing our 2015 goals for packaging, greenhouse gas emissions and net waste. These new goals take our commitment a step forward using the power of our global resources and partners to drive meaningful change at scale."	Company	Hubert Weber, Executive Vice President and President of Mondelez Europe	<a href="http://www.mondelezinternational.com/newsroom/our-stories/sustainability-2020">http://www.mondelezinternational.com/newsroom/our-stories/sustainability-2020</a>
"Our goals place us at the forefront of the fight against climate change. We're setting science-based targets to support the global effort to limit climate change to less than 2c. And we're addressing deforestation in our key supply chains - the biggest single contributor to our end-to-end carbon footprint."	company	Irene Orsenfeld, Chairman and CEO	<a href="https://twitter.com/MDLZ/status/871769345638244352">https://twitter.com/MDLZ/status/871769345638244352</a>
"Mondelez International Affirms Commitment to Sustainability 2020 and Climate Change Goals"	Company website	From OTC	<a href="http://ir.mondelezinternational.com/news-releases/news-release-details/mondelez-international-affirms-commitment-sustainability-2020">http://ir.mondelezinternational.com/news-releases/news-release-details/mondelez-international-affirms-commitment-sustainability-2020</a>
Response from Mondelez regarding their climate change public statements: "- we supported the Low-Carbon USA letter ahead of COP22 in 2016"	company	From OTC	

## Nestle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Nestlé said it will "actively contribute to industry efforts and dialogue on this important topic, while strengthening our public commitments along our value chain and driving industry efforts on climate change." "Our company's success ultimately depends on our ability to reliably source high-quality crops and other raw materials," said a spokesperson.	Company		<a href="http://www.cnn.com/2017/03/30/big-companies-defy-trump-on-climate-change.html">http://www.cnn.com/2017/03/30/big-companies-defy-trump-on-climate-change.html</a>
the companies plan to develop a joint public-private framework of action to address deforestation at the United Nations Framework Convention on Climate Change 23rd Conference of the Parties (COP23) meeting in Bonn in November. The framework will include actions such as investing in more sustainable forms of landscape management, partnering with others to protect and restore forests in the cocoa landscape, and investing in programs to improve cocoa productivity for smallholder farmers working in the cocoa supply	Association		<a href="https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/">https://www.environmentalleader.com/2017/03/cargill-hersheys-mars-target-cocoa-supply-chain-sustainability/</a>

chain.			
<p>BICEP supports the following state and federal policy elements: Increased deployment of renewable energy; The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030; Increased investment in clean energy technologies; The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy at the federal and state levels, in line with the investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030; The establishment of aggressive energy efficiency policies; The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same; The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies; Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources; Transportation for a clean energy economy; The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.; Diversified utility energy portfolios; Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.; Support for climate change adaptation, both domestic and international; The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike; Support for developing countries in reducing carbon emissions; The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>	Association	Member of Business for Innovative Energy Policy	<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>
"We are determined to be a leader in reducing GHG emissions and use more renewable energy. We set ambitious targets to improve environmental performance and strive for zero impact in our operations, in line with the Paris Agreement."	Company		<a href="http://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-csv-full-report-2016-en.pdf">http://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-csv-full-report-2016-en.pdf</a>
<p>"Climate change is already impacting the food and beverage sector. Our industry relies on a sustainable supply of safe raw materials, and shifting weather patterns change how and where our ingredients are farmed, affecting food security. We believe that, in the wake of the 2016 Paris Agreement, there is now a global imperative to reduce greenhouse gas (GHG) emissions. We are committed to further reducing emissions along our value chain, while strengthening our supply chain and helping the farmers who we work with be more resilient to climate change."</p> <p>"We are committed to lowering the GHG emissions associated with the production and distribution of our food and beverages, by improving energy efficiency, using cleaner fuels and investing in renewable sources. "</p>	Company		<a href="http://www.nestle.com/ask-nestle/environment/answers/nestle-climate-change">http://www.nestle.com/ask-nestle/environment/answers/nestle-climate-change</a> <a href="http://www.nestle.com/csv/environmental-sustainability/climate-change">http://www.nestle.com/csv/environmental-sustainability/climate-change</a>

"As well as committing to lowering the greenhouse gas (GHG) emissions associated with the production and distribution of our products, we commit to designing products that help consumers lower their own GHG emissions, and we work with farmers to improve their resilience to climate change. "			
"The short term bonus payout is linked to the forward-looking commitments, including climate change leadership commitment, published in the 2014 Nestlé in Society report. These commitments provide a clear sense of the strategic direction we are heading in and the standards to which we hold ourselves accountable. The monetary reward is linked to the continuous improvement of environmental performance of Nestlé. More specifically, the monetary reward is linked to Nestlé in Society commitments that include the GHG emission reduction Scope 1 & 2, expansion of the use of natural refrigerants in our industrial refrigeration systems and the use of natural refrigerants in all new ice cream chest freezers worldwide. The short term bonus payout is determined by the degree of achievement of a number of annual operating objectives, including the reduction of GHG emissions."	Company		<a href="http://www.nestle.com/assets-library/documents/creating-shared-value/environment/nestle-answer-cdp-2015.pdf">http://www.nestle.com/assets-library/documents/creating-shared-value/environment/nestle-answer-cdp-2015.pdf</a>
			<a href="http://theweek.com/speedreads/689276/major-american-companies-say-thanks-but-no-thanks-trumps-environmental-regulation-rollbacks">http://theweek.com/speedreads/689276/major-american-companies-say-thanks-but-no-thanks-trumps-environmental-regulation-rollbacks</a>
#DYK climate change threatens your cup of #coffee? What is @Nescafe doing to help: <a href="http://bddy.me/2e7FTMi">http://bddy.me/2e7FTMi</a>	Company		<a href="https://twitter.com/Nestle/status/790976258624684036">https://twitter.com/Nestle/status/790976258624684036</a>
	Association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>

## Pepsi Co

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

PepsiCo spokesman, Jay Cooney, said the company believes that, "combating climate change is critical to the future of our company, customers, consumers and our world."		Jay Cooney, 'Vice President Corporate Communications	<a href="http://www.thegreenmarketoracle.com/2017/04/business-leaders-advocate-for.html">http://www.thegreenmarketoracle.com/2017/04/business-leaders-advocate-for.html</a>
2030 goal, in support of the UN SDG and call to combat climate change, work to reduce GHG across value chain by 20%			<a href="http://dev.pepsico.com/purpose/performance-with-purpose/our-goals">http://dev.pepsico.com/purpose/performance-with-purpose/our-goals</a>
To that end, we participate in public policy dialogue and share our expertise on key issues that support our business strategy and where we or others have identified that we can contribute ideas to solve policy issues, including health and wellness, water and <b>climate change management</b> , land rights and human rights.	Company		<a href="http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28">http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28</a>
Climate Change — Following engagement with organizations such as Ceres and BSR on climate change, we increased our advocacy with governments and others to show our support for appropriate legislative frameworks to tackle the issue. This included being part of a business coalition that made commitments to the White House on climate change, and contributing to the debate at COP21 in Paris by hosting a panel with governments, industry, NGOs and others on sustainable agriculture.	Company		<a href="http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28">http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28</a>
There is a growing consensus on the need and scale of change across businesses, governments and other organizations. The establishment of the Sustainable Development Goals (SDGs) and the progress made on climate change by governments at COP 21 in Paris provides PepsiCo and others with a valuable framework to find partnerships and collaboration in pursuit of common sustainability goals across both environmental and social issues. While we can contribute to (and impact) many of the SDGs, we believe we are particularly well placed to support the goals relating to: ... climate action by delivering greenhouse gas reductions in our value chain and supporting initiatives that aim to deliver the systematic changes needed to reduce emissions by the significant amounts needed.	Company		<a href="http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28">http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28</a>
Thirty-five U.S. companies, including [PepsiCo] have either set or committed to set science-based renewable energy and emissions targets aligned with the path recommended at the international climate talks.	Company		<a href="http://www.triplepundit.com/2017/01/crucial-heroes-americas-quest-climate-action/">http://www.triplepundit.com/2017/01/crucial-heroes-americas-quest-climate-action/</a>
And if society follows business as usual, leading global organizations expect that greenhouse gas (GHG) emissions will increase in the coming years, further accelerating climate change and putting crops at potential increased risk. ... Surely, changing the current environmental equation will require many hands. We will work with others, therefore, to achieve our Planet goals while also striving to contribute to global frameworks such as the Paris Climate Agreement and the UN 2030 Sustainable Development Goals.	Company		<a href="http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28">http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28</a>
Participating in external partnerships and supporting charters that promote sustainability enable us to contribute to solutions to systemic issues that we cannot tackle alone. Many of the externally developed principles and initiatives we have endorsed are listed on our website. Among them are: The Climate Declaration of Ceres' Business for Innovative Climate & Energy Policy UN Caring for Climate initiative	Company		<a href="http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28">http://www.pepsico.com/docs/album/sustainability-reporting/pepsico_sustainability_report_2015_and_-2025_agenda.pdf#page=28</a>

		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>
"We are all in. Sustainability is who we are. It's what fuels our business."	company	Indra K. Nooyi, PepsiCo Chairman and CEO	<a href="https://twitter.com/PepsiCo/status/909507493935579137">https://twitter.com/PepsiCo/status/909507493935579137</a>
"implementing solutions to address climate change is important to eh future of our company, customers, consumers, and our shared world."	company		<a href="https://twitter.com/PepsiCo/status/910200326954864643">https://twitter.com/PepsiCo/status/910200326954864643</a>

## Tyson

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We've been tracking, calculating and publicly reporting our greenhouse gas (GHG) emissions since 2004. We continue working with the U.S. EPA regarding GHG inventory information related to mandatory GHG reporting requirements. We've made important strides in the areas of energy efficiency, fuel consumption and renewables.	Company		<a href="http://www.tysonfoods.com/responsible-food/environment">http://www.tysonfoods.com/responsible-food/environment</a>
"Here's the issue: if we're going to feed nine and half billion people around the world by 2050, we have to be part of the solution. Big food has to get in the ballgame. These problems are not going to be solved by backyard farms. So we're taking it on. We have to be a part of the game, not only be a part of it, we want to lead it."	company	Tom Hayes, CEO	<a href="https://www.cnn.com/amp/2017/11/01/tyson-foods-ceo-big-food-has-to-be-part-of-sustainable-solutions.html">https://www.cnn.com/amp/2017/11/01/tyson-foods-ceo-big-food-has-to-be-part-of-sustainable-solutions.html</a>
<p><b>Tyson's response to Oxfam:</b>  Setting Science-Based Targets for GHG Reductions*  In fiscal year 2017, we collaborated with the World Resources Institute to establish our new "30 by 30" target to reduce our greenhouse gases (GHG) 30 percent by 2030. This target is designed to meet the criteria of the Science Based Targets initiative (SBTi) and is in accordance with the Paris Climate Agreement. We will be submitting our proposed GHG emission target to the SBTi for approval in FY2018 and look forward to sharing more details as they become available.  Additional statements regarding our GHG reduction target are available at the following links:  <a href="https://www.greenbiz.com/article/tyson-sustainability-agenda">https://www.greenbiz.com/article/tyson-sustainability-agenda</a>  <a href="https://www.tysonfoods.com/news/news-releases/2017/5/tyson-foods-teams-world-resources-institute-industry-leading">https://www.tysonfoods.com/news/news-releases/2017/5/tyson-foods-teams-world-resources-institute-industry-leading</a>  <a href="https://www.bloomberg.com/news/articles/2018-02-07/meat-industry-must-grow-sustainably-tyson-executive-says-q-a">https://www.bloomberg.com/news/articles/2018-02-07/meat-industry-must-grow-sustainably-tyson-executive-says-q-a</a></p>			

## Unilever

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."</p> <p>"We note and welcome your recognition of the importance of the United States staying at the table. Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>"Achieving a zero emissions economy is a significant business opportunity. As the New Climate Economy has shown, the global market for low-carbon goods and services is worth more than \$5.5 trillion and is growing at 3% per year. Businesses are already taking actions that will create more jobs, reduce risk to their supply chain, cut costs and – according to the Carbon Disclosure Project – drive 18% higher returns on investment."</p>	Company	Paul Polman, CEO, Unilever	<a href="http://bteam.org/announcements/b-team-leaders-statement-on-u-s-clean-power-plan/">http://bteam.org/announcements/b-team-leaders-statement-on-u-s-clean-power-plan/</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."</p> <p>"Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p>Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p>Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p>Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>

advance U.S. interests by remaining a full partner in this vital global effort.			
"Advocating for public policy to tackle climate change."	Company	Company website statement	<a href="https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact">https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact</a>
" ...committed to working with policymakers to pass meaningful energy and climate legislation that will enable a rapid transition to a low-carbon 21st century economy, ..."	Company	Company website statement	<a href="https://www.unilever.com/sustainable-living/transformational-change/tackling-climate-and-development-together/">https://www.unilever.com/sustainable-living/transformational-change/tackling-climate-and-development-together/</a>
<p>"Our Principles</p> <ul style="list-style-type: none"> <li>Promote Energy Efficiency and Renewable Energy</li> <li>Increase Investment in a Clean Energy Economy</li> <li>Support Climate Change Adaptation, Technology Transfer and Forest Preservation</li> </ul> <p>BICEP supports the following state and federal policy elements:</p> <ul style="list-style-type: none"> <li>Increased deployment of renewable energy <ul style="list-style-type: none"> <li>The United States should require at least 20 percent of the nation's electricity be generated by renewable energy sources by 2030.</li> </ul> </li> <li>Increased investment in clean energy technologies <ul style="list-style-type: none"> <li>The United States should encourage and incentivize public and private investment in energy efficiency and renewable energy technology at the federal and state levels, in line with the necessary investment of an additional \$500 million per year globally by 2020 and \$1 trillion per year globally by 2030.</li> </ul> </li> <li>The establishment of aggressive energy efficiency policies <ul style="list-style-type: none"> <li>The United States should implement programs and policies that double the energy productivity of the U.S. economy by 2030. Individual U.S. states should aim to do the same.</li> </ul> </li> <li>The promotion of an efficient economy by pricing carbon appropriately and adjusting fuel subsidies <ul style="list-style-type: none"> <li>Energy prices should reflect their full environmental, social and economic costs. The United States should adjust energy subsidies to discourage higher-polluting energy sources</li> </ul> </li> <li>Transportation for a clean energy economy <ul style="list-style-type: none"> <li>The United States and individual states and communities should enact and strengthen standards, incentives, and other policies to promote efficient and alternative fuel vehicles, low-carbon fuels, reductions in vehicle miles traveled, and transit-oriented development.</li> </ul> </li> <li>Diversified utility energy portfolios <ul style="list-style-type: none"> <li>Utility regulators should analyze the risks and costs of all energy resource options in inclusive, transparent planning processes and pursue diversification of utility portfolios and related policies that add energy efficiency and renewable energy resources to the portfolio mix.</li> </ul> </li> <li>Support for climate change adaptation, both domestic and international <ul style="list-style-type: none"> <li>The United States should support the development of adaptation technology to prepare for and adapt to extreme weather, water scarcity, reduced crop yields, and other climate impacts that harm local communities and global supply chains alike.</li> </ul> </li> </ul>	Association		<a href="https://www.ceres.org/bicep/principles">https://www.ceres.org/bicep/principles</a>

<p>Support for developing countries in reducing carbon emissions</p> <p>The United States should support developing countries through technology transfer and international climate finance to design and implement low-carbon growth strategies through the encouragement of renewable energy development and the enhancement of carbon sinks and reservoirs, including limits to deforestation."</p>			
<p>Business as a whole has a vital role to play in achieving the proposed new goals, just as it has been involved in climate change. Unilever has coordinated the development of a Post-2015 Business Manifesto supported by a growing number of companies. We believe the economic and business case for engagement in the SDGs is as strong as that already made for reducing greenhouse gas emissions</p>	Company		<a href="https://www.unilever.com/sustainable-living/transformational-change/tackling-climate-and-development-together/">https://www.unilever.com/sustainable-living/transformational-change/tackling-climate-and-development-together/</a>
<p>To help tackle climate change, we have set a bold new ambition to be carbon positive in our operations by 2030. Urgent action is needed to combat climate change.</p> <p>In November 2015, we announced that we will become carbon positive in our operations by 2030. We will source 100% of the energy used within our operations from renewable sources by 2030, and generate more renewable energy than we consume.</p> <p>We are also working to lower our greenhouse gas (GHG) impact from sourcing, manufacturing and innovation, as well as deepening our efforts to eliminate deforestation from our supply chains.</p>	Company		<a href="https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact/greenhouse-gases/">https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact/greenhouse-gases/</a>
<p>To achieve transformational change and eliminate deforestation, we need to align business action with public policy, through collaboration and partnership. We are making good progress towards our zero net deforestation commitment and our sustainable sourcing targets. However, we cannot eliminate deforestation by ourselves. We need the wholesale transformation of supply chains into more sustainable models. That is why we actively encourage other consumer goods companies on their deforestation commitments through collaborations such as the Consumer Goods Forum, Tropical Forest Alliance, Roundtable on Sustainable Palm Oil, New York Declaration on Forests, Banking Environment Initiative and the World Business Council for Sustainable Development.</p> <p>Many of these initiatives are multi-sectoral, and success will require that business, governments, civil society and the people who live and work in forested landscapes must work in partnership to achieve sustainable development while valuing and conserving forests.</p>			<a href="https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact/greenhouse-gases/acting-on-climate-change-by-eliminating-deforestation/advocacy-and-partnerships.html">https://www.unilever.com/sustainable-living/the-sustainable-living-plan/reducing-environmental-impact/greenhouse-gases/acting-on-climate-change-by-eliminating-deforestation/advocacy-and-partnerships.html</a>
<p>Despite the US withdrawal, it is clear that the business community recognizes the inherent economic opportunity of climate change. Not taking action to avoid runaway climate change is a moral abdication of our responsibility to the most vulnerable and to future generation. There is, quite simply, no turning back</p>	company	press release	<a href="https://www.unilever.com/news/Join-in/2017/leading-the-climate-revolution-with-renewed-strength.html">https://www.unilever.com/news/Join-in/2017/leading-the-climate-revolution-with-renewed-strength.html</a>
	Association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>



# Pharmaceuticals Sector

## AbbVie

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Climate change is one of the most critical issues facing our planet. We are committed to helping address this issue by reducing our direct impacts from manufacturing and by making a positive difference in managing indirect impacts across our value chain. We encourage our suppliers, distributors and other stakeholders to reduce their impact...</p> <p>... Looking Ahead. We recognize the need to protect the environment for future generations. That's why we've set long-term goals for 2035 (over a 2015 baseline).</p>	Company		<a href="https://www.abbvie.com/responsibility/operate-responsibly/healthy-environment.html">https://www.abbvie.com/responsibility/operate-responsibly/healthy-environment.html</a>
<p>Protecting the Earth, One Pound of CO2 at a Time ... Energy management has been the unseen hero of the sustainability world. Now, it's finally getting its time in the (energy efficient) spotlight...</p> <p>... The global team has four goals: setting aggressive targets, increasing low carbon energy supplies, improving management investment and developing a low carbon supply chain. They're also working on ways to track and quantify the efforts of every site.</p>	Company		<a href="https://stories.abbvie.com/stories/protecting-earth-one-pound-co2-at-time.htm?_ga=1.37471593.836945717.1493394036">https://stories.abbvie.com/stories/protecting-earth-one-pound-co2-at-time.htm?_ga=1.37471593.836945717.1493394036</a>

## Amgen

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"At Amgen, we continuously seek science-based and data-driven ways to optimize our energy management and create new opportunities for efficient operations. We are proud to have been recognized by AEE for SaIF, which is providing benefits we are realizing now and that we only expect to grow in the future."</p>	company	Tom Spooner, director of engineering	<a href="http://www.amgen.com/media/featured-news/2017/11/amgens-operations-team-honored-with-environmental-sustainability-achievement/">http://www.amgen.com/media/featured-news/2017/11/amgens-operations-team-honored-with-environmental-sustainability-achievement/</a>
<p>We're a global leader in #biotechnology. Learn how we're pioneering single-use technology to reduce consumption.</p>	company		<a href="https://twitter.com/Amgen/status/933489021061251072">https://twitter.com/Amgen/status/933489021061251072</a>

## Biogen

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We're on @CDP's Climate #AList because we're leading the way to a low carbon future <a href="http://bit.ly/2fWUJLx">http://bit.ly/2fWUJLx</a> #TippingPoint	company		<a href="https://twitter.com/biogen/status/925027040977285123">https://twitter.com/biogen/status/925027040977285123</a>

## Gilead Sciences

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
To reduce greenhouse gas emissions from product distribution in 2016, Gilead worked with a partnering wholesaler to consolidate individual shipments into a combined shipment for national distribution. This resulted in a reduction of 975 metric tons of CO2e emissions in 2016.	Company		<a href="http://www.gilead.com/responsibility/yir2016">http://www.gilead.com/responsibility/yir2016</a>

## Johnson & Johnson

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Johnson & Johnson response to Oxfam:  "With respect to climate change, I have also attached a customized report from our 2016 Health for Humanity Report detailing our efforts with respect to climate change and energy efficiency. Johnson & Johnson also participates in CDP reporting, and has for many years. You can find more information and our reports at <a href="http://cdp.net/en">cdp.net/en</a> ."	Company		<a href="http://www.gilead.com/responsibility/yir2016">http://www.gilead.com/responsibility/yir2016</a>

## Merck

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We support the adoption of a global framework to address GHG challenges under which all major emitting countries are committed to emission reduction goals. The goal of such programs should be to stabilize and then gradually reduce GHG concentrations in the atmosphere to levels likely to mitigate the expansion of climate change impacts.</p>			<a href="http://www.merck.com/about/views-and-positions/Climate_Change_Statement.pdf">http://www.merck.com/about/views-and-positions/Climate_Change_Statement.pdf</a>
<p>We have made it a priority to reduce our demand for energy, and have taken steps to establish responsible internal policies and practices focused on reducing energy use at all sites and greenhouse gas (GHG) generation throughout the company. By taking these steps, we are not only minimizing GHG emissions but also reducing our operating costs and mitigating the business impacts expected to be associated with future climate change requirements.</p>	company		<a href="http://www.msdsustainability.com/environmental-sustainability/climate-change-energy-use/">http://www.msdsustainability.com/environmental-sustainability/climate-change-energy-use/</a>
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>
<p>"as a healthcare company, we recognize the important role we play in identifying and responding to the public health risks associated with climate change. We believe our longstanding support of stronger health systems and expanded access to medicines and vaccines in underserved areas is even more important given the evidence that certain disease patterns can be associated with changing climate conditions. we have established and met several GHG-reduction goals over the last decade. in 2015, we exceeded our most recent goal to achieve a 15 percent absolute reduction of Scope 1 and 2 GHG emissions between 2012 and 2020. we are committing to setting a new science-based target to reduce our Scope 1 and market-based Scope 2 absolute GHG emissions by 40 percent between 2015 and 2025.</p>	company		<a href="https://www.msdsustainability.com/environmental-sustainability/climate-change-energy-use/">https://www.msdsustainability.com/environmental-sustainability/climate-change-energy-use/</a>
<p>We're on a quest to improve the efficiency of our operations and protect the environment with 12 new goals: <a href="http://bit.ly/2z7Einx">http://bit.ly/2z7Einx</a></p>	Company		<a href="https://twitter.com/Merck/status/926163094459633664">https://twitter.com/Merck/status/926163094459633664</a>

## Pfizer

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
As a science-based health care company, Pfizer has long recognized the risks posed by global climate change, such as more severe weather events and potential adverse impacts on human health, and has, as a precautionary step, taken significant voluntary action to reduce its own greenhouse gas (GHG) emissions.	Company		<a href="https://www.pfizer.com/files/.../Pfizer-Climate-Change-Position-Statement.pdf">https://www.pfizer.com/files/.../Pfizer-Climate-Change-Position-Statement.pdf</a>
While voluntary measures often offer the greatest opportunity for companies to design innovative solutions that work best for their particular situation, product range and investment timelines; tackling climate change will require action from all parties in all sectors. Therefore, Pfizer supports governmental policy frameworks that promote implementation of low carbon and renewable energy projects, reduce GHG emissions	Company		<a href="https://www.pfizer.com/files/.../Pfizer-Climate-Change-Position-Statement.pdf">https://www.pfizer.com/files/.../Pfizer-Climate-Change-Position-Statement.pdf</a>
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>

## Retail Sector

### Albertsons

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Emissions Reduction</p> <ul style="list-style-type: none"> <li>•Continuing to improve truck loading efficiency to reduce emissions</li> <li>•Updating our baseline of emissions data for company-wide goal-setting</li> </ul>	Company		<a href="http://www.albertsons.com/wp-content/uploads/2016/11/2015SustainabilityHighlights.pdf">http://www.albertsons.com/wp-content/uploads/2016/11/2015SustainabilityHighlights.pdf</a>

## Costco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Costco's sustainability commitment also focuses on managing our operation of 700-plus warehouses worldwide in an energy-efficient and environmentally responsible manner. These efforts, together with our attention to detail to find efficiencies that lower costs, use fewer resources and generate less waste, help us remain a low-cost operator, become more efficient and reduce our carbon footprint. These measures also save money on energy costs."</p>	Company		<a href="https://www.costco.com/sustainability-operations.html">https://www.costco.com/sustainability-operations.html</a>

## Home Depot

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"As a multi-channel, interconnected retailer, we have seen and continue to see enormous changes in the retail and manufacturing landscape. We not only have more powerful and innovative way to serve customers, but also see more transparency of corporate responsibility issues by manufacturers and the business community. this transparency form public and private companies' desires to inform and satisfy their many stakeholders. with more than one million different products available in stores and online, as well as thousands of suppliers across the planet, we are passionate about our opportunities to encourage our supplier to reduce negative environmental product impacts. The influence may be subtle at times: minor changes in a manufacturing process, a tweak in an ingredient list or a more pronounced change like converting a gas-powered lawn mower to a lithium-ion battery powered mower. And instead of focusing only on buying green products, we also work to green the products we buy. We're constantly working to balance the responsibilities of being a global retailer that embraces sustainable aspirations. Our goal is collaborate with suppliers to promote environmental innovation, foster technological advancements and reduce the environmental impact across our product categories. we seek transparency on issues that interest our stakeholders. in this year's 2017 Responsibility Report, we have expanded our insights into many of our activities in order to help our stakeholders understand our focus areas and impacts. You will find our progress and actions on foreign factory audits, renewable energy growth, organic product assortment, employee development, veteran housing initiatives, carbon emission reduction and more. It is our daily challenge to be proactive in reduce our industry's environmental impact and strive to improve human life across the global communities that we influence and support.</p>	company	Ron Jarvis, vice president, environmental innovation	<a href="https://corporate.homedepot.com/newsroom/infographic-2017-responsibility-report">https://corporate.homedepot.com/newsroom/infographic-2017-responsibility-report</a>

## Lowe's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
To learn more about important topics such as climate change and supply chain resource efficiency, Lowe's will foster relationships with organizations engaged in developing collaborative sustainable business strategies. Through these relationships, we will endeavor to gain a deeper understanding of the opportunities to reduce pollution and greenhouse gas emissions as well as develop a more sustainable approach to our business operations.			<a href="https://www.lowes.com/cd_Lowe+Policy+on+Sustainability_1286385507">https://www.lowes.com/cd_Lowe+Policy+on+Sustainability_1286385507</a>
Green Power: Lowe's is committed to improving our environmental performance and creating a healthier world through the purchase of green power, electricity generated from renewable energy sources such as solar and wind power. We rank sixth among America's top retail green power purchasers and No. 16 in the FORTUNE 500® in green power purchasing.			<a href="https://www.lowes.com/cd_Lowe+And+The+Environment_883249746">https://www.lowes.com/cd_Lowe+And+The+Environment_883249746</a>

## Publix

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Our Publix Mission challenges us to be responsible citizens in our communities. And part of that mission is to meet today's needs while being careful not to compromise what's essential for tomorrow.	Company		<a href="http://sustainability.publix.com/storefront/greenhouse-gas-reduction">http://sustainability.publix.com/storefront/greenhouse-gas-reduction</a>

## Target

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We disclose our company's carbon emissions each year through the <b>Carbon Disclosure Project</b> and we're working toward <b>our goal</b> to lessen our impact through more energy-efficient store design, new lighting technologies and experiments with renewable energy.	Company		<a href="https://corporate.target.com/corporate-responsibility/sustainability/sustainable-operations">https://corporate.target.com/corporate-responsibility/sustainability/sustainable-operations</a>

<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	<p>association</p>	<p>We Are Still In</p>	<p><a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a></p>
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## Walgreens

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We are taking actions to reduce our energy consumption and emissions on a comparable basis* as defined by the Greenhouse Gas Protocol (p.5). See report section page 22 onward. CO2 metrics are p. 39. CSR report is verified by Deloitte.</p>			<p><a href="https://www.walgreensbootalliance.com//content/1110/files/WBA_CSR-Report-2016.pdf">https://www.walgreensbootalliance.com//content/1110/files/WBA_CSR-Report-2016.pdf</a></p>
<p>"This work is embedded in our business," Wal-Mart spokesman Kevin Gardner said in an email. It's "good for the business, our shareholders and customers; if ultimately we are able to positively impact the environment in the process, that's a win too."</p>	<p>Company</p>	<p>Kevin Gardner, spokesman</p>	<p><a href="https://www.bloomberg.com/politics/articles/2017-03-30/apple-wal-mart-stick-with-climate-pledges-despite-trump-s-pivot">https://www.bloomberg.com/politics/articles/2017-03-30/apple-wal-mart-stick-with-climate-pledges-despite-trump-s-pivot</a></p>

## Walmart

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We write to express our support for continued participation by the United States in the Paris climate change agreement." "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
States the company has committed to sharp reductions in planet-warming gases it emits	Company		<a href="https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html?_r=0">https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html?_r=0</a>
			<a href="https://www.eenews.net/greenwire/2017/03/30/stories/1060052349">https://www.eenews.net/greenwire/2017/03/30/stories/1060052349</a>
By endorsing this commitment, companies and investors will be requested to sign the Statement, the signatories of which will require, produce and use climate change information in mainstream corporate reports out of a sense of fiduciary and social responsibility, in order to support the efficient allocation of capital.	Association	We Mean Business Coalition - Low Carbon Technology Partnerships Initiative	<a href="https://www.wemeanbusinesscoalition.org/take-action/low-carbon-technology-partnerships-initiative">https://www.wemeanbusinesscoalition.org/take-action/low-carbon-technology-partnerships-initiative</a>
As part of RE100, Wal-Mart is committed to sourcing 100% of its electricity from renewable energy. The company aims to produce or procure 7,000 GWh of renewable energy globally by the end of 2020.	Association	RE100 - Commit to 100% Renewable Power	<a href="http://there100.org/companies">http://there100.org/companies</a>
Project Gagatown, a goal to remove 1 billion metric tons of greenhouse gases from Walmart's supply chain by 2030. "Walmart already has a goal of reducing Scope 1 emissions — those from sources owned or controlled by the organization — and Scope 2 emissions — from the consumption of purchased energy — by up to 18 percent by 2025. Project Gigaton attacks its remaining — and largest — bucket of emissions."	Company	Laura Phillips, Senior VP for Global Sustainability	<a href="https://www.greenbiz.com/article/walmarts-plan-lift-gigaton-carbon-its-supply-chain">https://www.greenbiz.com/article/walmarts-plan-lift-gigaton-carbon-its-supply-chain</a>
We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement. In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>



<p>The Trump administration’s announcement undermines a key pillar in the fight against climate change and damages the world’s ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>			
<p>Walmart’s response to Oxfam’s collected statements above:  “Sustainability  You do not reference our participation in COP 21 and COP 23 nor reference a panel that OXFAM hosted in Bonn that one of our associates spoke at. While not explicitly lobbying, the case that the NGO community made was that policy makers needed to hear from us which we fully embraced. It’s disappointing that this activity on arguably the biggest environmental topic last year is not referenced.”</p>		From OTC	
<p><b>Walmart requested Oxfam include the following media reports:</b></p> <p>The Daily Beast   The Hero of the People’s Climate March: Walmart?  April 29, 2017  <a href="http://www.thedailybeast.com/articles/2017/04/29/the-hero-of-the-people-s-climate-march-wal-mart">http://www.thedailybeast.com/articles/2017/04/29/the-hero-of-the-people-s-climate-march-wal-mart</a></p> <p>Bloomberg   Amazon Playing Catch Up in Push to Police Chemicals in Products  November 13, 2017  <a href="https://www.bloomberg.com/news/articles/2017-11-14/amazon-plays-catch-up-in-push-to-police-chemicals-in-products">https://www.bloomberg.com/news/articles/2017-11-14/amazon-plays-catch-up-in-push-to-police-chemicals-in-products</a>  “Amazon.com Inc. is developing a plan to regulate the chemicals used by suppliers, but it still lags Wal-Mart Stores Inc., Target Corp. and other retailers in the push for greener products.”</p> <p>GreenBiz   Why Walmart’s Project Gigaton Is Corporate America’s ‘Moonshot’  April 19, 2017  <a href="https://www.greenbiz.com/article/why-walmarts-project-gigaton-corporate-americas-moonshot">https://www.greenbiz.com/article/why-walmarts-project-gigaton-corporate-americas-moonshot</a>  “At a time when climate leadership from the federal government is decidedly lacking, today’s launch of Walmart’s Project Gigaton is a cause for celebration. It is proof that companies can step up to advance solutions that will help business, people and nature thrive.”</p> <p>Bloomberg   Wal-Mart Steps Up Push to Shed Potentially Harmful Chemicals  September 27, 2017  <a href="https://www.bloomberg.com/news/articles/2017-09-27/wal-mart-steps-up-push-to-remove-potentially-harmful-chemicals">https://www.bloomberg.com/news/articles/2017-09-27/wal-mart-steps-up-push-to-remove-potentially-harmful-chemicals</a>  “Wal-Mart Stores Inc. is expanding its program to clean up the products it sells, setting a 2022 target for reducing potentially</p>			

<p>harmful substances and widening the list of chemicals it wants to avoid.”</p> <p>New Beauty   Walmart Just Announced Some Major Changes and People Are Beyond Excited October 3, 2017 <a href="https://www.newbeauty.com/blog/dailybeauty/11411-walmart-chemical-ingredient-policy/">https://www.newbeauty.com/blog/dailybeauty/11411-walmart-chemical-ingredient-policy/</a></p> <p>“Walmart has set an industry precedent for targeting and measuring reductions of chemicals of concern in its products,” said Boma Brown-West, senior manager at the Environmental Defense Fund (EDF).”</p> <p>Fortune   The nation’s biggest retailer flexes its muscles to make its supply chain greener September 7, 2017 <a href="http://fortune.com/change-the-world/">http://fortune.com/change-the-world/</a> Walmart is using its mammoth clout as the nation’s largest retailer to push its tens of thousands of suppliers to gradually get rid of controversial chemicals, like the formaldehyde in wood resin-based products in about 90,000 household items. And the move has inspired competitors, including Target, to also make similar efforts. So far, Walmart says, its suppliers have removed almost all of the priority chemicals from the products it sells.</p> <p>CNN   A passion for her profession &amp; the planet Walmart’s Chief Sustainability Officer, Kathleen McLaughlin, discusses her experience at the top. May 30, 2017 <a href="http://www.cnn.com/videos/living/2017/05/30/at-the-top-walmart-kathleen-mclaughlin.cnn">http://www.cnn.com/videos/living/2017/05/30/at-the-top-walmart-kathleen-mclaughlin.cnn</a></p> <p>PBS News Hour   Large companies see payoffs in sustainability September 17, 2017 <a href="https://www.pbs.org/newshour/show/large-companies-see-payoffs-sustainability">https://www.pbs.org/newshour/show/large-companies-see-payoffs-sustainability</a> “With sprawling supercenters and close to twelve thousand stores worldwide, Wal-Mart, may be best known for low prices that local stores can’t match. Now, the planet’s number one company, by revenue, wants to be known as a leader in the fight against climate change.”</p> <p>Retail Leader   Walmart Lights The Way On Energy Innovation January 16, 2018 <a href="https://retailerleader.com/walmart-lights-way-energy-innovation">https://retailerleader.com/walmart-lights-way-energy-innovation</a> “Walmart has rolled out an extensive lighting program to its stores as part of its ongoing commitment to energy efficiency. Walmart announced it has installed more than 1.5 million LED fixtures across more than 6,000 stores, parking lots, distribution centers and corporate offices in ten countries. With energy costs traditionally representing one of the company’s largest operating expenses, the monumental energy initiative over the past decade has reduced lighting energy consumption and reduced costs by more than \$100 million.”</p>			
<p><b>Walmart’s response to Oxfam:</b> “You do not reference our participation in COP 21 and COP 23 nor reference a panel that OXFAM hosted in Bonn that one of our associates spoke at. While not explicitly lobbying, the case that the NGO community made was that policy makers needed to hear from us which we fully embraced. It’s disappointing that this activity on arguably the biggest environmental topic last year is not referenced. Also see attached our CEO’s comments on this topic through his Facebook account.”</p>			

## Whole Foods

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We were the first major retailer to offset 100% of our energy use with wind energy credits.			<a href="http://www.wholefoodsmarket.com/environmental-stewardship">http://www.wholefoodsmarket.com/environmental-stewardship</a>
Whole Foods CEO John Mackey shared his views on climate change recently, saying that he is “not a ‘climate change skeptic,’” but, contrary to the scientific consensus, suggested that “climate change is perfectly natural and not necessarily bad.”	Company	CEO John Mackey	<a href="http://www.huffingtonpost.com/2013/01/24/whole-foods-ceo-climate-change_n_2511482.html">http://www.huffingtonpost.com/2013/01/24/whole-foods-ceo-climate-change_n_2511482.html</a>

<p>Alternative Energy Wind Power. In January of 2006, we made our first landmark purchase of renewable energy credits (RECs) from wind farms to offset 100% of the electricity used in all of our stores and other facilities in the United States and Canada. In 2007, 2009, 2010, 2011 and 2012, we did it again! This green action and others earned us the Environmental Protection Agency Green Power Partner of the Year 2006, 2007 and 2010. Additionally, the Environmental Protection Agency recognized us for our green power purchases with a Green Power Leadership Award in 2004, 2005 and 2006. Our investment in wind energy supports the clean energy industry and helps us avoid nearly 551,000 metric tons of carbon dioxide pollution. That's an environmental benefit equivalent to not consuming 1,200,000 barrels of oil or avoiding the annual electricity usage of 65,000 average-sized homes*.</p> <p>As of 2015, we had 25 stores and facilities supplementing traditional power with solar power, and there are more in development. A typical solar installation can: Produce and save more than 2.2 million kilowatt hours over 20 years;;Result in more than 1,650 tons of CO2 emissions avoided, the equivalent of removing 440 cars from roadways; Reduce the impact on our country's power grids</p> <p>Electric Vehicles As of 2015, we had 45 electric vehicle charging stations at our stores, and 31 more in progress.</p> <p>Biodiesel. We are gradually converting our truck fleet to biodiesel fuels, reducing CO2 emissions into the atmosphere. Our fleet is also being fitted with aerodynamic aprons to cut down on wind resistance resulting in less fuel consumption. These trucks also use a fuel-saving (and emissions-cutting) system that allows the engine to be turned off completely at loading and delivery, rather than remain idling.</p>			<p><a href="http://www.wholefoodsmarket.com/mission-values/environmental-stewardship/green-mission">http://www.wholefoodsmarket.com/mission-values/environmental-stewardship/green-mission</a></p>
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## Technology Sector

### Alphabet

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>"We believe that strong clean energy and climate policies, like the Clean Power Plan, can make renewable energy supplies more robust and address the serious threat of climate change while also supporting American competitiveness, innovation, and job growth."</p>	Company		<a href="http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama">http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p>Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p>Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p>Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>"Delaying action on climate change will be costly in economic and human terms, while accelerating the transition to a low-carbon economy will produce multiple benefits with regard to sustainable economic growth, public health, resilience to natural disasters, and the health of the global environment" ... "implementing the EPA's rules will make renewable energy supplies more robust, more reliable, and more affordable."</p>	Association		<a href="http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing">http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing</a>
	Company		<a href="http://time.com/4751376/google-doodle-earth-day-tips-climate-change/">http://time.com/4751376/google-doodle-earth-day-tips-climate-change/</a>
	Company		<a href="https://www.androidheadlines.com/2017/04/experimantal-google-vr-film-tablet-highlights-climate-change.html">https://www.androidheadlines.com/2017/04/experimantal-google-vr-film-tablet-highlights-climate-change.html</a>

We're more committed to the environment than ever and believe that businesses, governments, and citizens all have critical roles to play to ensure that we all have clean air, water, and soil, as well as healthy forests. Ultimately, we want Google to provide a platform for our users to change the world. We've only just begun.	Company	Urs Hölzle Senior Vice President of Technical Infrastructure Google	<a href="https://environment.google/">https://environment.google/</a>
"We write to express our support for continued participation by the United States in the Paris climate change agreement." "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
long, see report	company		<a href="https://static.googleusercontent.com/media/environment.google/en/pdf/google-2017-environmental-report.pdf">https://static.googleusercontent.com/media/environment.google/en/pdf/google-2017-environmental-report.pdf</a>
Wind power Geothermal power	company		<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q1/300876856.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q1/300876856.xml</a>
New clean energy purchases bring our total wind and solar capacity to over 3 gigawatts—enough renewables to match 100% of the energy it takes to run our products in 2017.	company (google)		<a href="https://twitter.com/Google/status/936279094605504513">https://twitter.com/Google/status/936279094605504513</a>

## Amazon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We believe that strong clean energy and climate policies, like the Clean Power Plan, can make renewable energy supplies more robust and address the serious threat of climate change while also supporting American competitiveness, innovation, and job growth."	Company		<a href="http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama">http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama</a>
"Delaying action on climate change will be costly in economic and human terms, while accelerating the transition to a low-carbon economy will produce multiple benefits with regard to sustainable economic growth, public health, resilience to natural disasters, and the health of the global environment" ... "implementing the EPA's rules will make renewable energy supplies more robust, more reliable, and more affordable."	Association		<a href="http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing">http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing</a>

<p>Amazon Web Services (AWS) is committed to running our business in the most environmentally friendly way possible. In addition to the environmental benefits inherently associated with running applications in the cloud, AWS has a long-term commitment to achieve 100% renewable energy usage for our global infrastructure footprint.</p>	<p>Company</p>		<p><a href="https://www.amazon.com/p/feature/9xtek3a9d9cd3wb?ref=aa_bx_0&amp;pf_rd_r=3A20Y731W7EKM5CQKTZZ&amp;pf_rd_p=172a61ad-0e45-4a3e-b1d4-a88c6ea0dd75">https://www.amazon.com/p/feature/9xtek3a9d9cd3wb?ref=aa_bx_0&amp;pf_rd_r=3A20Y731W7EKM5CQKTZZ&amp;pf_rd_p=172a61ad-0e45-4a3e-b1d4-a88c6ea0dd75</a></p>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	<p>association</p>	<p>We Are Still In</p>	<p><a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a></p>
<p>"Amazon continues to support the Paris climate agreement and action on climate change. We believe that robust clean energy and climate policies can support American competitiveness, innovation, and job growth. We remain committed to putting our scale and inventive culture to work in ways that are good for the environment and our customers."</p>	<p>company</p>		<p><a href="https://twitter.com/amazonnews/status/870371223473147909">https://twitter.com/amazonnews/status/870371223473147909</a>;  <a href="https://twitter.com/amazonnews/status/870371492957224961">https://twitter.com/amazonnews/status/870371492957224961</a>;  <a href="https://twitter.com/amazonnews/status/870371745512992769">https://twitter.com/amazonnews/status/870371745512992769</a></p>
<p>"investing in renewable energy is a win-win-win-win - it's right for our customers, our communities, our business, and our planet. We now have 16 wind and solar projects across the US with more than 35 projects to come. These are important steps toward reaching our long-term goal to power our global infrastructure using 100% renewable energy. we'd like to thank the leaders at LCE, the Scurry County community, and our partners across the country who are helping us continue to bring new renewable energy online."</p>	<p>company</p>	<p>Kara Hurst, Worldwide Director of Sustainability</p>	<p><a href="http://phx.corporate-ir.net/phoenix.zhtml?c=176060&amp;p=irol-newsArticle&amp;ID=2309819">http://phx.corporate-ir.net/phoenix.zhtml?c=176060&amp;p=irol-newsArticle&amp;ID=2309819</a></p>

# Apple

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We believe that strong clean energy and climate policies, like the Clean Power Plan, can make renewable energy supplies more robust and address the serious threat of climate change while also supporting American competitiveness, innovation, and job growth."</p>	Company		<a href="http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama">http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama</a>
<p>"Delaying action on climate change will be costly in economic and human terms, while accelerating the transition to a low-carbon economy will produce multiple benefits with regard to sustainable economic growth, public health, resilience to natural disasters, and the health of the global environment" ... "implementing the EPA's rules will make renewable energy supplies more robust, more reliable, and more affordable."</p>	Association		<a href="http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing">http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p>Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p>Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p>Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well.</p> <p>U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>93 percent of Apple's facilities run on renewable energy</p>	Company		<a href="http://www.theverge.com/2016/3/21/11277498/apple-renewable-energy-environment-iphone">http://www.theverge.com/2016/3/21/11277498/apple-renewable-energy-environment-iphone</a>



<p>"To ask less of the planet, we ask more of ourselves. Climate change is undeniable. Earth's resources won't last forever. And technology must be safe for people to make and use. We don't question these realities — we challenge ourselves to ask what we can do about them in every part of our business."</p>	<p>Company</p>		<p><a href="https://www.apple.com/environment/">https://www.apple.com/environment/</a></p>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."          "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	<p>Association</p>	<p>Center for Climate and Energy Solutions</p>	<p><a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a></p>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.          In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.          The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.          In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.          In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.          It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	<p>association</p>	<p>We Are Still In</p>	<p><a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a></p>

## Cisco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>Cisco supported the passage of the American Clean Energy &amp; Security Act. We firmly believe that innovation and technological advancement will transform how the world manages its energy and environmental challenges. This bill will help ensure enhanced investment in clean tech and energy innovation, helping solidify American leadership in this expanding market, and fast-tracking important technologies that will secure our energy and environmental future. This is vital for U.S. companies and U.S. investment. The legislation also includes elements designed to spur innovation, create jobs and recognize the economic power of growth in the low-carbon economy like: a market-based cap-and-trade system, new renewable energy generation requirements for utilities and the ability to use efficiency savings to meet these targets; a systems for crediting offsets; improved financing for renewable energy deployment; incentives for greater energy efficiency in homes and commercial buildings; grants for green jobs; provisions to spur deployment of emerging technologies like distributed generation solar facilities and many more.</p>	<p>Company</p>	<p>Laura Ipsen, SVP, Connected Energy Business Unit</p>	<p><a href="https://blogs.cisco.com/gov/us-should-lead-in-climate-change-policy">https://blogs.cisco.com/gov/us-should-lead-in-climate-change-policy</a></p>
		<p>Science Based Targets</p>	<p><a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a></p>
<p>CO2 emissions are at a record high. How can #tech increase sustainability? Learn more: <a href="http://cs.co/60188hJba">http://cs.co/60188hJba</a></p>	<p>company</p>		<p><a href="https://twitter.com/Cisco/status/925135234282246149">https://twitter.com/Cisco/status/925135234282246149</a></p>

## Facebook

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.</p> <p>Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:</p> <p>Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.</p> <p>Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.</p> <p>Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.</p> <p>As businesses concerned with the well-being of our customers, our</p>	<p>Company</p>	<p>C2ES</p>	<p><a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a></p>

<p>investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>			
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	<p>association</p>	<p>We Are Still In</p>	<p><a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a></p>

## HP

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius."</p>	Association	Low Carbon USA	<a href="https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html">https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."          "We note and welcome your recognition of the importance of the United States staying at the table. Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.          Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:          Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.          Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.          Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.          As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>HP has announced it will redouble its efforts to slash greenhouse gas (GHG) emissions from global operations and strengthen relationships with key organizations that urge businesses to improve environmental performance. With a new commitment, HP set a target to reduce the GHG emissions from its global operations by 25 percent by 2025, compared to 2015 levels. HP also renewed its partnership with World Wildlife Fund's Climate Savers Program, a global program to engage business and industry on climate and energy.</p>	Company		<a href="https://www.globalcitizen.org/en/content/hp-accelerates-efforts-to-reduce-carbon-footprint/">https://www.globalcitizen.org/en/content/hp-accelerates-efforts-to-reduce-carbon-footprint/</a>

<p>"Setting science-based targets and working with key partners, like WWF, helps us innovate strategies and solutions to realize new opportunities and address business risks," said Nate Hurst, HP's Chief Sustainability and Social Impact Officer. "By continuously pushing ourselves to reduce our total carbon footprint, we're ensuring our business is resilient and ready to serve our customers, investors, employees, and other stakeholders as we pave the way toward a low-carbon circular economy future."</p>	Company	Nate Hurst, HP's Chief Sustainability and Social Impact Officer	<a href="https://www.globalcitizen.org/en/content/hp-accelerates-efforts-to-reduce-carbon-footprint/">https://www.globalcitizen.org/en/content/hp-accelerates-efforts-to-reduce-carbon-footprint/</a>
<p>"The States &amp; Regions Policy Innovation program supports ambitious state and regional governments around the world to "scale up their climate actions" to help meet, and go beyond, current national climate targets, while delivering clear economic, health and environmental benefits to local communities."</p>	Association		<a href="https://www.theclimategroup.org/project/policy-innovation">https://www.theclimategroup.org/project/policy-innovation</a>
<p>The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions. Drawing from its extensive peer-reviewed published works, in-house policy analyses, and tracking of current legislative proposals, the Center provides research, analysis, and recommendations to policymakers in Congress and the Executive Branch.</p>	Association		<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>
<p>A longtime corporate climate leader, we achieved our supply chain GHG emissions intensity goal and operational GHG emissions goal in 2015, both five years early. Since then, we set new goals to drive continued performance in reducing our footprint:</p> <ul style="list-style-type: none"> <li>Reduce the GHG emissions intensity of our product portfolio by 25% by 2020, compared to 2015</li> <li>Achieve 100% renewable electricity usage in global operations, with an interim target of 40% by 2020</li> <li>Reduce the GHG emissions from our global operations by 25% by 2025, compared to 2015</li> </ul> <p>This year, we plan to set additional goals to reduce GHG emissions in our supply chain, and water use in HP operations.</p>	Company		<a href="http://www8.hp.com/us/en/hp-information/environment/footprint.html?jumpid=in_r138_us/en/corp/productreturnandrecycling/secondary-nav-our-footprint">http://www8.hp.com/us/en/hp-information/environment/footprint.html?jumpid=in_r138_us/en/corp/productreturnandrecycling/secondary-nav-our-footprint</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities,</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>

investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.			
		Science Based Targets	<a href="http://sciencebasedtargets.org/companies-taking-action/">http://sciencebasedtargets.org/companies-taking-action/</a>

## IBM

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"IBM's first formal environmental and energy corporate policies date back to 1971 and 1974 respectively, and programs supporting them have been embedded within the company's corporate wide environmental programs and global environmental management system since that time. IBM has been a leader in addressing climate change through our energy conservation and climate protection programs for decades."	Company		<a href="https://www.ibm.com/ibm/environment/climate/">https://www.ibm.com/ibm/environment/climate/</a>
"As IBM stated a decade ago, climate change is one of the most critical global environmental challenges facing the planet, and that is even more true today," said Wayne Balta, Vice President, Corporate Environmental Affairs and Product Safety. "The company will remain committed to environmental sustainability. It's good business and the right thing to do for humanity."	Company	Wayne Balta, Vice President, Corporate Environmental Affairs and Product Safety	<a href="http://www-03.ibm.com/press/us/en/pressrelease/51794.wss">http://www-03.ibm.com/press/us/en/pressrelease/51794.wss</a>
As IBM stated 10 years ago, "Climate change is one of the most critical global environmental challenges facing the planet." That is even truer today. We recognize climate change is a serious concern that warrants meaningful action on a global basis to stabilize the atmospheric concentration of GHGs. We believe that all sectors of society, the economy, and governments worldwide must participate in addressing climate change. That includes joint, market-driven efforts by the private and public sectors that are economically efficient, environmentally effective and sustainable. Energy conservation is a cornerstone of climate protection, and IBM will continue to improve the energy efficiency of our operations, products and services while encouraging our network of global suppliers to do the same. And consistent with our values, we will collaborate with clients to create new innovations and solutions that are protective of the climate.	Company	Wayne Balta, Vice President, Corporate Environmental Affairs and Product Safety	<a href="https://www.ibm.com/blogs/citizen-ibm/2017/03/balta_2017_climate_leadership.html">https://www.ibm.com/blogs/citizen-ibm/2017/03/balta_2017_climate_leadership.html</a>
The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions.	Association		<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>

<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>
<p>"IBM has been on of industry's earliest and unambiguous leaders regarding climate change, having publicly launched our first CO2 emissions reduction goal in 2000 and having published a formal position in 2007. The achievements we're announcing today are a testament to our longstanding commitment to protecting our planet by delivering action and results. We know that businesses must play a leadership role in the fight against climate change, and we continue to lead by reducing our own operational impact and by developing innovative solutions to help our clients do the same."</p>	company	Wayne Balta, Vice President, Corporate Environmental Affairs and Product Safety	<a href="http://www-03.ibm.com/press/us/en/pressrelease/52692.wss">http://www-03.ibm.com/press/us/en/pressrelease/52692.wss</a>
<p>"IBM has stated its position on climate change publicly since 2007: climate change is a serious concern that warrants meaningful action on a global basis to stabilize the atmospheric concentration of greenhouse gas emissions. Climate change is an international problem that requires an international solution, and we believe it is important for the world to reduce greenhouse gas emissions. Therefore IBM support - and still supports - U.S. participation in the Paris Climate Agreement. this agreement requires all participating countries to put forward their best efforts on climate change as determined by each country. IBM believes that is easier to lead outcomes by being at the table, as a participant in the agreement, rather than from outside it. Whether the US participates in the Paris Agreement or not, IBM will continue its decades-long work to reduce its own greenhouse gas emission and will continue to help our clients do so as well."</p>	company		<a href="https://www.ibm.com/blogs/policy/ibm-statement-on-united-states-withdrawal-from-the-paris-agreement/">https://www.ibm.com/blogs/policy/ibm-statement-on-united-states-withdrawal-from-the-paris-agreement/</a>

# Intel

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We, the undersigned members in the business and investor community of the United States, re-affirm our deep commitment to addressing climate change through the implementation of the historic Paris Climate Agreement. We want the US economy to be energy efficient and powered by low-carbon energy. Cost-effective and innovative solutions can help us achieve these objectives. Failure to build a low-carbon economy puts American prosperity at risk. But the right action now will create jobs and boost US competitiveness. We pledge to do our part, in our own operations and beyond, to realize the Paris Agreement's commitment of a global economy that limits global temperature rise to well below 2 degrees Celsius."</p>	Association	Low Carbon USA	<a href="https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html">https://www.nytimes.com/2017/03/30/business/energy-environment/trump-business-climate-policy.html</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."            "We note and welcome your recognition of the importance of the United States staying at the table. Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement."            "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>"Regardless of regulatory changes, we intend to continue our commitment to environmental stewardship, including working to fulfill the climate change pledge we made in 2015."</p>	Company	Intel spokeswoman, Katie Lewallen	<a href="http://www.thegreenmarketoracle.com/2017/04/business-leaders-advocate-for.html">http://www.thegreenmarketoracle.com/2017/04/business-leaders-advocate-for.html</a>
<p>As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change.            Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways:            Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies.            Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures.            Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains.            As businesses concerned with the well-being of our customers, our</p>	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>



<p>investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.</p>			
<p>Intel believes that climate change is a serious economic, social, and environmental challenge that warrants a serious societal response, and this belief is reflected in our own stewardship actions. For more than a decade, Intel has been a leader in addressing climate change by reducing our emissions of PFCs and by improving the energy efficiency of our operations and products. Most recently, Intel has publically committed to reduce its greenhouse gas emissions by 20% over the 2007-2012 period.</p>	Company		<a href="http://www.intel.com/content/www/us/en/corporate-responsibility/environment-climate-change-policy-harper.html">http://www.intel.com/content/www/us/en/corporate-responsibility/environment-climate-change-policy-harper.html</a>
<p>Climate change poses an opportunity for Intel because of the close linkage of climate change and energy efficiency. Government policy responses to climate change will prominently feature requirements for improvements in energy efficiency throughout the economy. Those requirements, in turn, will create a strong preference for more efficient electronic equipment. Intel has established, and intends to maintain, a leadership position in providing the most efficient semiconductors that will drive energy efficiency progress in our customers' equipment. In addition, policy makers increasingly realize the enabling role that semiconductors and IT equipment play in improving the energy efficiency of other industries' products and operations.</p>	Company		<a href="http://www.intel.com/content/www/us/en/corporate-responsibility/environment-climate-change-policy-harper.html">http://www.intel.com/content/www/us/en/corporate-responsibility/environment-climate-change-policy-harper.html</a>
<p>The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions. Drawing from its extensive peer-reviewed published works, in-house policy analyses, and tracking of current legislative proposals, the Center provides research, analysis, and recommendations to policymakers in Congress and the Executive Branch.</p>	Association		<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement.</p> <p>In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p> <p>The Trump administration's announcement undermines a key pillar in the fight against climate change and damages the world's ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>

emissions. It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.			
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## Microsoft

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Next month, when countries around the world meet in Morocco for the United Nations meeting on climate change, Microsoft will continue to support global actions to reduce carbon as part of the Paris Agreement. In the past month, countries have achieved three important global policy milestones: controlling aviation emissions, reducing hydrofluorocarbons and accelerating entry into force of the Paris Agreement. "At Microsoft, we are proud to support these efforts and demonstrate how corporations can contribute to the collective progress on climate change," writes Michelle Patron, director of Microsoft Sustainability Policy.	Company	Michelle Patron, director of Microsoft Sustainability Policy.	<a href="https://blogs.microsoft.com/firehose/2016/10/17/how-microsoft-is-supporting-global-actions-for-climate-change/#sm.00010gig42ig7etrswx1g8tl3sj1e">https://blogs.microsoft.com/firehose/2016/10/17/how-microsoft-is-supporting-global-actions-for-climate-change/#sm.00010gig42ig7etrswx1g8tl3sj1e</a>
As some of the largest companies based or operating in the United States, we strongly urge you to keep the United States in the Paris Agreement on climate change. Climate change presents both business risks and business opportunities. Continued U.S. participation in the agreement benefits U.S. businesses and the U.S. economy in many ways: Strengthening Competitiveness: By requiring action by developed and developing countries alike, the agreement ensures a more balanced global effort, reducing the risk of competitive imbalances for U.S. companies. Creating Jobs, Markets and Growth: By expanding markets for innovative clean technologies, the agreement generates jobs and economic growth. U.S. companies are well positioned to lead in these markets. Withdrawing from the agreement will limit our access to them and could expose us to retaliatory measures. Reducing Business Risks: By strengthening global action over time, the agreement will reduce future climate impacts, including damage to business facilities and operations, declining agricultural productivity and water supplies, and disruption of global supply chains. As businesses concerned with the well-being of our customers, our investors, our communities, and our suppliers, we are strengthening our climate resilience, and we are investing in innovative technologies that can help achieve a clean energy transition. For this transition to succeed, however, governments must lead as well. U.S. business is best served by a stable and practical framework facilitating an effective and balanced global response. The Paris Agreement provides such a framework. As other countries invest in advanced technologies and move forward with the Paris Agreement, we believe the United States can best exercise global leadership and advance U.S. interests by remaining a full partner in this vital global effort.	Company	C2ES	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>

<p>"Microsoft is committed to its sustainability goals, to its clean energy goals. Our investments in innovation in this area are good not only for the environment, but also for our business and for the economy," said Tamara "TJ" DiCaprio, Senior Director of Environmental Sustainability at Microsoft, whose operations have been carbon neutral since 2012. Microsoft uses an internal carbon fee to fund energy efficiency, renewable energy, and sustainable communities.</p>	Company	Tamara "TJ" DiCaprio, Senior Director of Environmental Sustainability at Microsoft	<a href="https://www.c2es.org/blog/julianit/businesses-continue-lead-climate">https://www.c2es.org/blog/julianit/businesses-continue-lead-climate</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement." "We note and welcome your recognition of the importance of the United States staying at the table. Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>"We believe that strong clean energy and climate policies, like the Clean Power Plan, can make renewable energy supplies more robust and address the serious threat of climate change while also supporting American competitiveness, innovation, and job growth."</p>	Company		<a href="http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama">http://www.theverge.com/2017/3/31/15135066/apple-google-microsoft-amazon-climate-change-trump-obama</a>
<p>"We write to express our support for continued participation by the United States in the Paris climate change agreement." "Climate change presents U.S. companies with both business risks and business opportunities. U.S. business interests are best served by a stable and practical framework facilitating an effective and balanced global response. We believe the Paris Agreement provides such a framework."</p>	Association	Center for Climate and Energy Solutions	<a href="https://www.c2es.org/international/business-support-paris-agreement">https://www.c2es.org/international/business-support-paris-agreement</a>
<p>Climate change is a serious challenge that requires a comprehensive and global response from all sectors of society. To address it, Microsoft is committed to measuring, transparently reporting, and reducing the carbon footprint of our own operations. We are also pursuing opportunities with our partners to increase the energy efficiency of computing. We see an important role for governments to provide the frameworks that spur the transition to a low-carbon economy ...</p>	Company		<a href="download.microsoft.com/download/D/2/7/...C733.../Climate_Change_Policy.pdf">download.microsoft.com/download/D/2/7/...C733.../Climate_Change_Policy.pdf</a>
<p>The Center for Climate and Energy Solutions seeks to inform the design and implementation of federal policies that will significantly reduce greenhouse gas emissions. Drawing from its extensive peer-reviewed published works, in-house policy analyses, and tracking of current legislative proposals, the Center provides research, analysis, and recommendations to policymakers in Congress and the Executive Branch.</p>	Association		<a href="https://www.c2es.org/policy">https://www.c2es.org/policy</a>
<p>"Delaying action on climate change will be costly in economic and human terms, while accelerating the transition to a low-carbon economy will produce multiple benefits with regard to sustainable economic growth, public health, resilience to natural disasters, and the health of the global environment" ... "implementing the EPA's rules will make renewable energy supplies more robust, more reliable, and more affordable."</p>	Association		<a href="http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing">http://www.theverge.com/2016/4/1/11350482/epa-rules-backed-by-apple-google-microsoft-amazon-court-filing</a>
<p>We, the undersigned mayors, county executives, governors, tribal leaders, college and university leaders, businesses, and investors are joining forces for the first time to declare that we will continue to support climate action to meet the Paris Agreement. In December 2015 in Paris, world leaders signed the first global commitment to fight climate change. The landmark agreement succeeded where past attempts failed because it allowed each country to set its own emission reduction targets and adopt its own strategies for reaching them. In addition, nations - inspired by the actions of local and regional governments, along with businesses - came to recognize that fighting climate change brings significant economic and public health benefits.</p>	association	We Are Still In	<a href="https://www.wearestillin.com/we-are-still-declaration">https://www.wearestillin.com/we-are-still-declaration</a>

<p>The Trump administration’s announcement undermines a key pillar in the fight against climate change and damages the world’s ability to avoid the most dangerous and costly effects of climate change. Importantly, it is also out of step with what is happening in the United States.</p> <p>In the U.S., it is local, tribal, and state governments, along with businesses, that are primarily responsible for the dramatic decrease in greenhouse gas emissions in recent years. Actions by each group will multiply and accelerate in the years ahead, no matter what policies Washington may adopt.</p> <p>In the absence of leadership from Washington, states, cities, counties, tribes, colleges and universities, businesses and investors, representing a sizeable percentage of the U.S. economy will pursue ambitious climate goals, working together to take forceful action and to ensure that the U.S. remains a global leader in reducing emissions.</p> <p>It is imperative that the world know that in the U.S., the actors that will provide the leadership necessary to meet our Paris commitment are found in city halls, state capitals, colleges and universities, investors and businesses. Together, we will remain actively engaged with the international community as part of the global effort to hold warming to well below 2°C and to accelerate the transition to a clean energy economy that will benefit our security, prosperity, and health.</p>			
<p>This agreement is good for our business, but more important it’s good for residents, the environment and the state of Washington. Once the transition is complete, the vast majority of our Puget Sound campus will be powered solely by carbon-free fuels. This contract is a helpful innovation in meeting the demand for renewable energy in a way that protects other energy consumers.</p>	company	Brad Smith, president and chief legal officer	<a href="https://news.microsoft.com/2017/07/13/microsoft-puget-sound-energy-receive-approval-energy-purchasing-agreement/">https://news.microsoft.com/2017/07/13/microsoft-puget-sound-energy-receive-approval-energy-purchasing-agreement/</a>

## Oracle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>“Sustainability is a key pillar of Oracle Corporate Citizenship, and we continuously invest in initiatives that help us run our business more sustainably, and develop products and services that help our customers do the same” said Colleen Cassity, executive director of Oracle Corporate Citizenship. “We’re proud and honored to be recognized as a climate leader by CDP, and we plan to raise the bar even higher.”</p>	Company	Colleen Cassity, executive director of Oracle Corporate Citizenship	<a href="https://blogs.oracle.com/sustainability/entry/oracle_recognized_as_world_leader">https://blogs.oracle.com/sustainability/entry/oracle_recognized_as_world_leader</a>
<p>Oracle continues to strengthen its commitment to renewable energy. In 2015, more than 24 percent of our electricity use worldwide came from renewable sources, and we have established a goal to increase our renewable energy use to 33 percent by 2020.</p>	Company		<a href="https://www.oracle.com/corporate/citizenship/sustainability/facilities/energy-emissions.html">https://www.oracle.com/corporate/citizenship/sustainability/facilities/energy-emissions.html</a>

# Diversity & Inclusion

## Apparel

### Burlington Stores

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We Believe Everyone Matters. We listen to the individual viewpoints of our diverse workforce through open and honest communication. Our associates come from diverse backgrounds and offer unique perspectives on accomplishing our goals. Everyone's contribution is valued."</p> <p>" Our goal is simple—to make diversity and inclusion an integral part of how we run our business, how we serve our customers and communities, and how we engage each other every day. At Burlington, we don't just talk about diversity, we live it. Our associates respect and celebrate what makes each of us different ... We strive for diversity at all levels of our organization, and actively work toward this goal through partnership with several organizations..."</p>	Company		<a href="https://burlingtonstores.jobs/our-burlington">https://burlingtonstores.jobs/our-burlington</a>
<p>"At Burlington, we believe everyone matters. Our individuality is a vital element of our success in serving some many communities across the US and Puerto Rico. At Burlington, we celebrate the diversity of our customers and workforce.</p>	Company	Joyce Manning, EVP, HR	<a href="https://www.youtube.com/watch?v=V-bW_utMRSM">https://www.youtube.com/watch?v=V-bW_utMRSM</a>

### Foot Locker

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.</p>	Association	Equality Now	<a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a>

## Gap

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>At Gap Inc. inclusion and equality is woven into our DNA. As a global company, we know that appreciating and understanding the diversity of our customers, employees and partners around the world helps us succeed. We maintain our commitment to diversity with workplace policies that ensure we do what's right, and treat our customers—and each other—with integrity and respect. We're an equal opportunity employer, and expect all our employees to help prevent discrimination and harassment in the workplace. We treat our customers and each other with respect, regardless of appearance, skin color, gender, or any other such distinction.</p>			<p><a href="http://www.gapinc.com/content/gapinc/html/careers/ifeatgap/diversity.html">http://www.gapinc.com/content/gapinc/html/careers/ifeatgap/diversity.html</a></p>
<p>We are committed to ensuring that the people who make our clothes are not subject to any form of discrimination and we are sensitive to both overt and subtle types of bias: roughly 80 percent of the people who make our clothes are women, while managers and supervisors are often men. Along with the employment of migrant workers and the diverse ethnic backgrounds of the people who work in garment factories, these circumstances can raise the risk of gender and ethnic discrimination. We require factory managers to treat the people who make our clothes equally and fairly, without consideration of workers' gender, ethnicity or sexual orientation in hiring, pay and promotion decisions. Our field team interviews workers and checks for any signs of discrimination in hiring criteria as well as contract terms, labor practices, payroll records, tests or medical exams workers may be asked to take. Our guide for assessing factories also identifies common risks and best practices for pregnant or nursing women, including: rearranging working hours; adjusting overtime hours; and offering greater flexibility for break times.</p>	company		<p><a href="http://www.gapincsustainability.com/discrimination-0">http://www.gapincsustainability.com/discrimination-0</a></p>
<p>We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.</p>	Association	Equality Now	<p><a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a></p>
<p>"Gap Inc. is committed to a culture of equality, where everyone has the opportunity to stand as equals and thrive. This tradition was established by our co-founders Doris and Don Fisher, who opened the first Gap store in 1969 as equal partners. We are honored and grateful to receive the 2016 Catalyst Award, and we remain committed to the values of equality and inclusion, which unlock new possibilities for our company and the people touched by our business around the world.</p>	company	CEO Art Peck	<p><a href="http://www.chainstoreage.com/article/gap-exclusive-winner-inclusion-award?utm_source=MagnetMail&amp;utm_medium=subject&amp;utm_term=Retailing%20Today%20Daily%20Edition%20March%2017%2C%202016&amp;utm_content=RT-NLE-RT-AM-03-17-16">http://www.chainstoreage.com/article/gap-exclusive-winner-inclusion-award?utm_source=MagnetMail&amp;utm_medium=subject&amp;utm_term=Retailing%20Today%20Daily%20Edition%20March%2017%2C%202016&amp;utm_content=RT-NLE-RT-AM-03-17-16</a></p>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<p><a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a></p>

<p>"For Gap, Inc., diversity and inclusion starts with welcoming all customers to our brands, and ensuring our workplaces around the world allow every employee to be their true self and achieve their full potential. Not only is this food for business, we believe it's just the way things should be."</p>	company	Art Peck, president & CEO	<a href="https://adressed.gapinc.com/blog/gap-inc-ranked-2nd-most-diverse-inclusive-company-thomson-reuters-global-index">https://adressed.gapinc.com/blog/gap-inc-ranked-2nd-most-diverse-inclusive-company-thomson-reuters-global-index</a>
<p>Spirit Day is a way for everyone — companies, communities, families and friends — around the world to show solidarity with LGBTQ youth and take part in the largest anti-bullying campaign globally.</p> <p>At Gap Inc., standing up for LGBTQ rights and equality for all, is just one of the ways we show our pride. Our LGBTQ employees and customers will be the first to tell you: visibility matters. Which is why we've signed on to a new set of global standards protecting against discrimination, led by the United Nations Human Rights office.</p> <p>These new standards help to hold businesses accountable for their actions when it comes to LGBTQ rights and creating a truly inclusive workplace. We've joined with other businesses in this unprecedented global effort (and we're the first and only apparel company to sign on). It may not always be easy to speak out against hate, but it's always important.</p> <p>As an organization, our success hinges on embracing our differences and celebrating diversity, and ultimately creating a place where everyone can show up to work as their true selves. That's why policies like our "Zero Means Zero" policy, and participation in a global set of standards matters to us, and makes a difference.</p> <p>When it comes to fighting for equality, there is more to do and always more to learn. And LGBTQ History Month is an important moment for us to reaffirm our stance. Gap Inc. employees will be marching in Taiwan's Pride Parade on October 28th and in Hong Kong's Pride Parade on November 25th. We'll also be donating 30 percent of net sales from Gap brand's Pride t-shirts to the UN Foundation's Free &amp; Equal campaign to continue to keep the good going.</p> <p>Together, we're celebrating the revolutionary milestones made by lesbian, gay, bisexual and transgender people, while also acknowledging there is still a long way to go.</p> <p>To learn more about Sprit Day, and how you can celebrate, head to the GLAAD site here.</p>	company	Debbie Felix, Gap Inc. Global Corporate Affairs	<a href="https://adressed.gapinc.com/blog/gap-inc-united-nations-human-rights-lgbtq-equality">https://adressed.gapinc.com/blog/gap-inc-united-nations-human-rights-lgbtq-equality</a>

## L Brands

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Inclusion Makes Us Stronger ...</p> <p>"As an organization, we are committed to always doing what is right — it's one of our core values and serves as a compass to guide us in everything we do so that we can get better together. By continuing to encourage a workplace environment where diversity and inclusion are valued, we believe we can serve our customers better, as well as retain highly talented associates, suppliers and vendors of different backgrounds and experiences."</p>	Company		<a href="https://www.lb.com/responsibility/inclusion/overview">https://www.lb.com/responsibility/inclusion/overview</a> <a href="https://www.lb.com/media/our-responses/we-respect-our-customers">https://www.lb.com/media/our-responses/we-respect-our-customers</a>

"#InclusionMakesUsStronger at L Brands! We've proudly earned 100% on @HRC's #CEI2018 for #LGBTQ workplace equality"	company		<a href="https://twitter.com/L_Brands/status/928647092012244997">https://twitter.com/L_Brands/status/928647092012244997</a>
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## Nike

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"Regardless of whether or how you worship, where you come from or who you love, everyone's individual experience is what make us stronger as a whole." He added that those values are "being threatened by the recent executive order in the US banning refugees, as well as visitors, from seven Muslim-majority countries".	Company	Mark Parker, CEO	<a href="http://www.independent.co.uk/news/business/news/nike-ceo-donald-trump-muslim-ban-immigration-mark-parker-athletes-mohamed-el-bachouchi-sports-retailer-a7553436.html">http://www.independent.co.uk/news/business/news/nike-ceo-donald-trump-muslim-ban-immigration-mark-parker-athletes-mohamed-el-bachouchi-sports-retailer-a7553436.html</a>
			<a href="http://www.wnd.com/2017/02/nike-equality-ad-aimed-at-undercutting-trump-on-immigration/#UODPOWkcfuTRCj5y.99">http://www.wnd.com/2017/02/nike-equality-ad-aimed-at-undercutting-trump-on-immigration/#UODPOWkcfuTRCj5y.99</a>
"Nike's EQUALITY t-shirt promotes diversity and inclusion and expresses Nike's commitment to advancing those ideals."	Company		<a href="http://www.nike.com/us/en-us/c/go/equality">http://www.nike.com/us/en-us/c/go/equality</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>



"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
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## PVH

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
" In light of the most recent temporary U.S. Presidential executive order on immigration, I want to assure you that none of our associates have been directly impacted and our thoughts are with those whose families and friends have been impacted. As a grandson of immigrants, I encourage our political leaders to find the right balance between maintaining our long standing national tradition of being a country of immigrants with the need to provide appropriate security measures." "We, as a Company, must do our best to embody the Core Values we share. Principal among these is our commitment to Inclusion and Diversity."	Company	Emanuel Chirico, Chairman & Chief Executive Officer	<a href="https://www.linkedin.com/pulse/living-our-core-values-pvh-m%C3%B3nica-canto">https://www.linkedin.com/pulse/living-our-core-values-pvh-m%C3%B3nica-canto</a>
"The world around us is changing dramatically. Demographics are changing within our consumer and associate populations. We are more ethnically diverse. We are more culturally diverse. I believe PVH is an inclusive culture where everyone is valued and can be themselves. Embracing Inclusion and Diversity is vital to our success."	Company	Emanuel Chirico, Chairman & Chief Executive Officer	<a href="https://www.pvh.com/responsibility/empowering-people/Inclusion%20and%20Diversity">https://www.pvh.com/responsibility/empowering-people/Inclusion%20and%20Diversity</a>
"Creating an inclusive work environment where every individual is valued... At PVH, we value an inclusive workplace that drives growth, success, performance and creativity. It is important that we remain committed to strengthening our culture as we grow, and creating an inclusive environment where every individual is valued..."	Company		<a href="https://www.pvh.com/responsibility/empowering-people/Inclusion%20and%20Diversity">https://www.pvh.com/responsibility/empowering-people/Inclusion%20and%20Diversity</a>
To recruit, train, and provide career advancement to all associates without regard to gender, race, religion, age, disability, sexual orientation, nationality, or social or ethnic origin. Diversity in the workplace will be encouraged. Bigotry, racism, and sexual or any other form of harassment will not be tolerated.	Company		<a href="https://www.pvh.com/responsibility/policy/statement">https://www.pvh.com/responsibility/policy/statement</a>
PVH is proud to be one of 75 companies to sign the Equal Opportunities Commission (EOC) and Chinese University of Hong Kong statement calling for LGBTQ anti-discrimination legislation. Learn more about our commitment to Inclusion & Diversity: <a href="http://ow.ly/oZX330apPzf">#WeArePVH</a> "	Company		<a href="https://www.linkedin.com/hp/update/6253599702474846208">https://www.linkedin.com/hp/update/6253599702474846208</a> <a href="https://www.facebook.com/PVH.Corp/posts/1526981830694060">https://www.facebook.com/PVH.Corp/posts/1526981830694060</a>

<p>"At PVH, we are committed to creating an inclusive environment where every individual is valued. This drives our growth, performance, creativity, and success. We are proud to be recognized with a 100 percent rating the Corporate Equality Index. Congratulations to all of the other organizations receiving this recognition who share our commitment to equality."</p>	<p>company</p>	<p>Manny Chirico, Chairman and CEO</p>	<p><a href="https://www.pvh.com/news/2316207">https://www.pvh.com/news/2316207</a></p>
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## Ralph Lauren

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
	<p>Company</p>		<p><a href="http://press.ralphlauren.com/citizenreport/en-us/">http://press.ralphlauren.com/citizenreport/en-us/</a></p>

## Ross Stores

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>A commitment to diversity</p> <p>Diversity at Ross means promoting the acceptance and appreciation of every individual. Through our policies and training, we instill a culture of respect and dignity throughout the workplace, and require every employee to exhibit this in every interaction they have with customers and their peers. Our diversity program includes:</p> <ul style="list-style-type: none"> <li>Standard training on Ross' Code of Business Conduct and Ethics for full-time employees during hiring and orientation.</li> <li>Non-harassment trainings for all Associates.</li> <li>Benefit coverage offered to same-sex domestic partners.</li> <li>Support for cultural events in communities.</li> <li>Commitment to broad communication with translations to seven languages available to our distribution center Associates.</li> </ul> <p>As a result of these efforts, our workforce is diverse, composed of people with a range of economic and ethnic backgrounds. Currently, 72 percent of our Associates are people of color and 77 percent are women.</p> <p>Ross is an equal employment opportunity (EEO) employer committed to diversity. Our full EEO statement is available at <a href="http://corp.rossstores.com/eo">corp.rossstores.com/eo</a>.</p>	<p>Company</p>		<p><a href="https://corp.rossstores.com/responsibility/empowering-our-associates/a-commitment-to-diversity">https://corp.rossstores.com/responsibility/empowering-our-associates/a-commitment-to-diversity</a></p>

## VF

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Our associates are the engine of our success. They share a deep commitment to diversity — in people and ideas. We conduct business with the highest levels of honesty, integrity and respect for others, and we foster a positive work environment based on creativity, collaboration and congeniality.	Company		<a href="http://www.vfc.com/one-vf">http://www.vfc.com/one-vf</a>
Diversity  Valuing individuals. Leveraging differences. Succeeding together.	Company		<a href="http://www.vfc.com/one-vf/diversity-inclusion">http://www.vfc.com/one-vf/diversity-inclusion</a>
It was identified through our associate engagement survey and our succession planning metrics that we needed to activate employee resource groups in our organization to act as a catalyst to leadership development and job satisfaction.	company and association	CEO action for diversity and inclusion	<a href="https://www.ceoaction.com/actions/vf-employee-resource-group-program/">https://www.ceoaction.com/actions/vf-employee-resource-group-program/</a>
"when our diverse team comes together to collaborate and innovate, nothing can hold us back"	company	Gareth Brooks, Managing Director, VF Asia Limited	<a href="https://twitter.com/VFCorp/status/905526729980162049">https://twitter.com/VFCorp/status/905526729980162049</a>
"our company is committed to achieving gender parity in corporate leadership by 2030.	company	n/a	<a href="https://twitter.com/VFCorp/status/901424270097739776">https://twitter.com/VFCorp/status/901424270097739776</a>
"Having an inclusive and diverse workplace gives VF a unique and competitive advantage, providing an environment in which all associates can thrive, and, in turn, allows us to win in the increasingly multicultural marketplace." "A diverse and inclusive environment facilitates best-in-class thought processes, through a culture of empowerment. This diversity of thought coupled with an engaged workforce offers a broader perspective that leads to a competitive advantage." "Inclusion relates to being valued. Diversity equates it to being connected. We all thrive when we feel a connected sense of value, and when we thrive individually, our company succeeds from our collective efforts." "Diversity makes us smarter as a company and more competitive in the global market. Globalization and technologies brought cultures and countries closer, and in order for us to understand demand and keep up with trends, we have to expand our thinking beyond the familiar."	company	Reggie Miller - senior director inclusion and diversity, Shonna Brackett - director strategy innovation and commercialization of jeanswear, Kellye Gordon - senior director ethics and compliance, Reem Seghairoun - program manager retail analytic services VF.	<a href="http://www.vfc.com/news/company-news/detail/50565/four-vf-associates-named-to-diversity-mbas-top-100">http://www.vfc.com/news/company-news/detail/50565/four-vf-associates-named-to-diversity-mbas-top-100</a>

"VF is continuing its journey to build one of the most inclusive work environmental and companies in the world. This score is a testament to the inclusive culture we foster at VF and our commitment to always encourage our associates to bring their true selves to work every day."	company	Reginald Miller - senior director of global inclusion and diversity	<a href="https://www.vfc.com/news/company-news/detail/53042/vf-earns-perfect-score-on-2018-corporate-equality-index-for">https://www.vfc.com/news/company-news/detail/53042/vf-earns-perfect-score-on-2018-corporate-equality-index-for</a>
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## Banking and Finance

### AIG

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Congratulations Becca Heller, Director of the International Refugee Assistance Project, on winning the Charles Bronfman Prize! The Bronfman Prize recognizes young humanitarians whose work is benefiting all people. We're honored to partner with the International Refugee Assistance Project.	Company		<a href="https://www.facebook.com/AIGInsurance/posts/1723062677952509">https://www.facebook.com/AIGInsurance/posts/1723062677952509</a>
"Diversity is who we are – the talent in our organization. It's embedded in our workplace, in our clients, and in our vendors – not as an afterthought or a must-have, but as a driver in our success."	Company	Peter Hancock, AIG CEO	<a href="http://www.aig.com/careers/diversity-and-inclusion">http://www.aig.com/careers/diversity-and-inclusion</a>
We believe in the power of our differences. True diversity encompasses more than gender and race. It includes the whole human experience: culture, education, personality, skills, life experiences, and beyond. It's everything in each person's life experience that results in unique thinking styles and equips us to meet the challenges of our complex and competitive global marketplace. Diversity = Talent. Inclusion is the critical link that enables the benefits of a diverse workforce to come to life, helping us unleash the true power of our differences. Fostering a culture within AIG that actively seeks and encourages diverse backgrounds, life experiences, and thinking styles will help us to better understand, connect with, and serve our clients – fulfilling our mission of being the most valued insurance company in the world.	Company		<a href="http://www.aig.com/careers/diversity-and-inclusion">http://www.aig.com/careers/diversity-and-inclusion</a>
AIG has a long history of supporting the development of diverse talent through dozens of global professional and leadership development forums implemented since 2011 for women in middle and senior management. More recently, we completed the pilot for an initiative created to accelerate the development of high-potential diverse male leaders in the United States.	association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/executive-men-s-development-initiative-emi/">https://www.ceoaction.com/actions/executive-men-s-development-initiative-emi/</a>
"we are incredibly proud of this accomplishment and of being recognized for the fourth consecutive year by DiversityInc. Our employees foster a spirit of inclusion each and every day and I applaud their continued efforts to make AIG a leader in diversity"	company	Claudine Macartney, Cheer Human Resources Officer	<a href="http://www.aig.com/about-us/awards-and-recognition/aigs-diversity-earns-recognition-for-fourth-straight-year?cmpid=wb/d/so/tw/awards_noteworthy-">http://www.aig.com/about-us/awards-and-recognition/aigs-diversity-earns-recognition-for-fourth-straight-year?cmpid=wb/d/so/tw/awards_noteworthy-</a>

			<a href="http://company_diversityinc/aiginsurancex/aig///20170616175000">company_diversityinc/aiginsurancex/aig///20170616175000</a>
"as a gay man...walking down the street with an AIG t-shirt on my chest knowing my company supported me 100% was gratifying, rewarding, and validating"	company	Ryan Metzger, business community lead	<a href="http://www.aig.com/about-us/news-and-media/featured-news/aig-employees-around-globe-support-lgbt-community">http://www.aig.com/about-us/news-and-media/featured-news/aig-employees-around-globe-support-lgbt-community</a>
"At AIG, diversity and inclusion are values fully integrated into our culture."	company	Jeremy Johnson, President of US Commercial	<a href="https://twitter.com/AIGinsurancex/status/925376825135648768">https://twitter.com/AIGinsurancex/status/925376825135648768</a>
"AIG's nimble, cross-cultural teams allow us to think globally and respond locally. That's the power of diversity [video]"	company		<a href="https://twitter.com/AIGinsurancex/status/925376825135648768">https://twitter.com/AIGinsurancex/status/925376825135648768</a>
"Understanding women's unique needs is a key first step to a more secure future."	company	Michelle miller, us head of marketing, life AIG life & retirement	<a href="https://twitter.com/AIGinsurancex/status/922900519257038849">https://twitter.com/AIGinsurancex/status/922900519257038849</a>

## Bank of America

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"As a global company, we depend upon the diverse sources of talent that our teammates represent. In view of this, we are closely monitoring the recent refugee- and immigration-related executive order in the United States, and subsequent developments," Brian Moynihan, Bank of America's CEO, wrote in a message to employees. "We are connecting with teammates who may be affected, in response to questions. We also are working to ensure we have the most accurate and timely information to best assist potentially impacted teammates."	Company	CEO Brian Moynihan	<a href="https://www.americanbanker.com/news/big-banks-struggle-to-understand-scope-impact-of-trump-travel-ban">https://www.americanbanker.com/news/big-banks-struggle-to-understand-scope-impact-of-trump-travel-ban</a>
Embracing diversity makes us stronger, smarter and better equipped for change.	Company		<a href="https://twitter.com/BankofAmerica/status/753672965808586758">https://twitter.com/BankofAmerica/status/753672965808586758</a>

<p>"Valuing the unique differences each employee brings to our team.</p> <p>We believe a community thrives when all its' citizens are part of its' future. Bank of America is dedicated to an inclusive workplace that welcomes all, regardless of sexual orientation, race, gender identity, ethnicity and experience. We best represent the whole community when the whole community is represented on our team."</p>	Company		<a href="https://www.facebook.com/BankofAmerica/app/645357285516772/">https://www.facebook.com/BankofAmerica/app/645357285516772/</a>
<p>We are a diverse and inclusive company Our purpose is to make financial lives better for our customers, clients and communities by connecting them to the resources they need to be successful. That starts with our employees. The diversity of our employees—in thought, style, sexual orientation, gender identity, race, ethnicity, culture and experience—makes us stronger, and is essential to our ability to fulfill our purpose and achieve our business strategy of responsible growth.</p> <p>Diversity and inclusion are part of our values. Around the world, we hold leaders accountable for building diverse teams and fostering an inclusive environment where employees are valued for who they are and what they offer. This accountability starts with our CEO, Brian Moynihan, who chairs our Global Diversity and Inclusion Council.</p> <p>We're stronger when we connect our diverse backgrounds and perspectives to better meet the needs of our customers. More than half of our global workforce is women and more than 40 percent of our US workforce is racially and ethnically diverse. We also recognize that our work in building upon our diversity is not done. Through recruitment efforts and partnerships we're attracting some of the best and diverse talent from around the world. We've expanded our dedicated campus and specialty sourcing recruiting teams, which partner with more than 200 colleges, universities and other organizations around the world to recruit diverse talent. Our most recent campus recruiting class was more than 50 percent diverse.</p> <p>We place particular emphasis on how we care for our employees, drive a culture of mutual respect, and promote teamwork at every level of our company. We invest in all employees through development and learning programs that support their career development and wellness. Our Employee Networks give employees the opportunity to connect to develop leadership skills, build strong ties with their communities, and bring lasting value to our business. Our 12 employee networks have more than 70,000 memberships around the world.</p> <p>By nurturing a workplace where our employees feel appreciated and engaged, we help them become better in their jobs and at building their careers with us. We strive to give all employees the support they need to be their best at work and at home, so that they can make a genuine impact and contribute to the sustainable growth of our business and the communities we serve.</p>	Company		<a href="http://about.bankofamerica.com/en-us/global-impact/diversity-and-inclusion.html#fbid=Kap_qKlq5Y">http://about.bankofamerica.com/en-us/global-impact/diversity-and-inclusion.html#fbid=Kap_qKlq5Y</a>
<p>It is vitally important we embrace and appreciate every person's background — their culture, heritage and experiences. This demonstrates our commitment to being a great place to work, and upholds values that strengthen the communities we serve. Courageous conversations are group discussions that encourage employees to have open dialogue on topics that are important to them. The goal of these conversations is to promote inclusion, understanding and positive action by creating awareness of employees' experiences and perspectives related to differences in background, experience or viewpoints, such as class, age, gender, gender identification and expression, sexual orientation, ethnicity, and disabilities. We also aim to use this venue to address community events that impact our employees, recognizing that we are all affected by different events in personal ways, and that those</p>	association	CEO Action for Diversity and Inclusion, Cynthia Bowman, Chief Diversity and Inclusion Officer	<a href="https://www.ceoaction.com/actions/courageous-conversations/">https://www.ceoaction.com/actions/courageous-conversations/</a>

feelings do not pause during work hours.			
"we are proud to have been the 1st financial services company to offer domestic partner benefits & continue to support our #LGBT employees"	company	n/a	<a href="https://twitter.com/BankofAmerica/status/877526568804941824">https://twitter.com/BankofAmerica/status/877526568804941824</a>
"we understand the power of diversity & value differences in culture, ethnicity, sexual orientation, gender identity & expression. #BofAPride	company	n/a	<a href="https://twitter.com/BankofAmerica/status/875414622064521216">https://twitter.com/BankofAmerica/status/875414622064521216</a>
"we work every day to make sure that we're creating a workplace where all our employees can reach their full potential. Our commitment to inclusion is evident in our benefits and programs designed to support those with disabilities and ensure that all employees can make meaningful contributions within our company."	company	Sheri Bronstein, global human resources executive	<a href="http://newsroom.bankofamerica.com/pres-s-releases/awards-and-recognition/bank-america-scores-100-percent-us-business-leadership-network">http://newsroom.bankofamerica.com/pres-s-releases/awards-and-recognition/bank-america-scores-100-percent-us-business-leadership-network</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
"At Bank of America, our commitment to diversity and inclusion is built into the foundation of our company. Diversity and inclusion are part of our values, our culture and the core strategy of our company"	company	Cynthia Bowman, chief diversity and inclusion officer	<a href="https://twitter.com/BofA_News/status/918475681406832642">https://twitter.com/BofA_News/status/918475681406832642</a>
"hiring diverse technology talent is always a win, win."	company	Susan barker, senior vp, GTO campus recruitment	<a href="https://twitter.com/BofA_Careers/status/916299339298942976">https://twitter.com/BofA_Careers/status/916299339298942976</a>
"we have eight lines of business because we have different customers with different needs. We are best able to serve them when we have a team that reflects this diversity and is inclusive of all backgrounds, perspectives and experiences."	company	Brian Moynihan, ceo	<a href="https://twitter.com/BofA_News/status/917396770916917248">https://twitter.com/BofA_News/status/917396770916917248</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for	association	Mogul.com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>

employees, and social contribution within each organization.			
"The Global Ambassadors Program is an example of our company's long-standing commitment to advancing women's leadership and economic empowerment. It's one way we approach responsible growth, investing in our capital to advance economic and social progress.	company	Anne Finucane, vice chairman	<a href="http://newsroom.bankofamerica.com/press-releases/corporate-philanthropy/vital-voices-and-bank-america-connect-women-entrepreneurs-los-">http://newsroom.bankofamerica.com/press-releases/corporate-philanthropy/vital-voices-and-bank-america-connect-women-entrepreneurs-los-</a>

## Berkshire Hathaway

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Buffett, who is the CEO of Berkshire Hathaway, in his annual letter to shareholders, which was released on Saturday morning, writes that America's economic growth has been "miraculous." He says one of the main reasons for that has been a tide of "talented and ambitious immigrants" to the U.S.	Company	Warren Buffett, CEO	<a href="http://fortune.com/2017/02/25/warren-buffett-donald-trump-annual-letter/">http://fortune.com/2017/02/25/warren-buffett-donald-trump-annual-letter/</a>
"The quality of immigrants, the motivation of immigrants, this is what has contributed to the greatness of the country,"	Company	Warren Buffett, CEO	<a href="http://www.politico.com/story/2017/02/warren-buffett-bill-gates-trump-immigrants-235432">http://www.politico.com/story/2017/02/warren-buffett-bill-gates-trump-immigrants-235432</a>
In explaining the success of the American experiment, Buffett said, "You had a welcoming attitude toward immigrants who then did wonders for this country."	Company	Warren Buffett, CEO	<a href="https://www.theatlantic.com/business/archive/2017/02/buffett-gates/517833/">https://www.theatlantic.com/business/archive/2017/02/buffett-gates/517833/</a>
"You've explicitly stated you do not consider diversity when hiring for leadership positions and board members," asked reporter Andrew Ross Sorkin. "Does that need to change, and are we missing any investment opportunities as a result?" Buffett answered, "No." "We will select board members -- and we lay it out and have done so for years, and I think we've been much more explicit than most companies -- we are looking for people who are business-savvy, shareholder-oriented, and have a special interest in Berkshire," Buffett said, according to Yahoo. "And we've found people like that. And as a result, I think we've got the best board that we could have."	Company	Warren Buffett, CEO	<a href="http://abcnews.go.com/Business/top-takeaways-warren-buffetts-berkshire-hathaway-annual-meeting/story?id=38822464">http://abcnews.go.com/Business/top-takeaways-warren-buffetts-berkshire-hathaway-annual-meeting/story?id=38822464</a>



## Citigroup

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Dear Colleagues,            "Since the weekend, we have been reviewing the executive order on immigration, as well as statements by administration officials, to assess its impact. As a U.S. company and the world's most global financial institution, we are concerned about the message the executive order sends, as well as the impact immigration policies could have on our ability to serve our clients and contribute to growth. We have been advising colleagues who could be affected and will continue to support them and their families.            "We are proud of Citi's diversity and the fact that we hail from over 100 countries. We encourage the leaders of the United States to find the right balance between protecting the country and its longstanding role as an open and welcoming society."</p>	Company	CEO Mike Corbat	<a href="http://www.businessinsider.com/citigroup-ceo-corbat-on-trump-immigration-ban-2017-1">http://www.businessinsider.com/citigroup-ceo-corbat-on-trump-immigration-ban-2017-1</a>
<p>Citigroup pledges to collaborate with its public and private sector clients as well as with its strategic partners to focus on sustainable solutions that are responsive to the needs of refugees. These solutions include initiatives that target youth education and employability, as well as collaboration with sovereigns and the international development community on ideas around creative financing solutions to unlock funding to address the needs of displaced persons. Citi will continue to optimize its relationships with the supranational agencies and NGOs that operate in conflict and refugee zones.</p>	Company		<a href="https://obamawhitehouse.archives.gov/the-press-office/2016/09/20/private-sector-participants-call-action?linkid=28991998">https://obamawhitehouse.archives.gov/the-press-office/2016/09/20/private-sector-participants-call-action?linkid=28991998</a>
<p>We see diversity as a source of strength. Therefore, we have made it a priority to foster a culture where the best people want to work, where people are promoted on their merits, where we value and demand respect for others and where opportunities to develop are widely available to all — regardless of differences.</p>	Company		<a href="http://www.citigroup.com/citi/diversity/">http://www.citigroup.com/citi/diversity/</a>
<p>JC: Our business is about opportunity and risk. And the only way we can strike a rational balance between those two elements of our decision-making is to create more diversity of perspective in our work force. We get closer to that goal by building more diverse teams composed of people with different experiences, genders, nationalities, religions, ethnicities, economic backgrounds and sexual orientations. Effectively harnessing that diversity of perspectives will help us truly explore and realize the full potential of what Citi can offer our colleagues and clients.</p>	Company	Jim Cowles, Citi CEO EMEA	<a href="https://blog.citigroup.com/2017/04/discussing-diversity-amp-gender-equality-with-citi-executives/?linkid=36302882">https://blog.citigroup.com/2017/04/discussing-diversity-amp-gender-equality-with-citi-executives/?linkid=36302882</a>
<p>We are a global company and welcome people of every cultural background, gender, race/ethnicity, generation, sexual orientation, and gender identity or expression, as well as military veterans and people with disabilities.</p>	Company		<a href="http://www.citi.com/citi/about/citizenship/talent-diversity.html">http://www.citi.com/citi/about/citizenship/talent-diversity.html</a>
<p>"Any time you run a business, especially one that relies as heavily on relationships as ours does, the people you hire to represent you make a huge difference. First and foremost, we want great people working for us. We can't limit ourselves to a subset of talented individuals because we are incapable of being an attractive workplace to diverse communities. If you want great people – the ones with the best ideas and the strongest work ethic – you cannot place limits on who you hire. What's more, we have a diverse set of clients; and we have to be diverse as well in order to give them confidence that we can relate to them and understand their needs. We have to make</p>	company	Jamie Forese, President	<a href="https://blog.citigroup.com/2017/06/diversity-discussions-with-citi-executives/">https://blog.citigroup.com/2017/06/diversity-discussions-with-citi-executives/</a>

<p>our company as attractive as possible to every single part of the population to give people a reason to want to work for us and to work with us. Of course there's the compassionate and idealistic side to wanting to have a diverse workforce, but even ignoring that, there is a strong business rationale." " Diversity and inclusion are two different things. Unlike diversity, you can't define your degree of inclusiveness simply by the numbers. Anyone can look at a spreadsheet and use statistics to show their firm's diversity. But there's a difference between raw diversity and inclusiveness. Achieving the former is relatively straightforward – I can hire X number of people from this group or that group, put it on the sheet and credibly call my workplace diverse. But just being numerically diverse doesn't mean you've created an inclusive environment. To be authentically inclusive, you need to start with a wide, diverse slate and then take concrete and deliberate steps to ensure you keep that inclusiveness intact as you move up the chain of command. To create an environment that's both diverse and inclusive, every member of a minority or diverse group needs to feel as equal a contributor to the team as everyone else, at every level from the most junior to most senior roles."</p>			
<p>"we're working to identify &amp; understand the evolving financial needs of women"</p>	<p>company</p>	<p>Vanessa Colella, head of Citi Ventures</p>	<p><a href="https://twitter.com/CitiVentures/status/908430089439850497">https://twitter.com/CitiVentures/status/908430089439850497</a></p>
<p>"At Citi, we believe a diverse workforce at all levels is business critical. Diversity and inclusion are strategic priorities across the firm globally. Diversity of thought keeps us at the cutting edge of innovation and technology, enabling progress for our clients, shareholders and communities we serve. We believe that to be innovative, you must be inclusive. Companies with diverse and inclusive cultures are the future and Citi is proud to be part of this progressive group." "Gender diversity is a key focus, and our global diversity strategy sets out a clear path to work towards improving our commitment to driving change in our industry. We welcome the initiatives introduced by the Charter and fully support the aims and objectives in achieving greater gender balance."</p>	<p>company</p>	<p>Jim Cowles, CEO of Citi in Europe, the Middle East and Africa and global co-chair of Citi Women..Jenny Grey, head of Human Resources for Emea</p>	<p><a href="http://www.citigroup.com/citi/news/2017/170711a.htm?linkId=39665918">http://www.citigroup.com/citi/news/2017/170711a.htm?linkId=39665918</a></p>
<p>Any time you run a business, especially one that relies as heavily on relationships as ours does, the people you hire to represent you make a huge difference. First and foremost, we want great people working for us. We can't limit ourselves to a subset of talented individuals because we are incapable of being an attractive workplace to diverse communities. If you want great people – the ones with the best ideas and the strongest work ethic – you cannot place limits on who you hire. What's more, we have a diverse set of clients; and we have to be diverse as well in order to give them confidence that we can relate to them and understand their needs. We have to make our company as attractive as possible to every single part of the population to give people a reason to want to work for us and to work with us. Of course there's the compassionate and idealistic side to wanting to have a diverse workforce, but even ignoring that, there is a strong business rationale.</p>	<p>company</p>	<p>Jamie Forese, Head of ICG and President</p>	<p><a href="https://blog.citigroup.com/2017/06/diversity-discussions-with-citi-executives/?linkId=38859276">https://blog.citigroup.com/2017/06/diversity-discussions-with-citi-executives/?linkId=38859276</a></p>
<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus</p>	<p>association</p>	<p>Keep Texas Open for Business</p>	<p><a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a></p>

<p>on job creation and prosperity.</p>			
<p>The value of diversity to our business extends throughout our value chain, from our employees to our clients, our customers and our suppliers. Over the past several years, we've achieved significant progress in promoting diversity across our supplier base through initiatives led by Citi's Supply Chain Development, Inclusion and Sustainability Program. However, we are continually looking for ways to increase diversity among our supplier base across the globe, and to help drive economic empowerment for women through our business activities and operations. Fortunately, Citi has a unique model that has kept supplier diversity and sustainability intrinsically linked for almost a decade. This integrated approach has helped to ensure that awareness, education and training in support of inclusion, human rights, and environmental sustainability remain firmly embedded in all of our sourcing efforts. It's well established that empowering women to start and grow businesses leads to job creation, economic development and more sustainable communities. Despite this reality, however, only a small fraction spent by corporations with their suppliers each year currently goes to women-owned businesses. To help address this obvious shortcoming in supply chain management -- especially in developing markets where there is immense untapped potential and opportunity for female run enterprises -- we've joined forces with WEConnect International -- a global organization dedicated to the advancement of women-owned businesses and a Citi partner since 2016 -- to procure an additional \$100 million from women-owned businesses over the next three years, especially from firms located in developing markets.</p>	<p>company</p>	<p>Javette Hines, Director, Supply Chain Development, Inclusion and Sustainability, Enterprise Supply Chain</p>	<p><a href="https://blog.citigroup.com/2017/09/our-commitment-to-womens-economic-empowerment-through-a-diverse-supplier-network/">https://blog.citigroup.com/2017/09/our-commitment-to-womens-economic-empowerment-through-a-diverse-supplier-network/</a></p>
<p>"we believe in having a diverse workforce in every way. Orientation, gender, religion..." - @citi's James Cowles #citipride #OLEurope17</p>	<p>association</p>	<p>James Cowles, CEO for Europe, Middle East &amp; Africa</p>	<p><a href="https://twitter.com/OutLeadership/status/915565604580593664">https://twitter.com/OutLeadership/status/915565604580593664</a></p>
<p>On behalf of our Citi colleagues around the world, it's my pleasure to share that three Citi leaders have been named to the 2017 OUTstanding/Financial Times LGBT &amp; Ally Executives lists. This year we're proud to have Citi representatives on the Leading LGBT Executives, Leading Ally Executives and Top LGBT Future Leaders lists this year.</p> <p>Our colleagues who have been recognized are:</p> <p>Bob Annibale, Global Director for Citi Inclusive Finance &amp; Community Development, has been named to the Leading LGBT Executives list. Bob serves as co-lead for our Pride affinity group and has made the Leading LGBT Executives list for an impressive fourth consecutive year. The Leading LGBT Executives category recognizes 100 senior role models who are helping to make our workplaces more welcoming.</p> <p>Jamie Forese, Head of ICG and President of Citi, has been named to the Leading Ally Executive list. The Leading Ally Executives category acknowledges the contribution of 50 senior executives who are outspoken and unwavering in their support for LGBT+ people in the workplace. Jamie serves along with Bob as co-lead of our Pride affinity group.</p>	<p>company</p>	<p>Terry Hogan, Global Head of Diversity and Director, Talent Management</p>	<p><a href="https://blog.citigroup.com/2017/10/citi-leaders-recognized-on-2017-outstandingfinancial-times-leading-lgbt-ally-amp-future-leaders-lists/">https://blog.citigroup.com/2017/10/citi-leaders-recognized-on-2017-outstandingfinancial-times-leading-lgbt-ally-amp-future-leaders-lists/</a></p>

Nicholas Deakin, Associate in Citi's Investment Banking division, has been named to the Top LGBT Future Leaders list. This category presents 50 inspirational LGBT Future Leaders making a significant contribution to LGBT+ inclusion. Nicholas is an active committee member of our Pride group in London, UK and is heavily involved in finance recruitment initiatives.  Congratulations to our three colleagues and all of those who have been named to these prestigious lists			
"If 1 girl can change the world, imagine what 130 million can do. Citi is working w/ @MalalaFund to education girls worldwide. #Progress Makers" (video)	company		<a href="https://twitter.com/Citi/status/923282531100839944">https://twitter.com/Citi/status/923282531100839944</a>
			<a href="http://www.citigroup.com/citi/news/2017/171002a.htm">http://www.citigroup.com/citi/news/2017/171002a.htm</a>
"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."	association	Beck Bailey, HRC deputy director of employee engagement	<a href="http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a>
If we raise Labor Force Participation (LFP), Average Hours Worked and Average Labor Productivity to parity for men and women, OECD GDP could in theory increase 20% and GDP generated by women could increase 50%. If instead we only narrow the gap between men and women by 50% on LFP, Average Hours Work, and Average Labor Productivity, by, GDP would increase 8% in advanced economies and GDP by women would increase 20%. Adjusting those numbers with a conservative assessment on the potential impact of gender policies and changes, we forecast GDP in advanced economies could increase 6%.	company		<a href="https://twitter.com/Citi/status/935538666071625729">https://twitter.com/Citi/status/935538666071625729</a>
empowering women boosts global growth	company	Tina Fordham, chief global political analyst and managing director	<a href="https://www.bloomberg.com/news/videos/2017-11-21/citi-s-fordham-says-empowering-women-boosts-growth-video?linkId=45040473">https://www.bloomberg.com/news/videos/2017-11-21/citi-s-fordham-says-empowering-women-boosts-growth-video?linkId=45040473</a>
report: Women in the Economy II	company		<a href="https://www.citivelocity.com/citigps/ReportSeries.action?recordId=66&amp;linkId=44989858">https://www.citivelocity.com/citigps/ReportSeries.action?recordId=66&amp;linkId=44989858</a>
Reductions in labor force gender inequality could result in a 6% potential rise in GDP for developed countries. Learn more: <a href="http://on.citi.us/2zZjkF9">http://on.citi.us/2zZjkF9</a>	company		<a href="https://twitter.com/Citi/status/933006986526027776">https://twitter.com/Citi/status/933006986526027776</a>

## JP Morgan Chase

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Message from the Operating Committee: "In light of recent executive orders in the United States regarding immigration policy, we want every one of you to know of our unwavering commitment to the dedicated people working here at JPMorgan Chase. "This includes a number of our outstanding employees — all of whom have adhered to our country's immigration and employment processes — who have come to the United States to serve our company, clients and communities. "Over the weekend, we have worked to reach out to all JPMorgan Chase employees on sponsored visas who are potentially impacted by the recent orders. We understand the situation is evolving quickly, so if you have any concerns about your own situation and have not been contacted, please reach out to your local immigration specialist or HR team. "With more than 140,000 employees in the United States alone, we are grateful for the hard work and sacrifices made to keep our country safe. At the same time, we understand that our country, economy and wellbeing are strengthened by the rich diversity of the world around us, where we are dedicated to serving customers and communities in more than 100 countries every day. "Thank you."</p>	Company	JPMorgan Chase & Co's operating committee, which includes CEO Jamie Dimon	<a href="http://www.businessinsider.com/jpmorgan-jpm-memo-on-donald-trumps-travel-ban-policy-2017-1">http://www.businessinsider.com/jpmorgan-jpm-memo-on-donald-trumps-travel-ban-policy-2017-1</a>
<p>Anti-globalization sentiment is growing in parts of the world today, usually expressing itself in anti-trade and anti-immigration positions. (I'm not going to write about immigration in this letter – we have always supported proper immigration – it is a vital part of the strength of America, and, properly done, it enhances the economy and the vitality of the country.)</p>		Jamie Dimon, Chairman and Chief Executive Office	<a href="https://www.jpmorganchase.com/corporate/investor-relations/document/2016-annualreport.pdf">https://www.jpmorganchase.com/corporate/investor-relations/document/2016-annualreport.pdf</a>
<p>"We think of diversity here at JPMorgan Chase as synonymous with talent. It's how we achieve our business objectives. When you hear these words, "diversity," "inclusion," etc., try replacing them with the word "talent" – and you'll understand what it means to us and what we're trying to do."  We still have a way to go. But at the end of the day, we are striving to be the company where people who might otherwise feel they're "different" in some way – be it because of their ethnicity, gender, disabilities, sexual orientation, whatever – are comfortable being themselves and happy to come to work. We want to embody a culture of inclusion, where we no longer even talk about "diversity" or "inclusion" because it's the norm. And when we get to the point where we no longer have to talk about diversity? That's when we know we have been successful.</p>		Patricia David, Senior Diversity Advisor	<a href="https://www.jpmorganchase.com/corporate/news/insights/patricia-david-diversity-matters.htm">https://www.jpmorganchase.com/corporate/news/insights/patricia-david-diversity-matters.htm</a>
<p>"I strongly disagree with President Trump's reaction to the events that took place in Charlottesville over the past several days. Racism, intolerance and violence are always wrong. The equal treatment of all people is one of our nation's bedrock principles. There is no room for equivocation here: the evil on display by these perpetrators of hate should be condemned and has no place in a country that draws strength from our diversity and humanity. As a company and for ass business in general, it is critical that we help develop rational, intelligent policies to help expand opportunities for all of our citizens. I know that times are tough for many. The lack of economic growth and opportunity has led to deep and understandable frustration among so many Americans. But fanning</p>	company	Jamie Dimon, Chairman and Chief Executive Office	<a href="https://twitter.com/jpmorgan/status/897888496781860864">https://twitter.com/jpmorgan/status/897888496781860864</a>

<p>divisiveness is not the answer. Constructive economic and regulatory policies are not enough and will not matter if we do not address the divisions in our country. It is the leader's role, in business or government, to bring people together, not tear them apart. Today, the members of the President's Strategic and Policy Forum agreed to disband. The group put out its own statement. But I also wanted you to understand why I personally supported this decision and how strongly I feel about these issues. I'm very proud of the 250,000 people working here at JPMorgan Chase. I see your values every day - in how you treat your clients, your communities and each other. I am proud to see so many of you leading by example and not losing sight of the core principles which made our country great. I stand with you.</p>			
<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.</p>	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
<p>"\$JPM's Goodrich: Diversity goes beyond metrics. It's about diversity of thought &amp; creating a firm that represents the communities we serve."</p>	company	Courtney Smith Goodrich	<a href="https://twitter.com/jpmorgan/status/914562489052008449">https://twitter.com/jpmorgan/status/914562489052008449</a>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
<p>"Apprenticeships are great mechanisms for the workforce but they must be quality training and be inclusive for women and minorities." \$JP's Hang Ho at #LonConf17</p>	company		<a href="https://twitter.com/jpmorgan/status/931129226459262976">https://twitter.com/jpmorgan/status/931129226459262976</a>
<p>\$JPM CEO Jamie Dimon highlights importance of LGBT Ally Executives, senior LGBT role models, and companies coming out in public support for LGBT rights around the world at the @OutandEqual Brazil Forum. #OEBrazilForum</p>	company		<a href="https://twitter.com/jpmorgan/status/930520521111949313">https://twitter.com/jpmorgan/status/930520521111949313</a>
<p>It's the diverse mind sets that walk into the rooms each day. Individuals succeed when you embrace that diversity of thinking. - #MetLife Chief HR Officer @RedShoeMovement @anne_yamel @marieladabbah #RSMEEvent</p>	company		<a href="https://twitter.com/TeresaGeovanna/status/931583433956102144">https://twitter.com/TeresaGeovanna/status/931583433956102144</a>

## MetLife

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"MetLife believes diversity is a competitive advantage. Celebrate #PrideMonth and Bring Your Whole Self To Work. <a href="http://bit.ly/MetLifeGLAM">#LGBT</a> "	Company		<a href="https://twitter.com/MetLife/status/481180229805690880">https://twitter.com/MetLife/status/481180229805690880</a>
"A diverse workforce and a culture of inclusion are essential to the way MetLife does business and how we treat our employees."	Company	Steven A. Kandarian, Chairman, President and CEO	<a href="https://www.metlife.com/about-us/global-diversity-inclusion/">https://www.metlife.com/about-us/global-diversity-inclusion/</a>
"Our goal is to honor the backgrounds, unique experiences and perspectives of our employees, communities, customers and partners."	Company	Elizabeth Nieto, Global Chief Diversity & Inclusion Officer	<a href="https://www.metlife.com/about-us/global-diversity-inclusion/">https://www.metlife.com/about-us/global-diversity-inclusion/</a>
For us at MetLife, there are two reasons why diversity and inclusion are so important. Talent is one, and the other is commercial opportunities. We know that to better understand our customers, it's easier to have people that represent those voices internally. Talent comes in all different sizes and shapes, and if you only select from one pool, you're really diminishing the possibility of finding the best talent. Research shows that organizations or teams that are diverse are more productive, they are more innovative — they are better at solving problems than a more homogeneous team. We always have to ask ourselves, "Are different people being included in the decision making process? Are we listening to those that are different from the majority as we come up with new ideas?" Those teams that are diverse are really working in a culture of inclusion and they can speak up, and everyone has a say.	company	Elizabeth Nieto, Global Chief Diversity & Inclusion Officer	<a href="https://blog.metlife.com/metlife-stories/elizabeth-nieto-inclusion/06-13-2017">https://blog.metlife.com/metlife-stories/elizabeth-nieto-inclusion/06-13-2017</a>
"MetLife's diverse workforce and inclusive workplace are essential components for meeting our business goals. We are proud of MetLife's strong record of promoting an inclusive environment and are honored to be recognized once again by LATINA Style."	company	Elizabeth Nieto, global chief diversity and inclusion officer	<a href="https://www.metlife.com/about/press-room/index.html?compID=218252">https://www.metlife.com/about/press-room/index.html?compID=218252</a>
"MetLife is committed to creating an inclusive work environment where employees with different abilities contribute to our business success. By building awareness and supportive work environment, we empower our employees who are differently able to grow, seize opportunities and reach their full potential."	company	Elizabeth Nieto, global chief diversity and inclusion officer	<a href="https://www.metlife.com/about/press-room/index.html?compID=218013">https://www.metlife.com/about/press-room/index.html?compID=218013</a>

<p><b>MetLife's response to Oxfam:</b></p> <p><b>Commitment to Diversity &amp; Inclusion:</b></p> <ul style="list-style-type: none"> <li>· Top company for female executives: <a href="https://www.metlife.com/about-us/newsroom/2018/march/metlife-recognized-as-a-top-company-for-female-executives/">https://www.metlife.com/about-us/newsroom/2018/march/metlife-recognized-as-a-top-company-for-female-executives/</a></li> <li>· Working Mother magazine's top companies for 19th year: <a href="https://www.metlife.com/content/metlife/us/homepage/about-us/newsroom/2017/october/metlife-named-to-working-mother-100-best-companies-list-for-19th.html">https://www.metlife.com/content/metlife/us/homepage/about-us/newsroom/2017/october/metlife-named-to-working-mother-100-best-companies-list-for-19th.html</a></li> <li>· Adoption-friendly workplace: <a href="https://www.metlife.com/about-us/newsroom/2017/october/metlife-earns-top-spot-in-industry-as-best-adoption-friendly-workplace/">https://www.metlife.com/about-us/newsroom/2017/october/metlife-earns-top-spot-in-industry-as-best-adoption-friendly-workplace/</a></li> <li>· Top company for Hispanic women: <a href="https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-as-top-50-company-for-hispanic-women/">https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-as-top-50-company-for-hispanic-women/</a></li> <li>· Best place to work for disability inclusion efforts: <a href="https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-to-the-2017-disability-equality-index-/">https://www.metlife.com/about-us/newsroom/2017/september/metlife-named-to-the-2017-disability-equality-index-/</a></li> <li>· Member of Bloomberg Gender-Equality Index: <a href="https://www.bloomberg.com/company/announcements/104-companies-included-first-sector-neutral-bloomberg-gender-equality-index/">https://www.bloomberg.com/company/announcements/104-companies-included-first-sector-neutral-bloomberg-gender-equality-index/</a></li> </ul> <p>To see more details, please review our latest corporate responsibility report, p. 30-32: <a href="https://www.metlife.com/content/dam/microsites/about/corporate-responsibility/pdf/global-impact-full-report.pdf">https://www.metlife.com/content/dam/microsites/about/corporate-responsibility/pdf/global-impact-full-report.pdf</a></p>			
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## Morgan Stanley

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We are closely monitoring developments around the new U.S. travel restrictions imposed this weekend. While no individual employees were impacted in their travel to date, we are concerned for those individuals and their families who could be impacted and will provide them support as needed.</p> <p>Any employee who has questions about upcoming travel should contact the Global Travel and Security teams at [+++++]</p> <p>We value immensely the contribution of all our employees from all over the world. Continuing to draw on talent from across the globe is a key element of Morgan Stanley's culture and ultimately to our success in serving our clients."</p>	Company	Morgan Stanley CEO James Gorman	<a href="http://www.businessinsider.com/morgan-stanley-gorman-memo-on-trump-immigration-ban-2017-1">http://www.businessinsider.com/morgan-stanley-gorman-memo-on-trump-immigration-ban-2017-1</a>
<p>"At Morgan Stanley, diversity is an opportunity – for clients, employees and Firm. By valuing diverse perspectives, we can better serve our clients while we help employees achieve their professional objectives. A corporate culture that is open and inclusive is fundamental to our role as a global leader constantly striving for excellence in all that we do."</p>	Company	Morgan Stanley CEO James Gorman	<a href="https://www.morganstanley.com/about-us/diversity">https://www.morganstanley.com/about-us/diversity</a>



Chief Equity Strategist Adam Parker discusses gender diversity in the workplace & how it is paying off for companies	Company		<a href="https://twitter.com/MorganStanley/status/780878934606876672">https://twitter.com/MorganStanley/status/780878934606876672</a>
To make workplace gender diversity impactful, companies have to go beyond quotas and tokenism. <a href="http://mgstn.ly/2mRGg2e">http://mgstn.ly/2mRGg2e</a>	Company	Eva Zlotnicka, whose work on the Sustainable + Responsible Investment team within Morgan Stanley Research	<a href="https://www.facebook.com/morganstanley/posts/378256502558588">https://www.facebook.com/morganstanley/posts/378256502558588</a>
"We suggest incorporating our gender diversity scores with the fundamental sector analyst and quant team views in order to help investors capture potential value associated with gender diversity," the firm wrote in a note to clients.	Company	Eva Zlotnicka, whose work on the Sustainable + Responsible Investment team within Morgan Stanley Research	<a href="http://www.marketwatch.com/story/morgan-stanley-wants-analysts-to-look-at-gender-diversity-in-evaluating-companies-2017-02-16">http://www.marketwatch.com/story/morgan-stanley-wants-analysts-to-look-at-gender-diversity-in-evaluating-companies-2017-02-16</a>
"These companies are sending a powerful message to LGBTQ workers and their families that America's businesses believe in equality. Across the country, corporate leaders are speaking out because they know attacking LGBTQ employees isn't just shameful - it also puts the families of their employees and customers at risk. LGBTQ people like Jameka are entitled to the full protection of the law, and must be affirmed, respected and protected in their workplace and beyond."	association	Sarah Warbelow, HRC Legal Director	<a href="https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120">https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120</a>
For more information on Morgan Stanley's focus on diversity & support for #WomenInTech, visit booth B19 at The Grace Hopper Celebration India in Bengaluru today and tomorrow. #GHCI17 <a href="http://mgstn.ly/2iH2zXe">http://mgstn.ly/2iH2zXe</a>	company		<a href="https://twitter.com/MorganStanley/status/931016485220298752">https://twitter.com/MorganStanley/status/931016485220298752</a>
@Halleemah Nash talks about empowering the next generation of women leaders to wrap up today's #HERday.	company		<a href="https://twitter.com/MorganStanley/status/930576080834048000">https://twitter.com/MorganStanley/status/930576080834048000</a>
Caroline Gundeck, Head of Client Development for Wealth Management, leads a conversation about investing in women employees during #HERday.	company		<a href="https://twitter.com/MorganStanley/status/930554437055246340">https://twitter.com/MorganStanley/status/930554437055246340</a>
Follow the journey of Trigger Finance Founder Rachel Mayer, from Venezuela to MIT, and through Morgan Stanley's first Multicultural Innovation Lab, a program which supports and developing startups founded by multicultural and women entrepreneurs. #MCIL17 <a href="http://mgstn.ly/2ziZLRn">http://mgstn.ly/2ziZLRn</a>	company		<a href="https://twitter.com/MorganStanley/status/930533305283481600">https://twitter.com/MorganStanley/status/930533305283481600</a>
<b>Carla Harris discusses Morgan Stanley's efforts to bridge the funding gap affecting multicultural and women-led startups.</b>	company		<a href="https://twitter.com/MorganStanley/status/930510651079962624">https://twitter.com/MorganStanley/status/930510651079962624</a>

<p>Financial Advisor James Rooney describes the importance of communicating directly with his deaf clients using sign language. #peopleatMS</p>	<p>company</p>		<p><a href="https://twitter.com/MorganStanley/status/927899525204897793">https://twitter.com/MorganStanley/status/927899525204897793</a></p>
<p>This access to capital gap is even starker given the business pipeline. According to the U.S. Census Bureau’s 2012 Survey of Business Owners, women represent roughly 36% of business owners, while non-white Americans represent nearly 30%. This gap isn’t about there being fewer Black, Hispanic and women entrepreneurs - it is about these groups not having the same networks and connections as their white, male counterparts to help push their companies forward. Less connected networks result in fewer opportunities.</p> <p>Morgan Stanley is actively working to address some of these gaps. This year, we started the Multicultural Innovation Lab, an accelerator targeting multicultural and women-led early stage technology focused startups. This program provides capital investment, mentorship, and most importantly connections to companies that can help innovative startups get to the next level.</p> <p>The economic potential lost by not addressing these gaps is significant. As the U.S. becomes increasingly diverse, consumer preferences will continue to change. Business starts and job creation will increasingly be driven by Blacks, Hispanics and women. For example, Morgan Stanley found last year that Latino consumer wallet growth will outpace Millennials and baby boomers by 2020, driving future consumer trends in new directions. It’s not just Latinos - but Americans of color in general - that are reshaping consumer preferences. So who better to influence how businesses respond than those who are driving the change?</p> <p>People of color are not only driving consumption though; they’re also creating jobs. Non-white owned businesses created more than 72% of new private company jobs between 2007 and 2012, according to the Center for Global Policy Solutions. Better access to capital would drive further business and job growth.</p> <p>And finally, from a business perspective, diverse businesses are better investments. In 2015, McKinsey found a statistically significant relationship between racial/ethnic diversity and financial performance. They found that more diverse corporate leadership was correlated with better performance when compared to the industry’s national median. Similarly, in 2016, Morgan Stanley Research’s quantitative model showed that more gender diverse companies had “less volatility” and “better fundamentals” than their less diverse peers. If the capital access, business development and strategic support that VC firms offer is given to a broader array of companies and founders, not only will there be greater rates of startup success, but also more jobs created and greater economic output.</p> <p>Creating programs to address the access to capital gap is not only the right thing to do; it’s the right economic decision and is good for business.</p>	<p>company</p>	<p>Tom Nides, managing director and vice chairman</p>	<p><a href="https://www.huffingtonpost.com/entry/59f9c22fe4b0412aab840c73?linkId=44189147">https://www.huffingtonpost.com/entry/59f9c22fe4b0412aab840c73?linkId=44189147</a></p>
<p>Over 100 of our Hong Kong employees and their families recently joined @pinkdothk in support of LGBT+ inclusion. #pinkdothk #loveisequal</p>	<p>company</p>		<p><a href="https://twitter.com/MorganStanley/status/925359234425991168">https://twitter.com/MorganStanley/status/925359234425991168</a></p>

## Prudential

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Our workforce reflects Prudential’s deep and longstanding commitment to diversity and inclusion. At Prudential, we value the unique perspectives and experiences of every individual, as we work hard to maintain our reputation as a welcoming and rewarding place to work for people of all identities and backgrounds.</p>	Company		<a href="http://jobs.prudential.com/working.php">http://jobs.prudential.com/working.php</a>
<p>Difference can make all the difference in the world. At Prudential we count on that. We have a long-standing commitment to diversity in our workplace and marketplace.</p> <p>We understand that we succeed through people—those who skillfully create and deliver the products and services that distinguish us from our competitors, those who confidently entrust their family’s wealth protection and growth to us, those who invest in our company’s future to help secure their own, and those who live alongside us on the city streets and neighborhood blocks where we do business.</p>	Company	signed by company officers, including John Strangfeld Chairman and CEO	<a href="http://corporate.prudential.com/view/page/corp/31791">http://corporate.prudential.com/view/page/corp/31791</a>
<p>At Prudential, we strongly believe that talent comes in every color, gender, origin, religion, sexual orientation, and physical capability imaginable.</p>	Company		<a href="http://corporate.prudential.com/view/page/corp/31824">http://corporate.prudential.com/view/page/corp/31824</a>
<p>“Getting the best ideas from employees of all backgrounds around the world and building a pipeline of diverse, rising talent are essential to company growth and competitive advantage.”</p>	Company	Michele C. Green, vice president & chief diversity officer	<a href="http://web.prudential.com/view/page/public/31253">http://web.prudential.com/view/page/public/31253</a>
<p>"Inclusion is smart business. We want to make sure that our business partners, intermediaries and ultimately our end consumers know that diversity and inclusion inform our business strategies, especially how we connect with all of these important audiences."</p>	Company	Mark Hug, vice president of marketing and distribution for Individual Life Insurance	<a href="http://web.prudential.com/view/page/public/31253">http://web.prudential.com/view/page/public/31253</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>

"Prudential doesn't believe in innovation that excludes the very people that often need these solutions the most. So I'm proud to continue our support of the MIT Inclusive Innovation Challenge and to help these talented finalists get access to the resources that they need to scale their efforts."	company	Naveen Agarwal, CEO	<a href="https://twitter.com/Prudential/status/918475795479351296">https://twitter.com/Prudential/status/918475795479351296</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization."	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."	association	Beck Bailey, HRC deputy director of employee engagement	<a href="http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a>
A proud champion of #LGBTQ equality, @Prudential has earned our 15th straight perfect score on the @HRC Corporate Equality Index. #CEI2018	company		<a href="https://twitter.com/Prudential/status/928698983459049474">https://twitter.com/Prudential/status/928698983459049474</a>

## State Farm

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We Value People from All Walks of Life Diversity and Inclusion is the Heartbeat of Future Success	Company		<a href="https://www.statefarm.com/about-us/diversity-inclusion">https://www.statefarm.com/about-us/diversity-inclusion</a>
.@TigerMountainFD helps low-income communities gain access to fresh produce in a sustainable way. #GoodNeighbors <a href="http://st8.fm/gardenfood">http://st8.fm/gardenfood</a>	company		<a href="https://twitter.com/StateFarm/status/923202502014767104">https://twitter.com/StateFarm/status/923202502014767104</a>

## Wells Fargo

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"While we are still assessing what this change means for Wells Fargo, we know that it may have deeply personal implications for team members who may have friends or family affected by it," Hardison wrote to employees. "As always, Wells Fargo is committed to fostering a culture of diversity and inclusion where our team members are encouraged to value and respect others for their differences. These values will continue to be of great importance as we support team members who have been affected by this executive order."	Company	Hope Hardison, the bank's chief administrative officer	<a href="https://www.americanbanker.com/news/big-banks-struggle-to-understand-scope-impact-of-trump-travel-ban">https://www.americanbanker.com/news/big-banks-struggle-to-understand-scope-impact-of-trump-travel-ban</a>
Our diversity and inclusion strategy provides common direction and clear goals across Wells Fargo. We focus on three areas:  Team members. We strive for a culture with inclusive policies and programs that attract, develop, engage, and retain the best talent. Marketplace. We integrate diversity and inclusion into the business decisions we make every day, including how to increase work with diverse vendors and suppliers. Advocacy. We demonstrate leadership and commitment through our interactions in both the workplace and in our communities.			<a href="https://www.wellsfargo.com/about/diversity/diversity-and-inclusion/">https://www.wellsfargo.com/about/diversity/diversity-and-inclusion/</a>
As a leading global financial-services company, we believe we have a significant role to play in providing thought leadership and delivering practical solutions to social, economic, and environmental challenges through our products and services, culture and operations, and philanthropy. Our 5-year corporate social responsibility commitment and goals are focused on 3 priorities: diversity and social inclusion, economic empowerment, and environmental sustainability.			<a href="https://www.wellsfargo.com/about/corporate-responsibility/goals-and-reporting/">https://www.wellsfargo.com/about/corporate-responsibility/goals-and-reporting/</a>
Building a diverse and inclusive leadership team is imperative to understanding and responding to customers. Creating an environment where team members feels included, valued, and supported is essential to them feeling engaged and inspired. Engaged team members drive greater customer satisfaction and extraordinary business results. The Diverse Leaders Programs provide an opportunity for our team members who identify with certain diversity dimensions to feel included, valued, and further develop their leadership skills in order to engage, stay, and advance their careers with Wells Fargo	company and association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/wells-fargo-diverse-leaders-programs/">https://www.ceoaction.com/actions/wells-fargo-diverse-leaders-programs/</a>
Each year, we evaluate our sourcing and procurement spend to identify opportunities to grow or expand relationships with diverse suppliers. In categories where we have low diverse spend, we work with our lines of business to develop plans that will enable diverse spend growth. Wells Fargo invests \$1 million annually in diverse supplier development.	company and association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/supplier-diversity-program/">https://www.ceoaction.com/actions/supplier-diversity-program/</a>
"when we think about Wells Fargo's impact, it's not just about how many checking account there are and how much business we have. It's about how the people we're interacting with feel. We want everyone to feel included and appreciated. And if we do that, we'll be truly successful at Wells Fargo."	company	Jimmie Paschall, head of Diversity and Inclusion and Strategic Philanthropy	<a href="http://www.diversityinc.com/news/wells-fargo-safe-zone/">http://www.diversityinc.com/news/wells-fargo-safe-zone/</a>

"We are proud to receive this honor again. Diversity and inclusion is one of Wells Fargo's five primary values that provide the foundation for everything we do. Whether it's through our Diverse Abilities Team Member Network, which creates awareness and inclusion of our team members with diverse ability, providing capital to companies that employ people with disability, or donating to organization that support people with disabilities, disability inclusion is important to us."	company	Kathy Martinez, senior vice president and head of disability and accessibility strategy	<a href="https://stories.wf.com/wells-fargo-recognized-disability-inclusion-policies-practices/">https://stories.wf.com/wells-fargo-recognized-disability-inclusion-policies-practices/</a>
"continuing to invest in diverse team members is incredibly important and is a tremendous opportunity for us to better serve our diverse customers and communities. As the program manager and alumna of the DLP, I know how empowering it is to feel valued, appreciated, and important. That's the experience I want every participant to have when they participate in the programs."	company	Joy Nguyen, program manager for diverse leaders program	<a href="https://stories.wf.com/give-n-opportunity-success-increases-tremendously-program">https://stories.wf.com/give-n-opportunity-success-increases-tremendously-program</a>
#ICYMI - We are proud to have earned the top score on the Disability Equality Index Best Places to Work list.	company		<a href="https://twitter.com/WellsFargoNews/status/932712776140804097">https://twitter.com/WellsFargoNews/status/932712776140804097</a>

## Extractive industries

### Chevron

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Chevron is a member of USHCC and therefore associated with the organization's legislative platform which includes immigration reform, more efficient border crossing and expanded work visa programs.	Association	US Hispanic Chamber of Commerce	<a href="http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Platform_FINAL.pdf">http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Platform_FINAL.pdf</a> and <a href="http://ushcc.com/membership/corporate-partnership/">http://ushcc.com/membership/corporate-partnership/</a>
Chevron has an extensive list of programs and awards related to diversity in the workplace			<a href="https://www.chevron.com/corporate-responsibility/people/diversity-inclusion">https://www.chevron.com/corporate-responsibility/people/diversity-inclusion</a>
Scored 100% on the Corporate Equality Index 2017 by the Human Rights Campaign Fund, tracking treatment of LGBT employees. The CEI criteria reflect leading policies, benefits and practices for the LGBT workforce and their families. The criteria are premised on the notion of parity rather than prescription.	NGO	Human Rights Campaign Fund	<a href="http://hrc-assets.s3.amazonaws.com/files/assets/resources/CEI-2017-FinalReport.pdf">http://hrc-assets.s3.amazonaws.com/files/assets/resources/CEI-2017-FinalReport.pdf</a>

Diversity is one of our core values. For the tenth consecutive year, we are proud to have achieved a perfect score for LGBT equality in the workplace. <a href="http://spr.ly/61890uX3">http://spr.ly/61890uX3</a>	Company		<a href="https://www.facebook.com/Chevron/photos/a.10150431758480467.628741.431744650466/10155101968185467/">https://www.facebook.com/Chevron/photos/a.10150431758480467.628741.431744650466/10155101968185467/</a>
Diversity is a cornerstone value of The Chevron Way. We respect the unique talents, experiences and perspectives of our workforce. Learn more: <a href="http://spr.ly/6017BS1Lt">http://spr.ly/6017BS1Lt</a>	Company		<a href="https://www.facebook.com/Chevron/videos/10156771978160467/">https://www.facebook.com/Chevron/videos/10156771978160467/</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
"Chevron values the ongoing dialogue with the stockholders on this critical issues of violence in Rakhine State, Myanmar. We believe that US investment is a strong mechanism for economic growth and development. We will continue to work with other US companies and the government to promote the value of US investment in Myanmar and the need to foster a business environment that respects human rights."	company		<a href="http://www.bbc.com/news/business-41977909">http://www.bbc.com/news/business-41977909</a>
Love who you are. Love where you work. A perfect score 13 years in a row. @HRC 2018 Corporate Equality Index. #CEI2018	company		<a href="https://twitter.com/Chevron/status/930163977023381505">https://twitter.com/Chevron/status/930163977023381505</a>

## Conoco Phillips

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
DIVERSITY & INCLUSION POSITION: We strive to represent and reflect the global communities in which we live and work. To deliver superior performance, we create an environment of inclusion that respects the contributions and differences of every individual (employees, contract workers, suppliers and business partners). Wherever possible, we use these differences to drive competitive business advantage, personal growth and, ultimately, create business success .	Company		FEB. 2016 <a href="http://www.conocophillips.com/sustainable-development/our-approach/Documents/Diversity%20and%20Inclusion%20Position_FINAL.pdf">http://www.conocophillips.com/sustainable-development/our-approach/Documents/Diversity%20and%20Inclusion%20Position_FINAL.pdf</a>

#ConocoPhillips named to @HRC's "Best Places to Work for LGBTQ Equality" with score of 100 percent	company		<a href="https://twitter.com/conocophillips/status/930204423887998976">https://twitter.com/conocophillips/status/930204423887998976</a>
Congrats to #ConocoPhillips Black Employee Network - our first employee network celebrated their first 30 years! #oilandgaslife	company		<a href="https://twitter.com/conocophillips/status/930072836181340161">https://twitter.com/conocophillips/status/930072836181340161</a>
How we ensure that indigenous peoples share the long-term #sustainable benefits from natural resource development: <a href="http://bit.ly/2zBrVkh">http://bit.ly/2zBrVkh</a>	company		<a href="https://twitter.com/conocophillips/status/928358067334365184">https://twitter.com/conocophillips/status/928358067334365184</a>

## Exxon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Exxon Mobil does not use recruiting agencies that charge advance fees of any kind. There are many scams using the company name to elicit payments for business contracts or employment. (How to avoid fraudulent communications.)	Company	Corporate	<a href="http://corporate.exxonmobil.com/en/company/contact-us/business-solicitation-and-recruiting-scams/business-solicitation-and-recruiting-scams-overview">http://corporate.exxonmobil.com/en/company/contact-us/business-solicitation-and-recruiting-scams/business-solicitation-and-recruiting-scams-overview</a>
"We support voluntary, employee-led networks that foster a culture of diversity and inclusion by offering development programs, community service opportunities and mentoring."	Company	Corporate	<a href="http://corporate.exxonmobil.com/en/community/corporate-citizenship-report/safety-and-health-and-the-workplace/diversity">http://corporate.exxonmobil.com/en/community/corporate-citizenship-report/safety-and-health-and-the-workplace/diversity</a>
The diversity of ideas, perspectives, skills, knowledge and cultures across our company facilitates innovation and is a key competitive advantage. Through a range of programs, activities and investments, we strive to create and maintain a diverse workforce representative of the numerous geographies where we do business. Our Global Diversity Framework is the foundation for this approach	Company	Company	<a href="http://corporate.exxonmobil.com/en/company/about-us/global-diversity/global-diversity-framework">http://corporate.exxonmobil.com/en/company/about-us/global-diversity/global-diversity-framework</a>
ExxonMobil's Supplier Diversity program is a proactive business process to provide diverse suppliers equal access to purchasing opportunities.	Company		<a href="http://corporate.exxonmobil.com/en/company/contact-us/directory/supplier-diversity">http://corporate.exxonmobil.com/en/company/contact-us/directory/supplier-diversity</a>



Exxon Mobil is a member of USHCC and therefore associated with the organization's legislative platform which includes immigration reform, more efficient border crossing and expanded work visa programs.	Association	US Hispanic Chamber of Commerce	<a href="http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf">http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf</a> and <a href="http://ushcc.com/membership/corporate-partner-membership/">http://ushcc.com/membership/corporate-partner-membership/</a>
Exxon Mobil response to above statement: "The membership list linked to the left is from 2015, however, ExxonMobil is a current member of the United States Hispanic Chamber of Commerce and regularly engages with the organization, including through participation its annual legislative summit."			
Diversity is a cornerstone of our competitiveness—a point that is just as true for our supply base as it is with our workforce.	Company		<a href="https://www.facebook.com/ExxonMobil/posts/1202003759916707">https://www.facebook.com/ExxonMobil/posts/1202003759916707</a>
We're proud to promote diversity at our Cold Lake Facility with our Native Internship Program. <a href="http://exxonmobil.co/2feojXa">http://exxonmobil.co/2feojXa</a>	Company		<a href="https://twitter.com/exxonmobil/status/804097724706471937">https://twitter.com/exxonmobil/status/804097724706471937</a>
Great news for new mothers and fathers! Eligible U.S. employees get 8 additional weeks of paid time off after childbirth/adoption!	company		<a href="https://twitter.com/exxonmobil_jobs/status/925044799543103488">https://twitter.com/exxonmobil_jobs/status/925044799543103488</a>

## Marathon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Diversity and inclusion are an important part of our business strategy. Our goal is to create an environment where all employees can maximize their talents and abilities. The corporate culture that comes as a result of a focus on diversity and inclusion makes us both a stronger employer and a stronger competitor.	Company		<a href="http://www.marathonpetroleum.com/About_MPC/OurValues/Diversity/">http://www.marathonpetroleum.com/About_MPC/OurValues/Diversity/</a>
MPC celebrates the diversity of its employees during National Native American Heritage Month in November	company		<a href="https://twitter.com/MarathonPetroCo/status/925709388203069440">https://twitter.com/MarathonPetroCo/status/925709388203069440</a>

At MPC, we celebrate #DiversityMonth because an inclusive environment is critical to business success. <a href="http://ow.ly/m2vF30fRnCF">http://ow.ly/m2vF30fRnCF</a>	company		<a href="https://twitter.com/MarathonPetroCo/status/918889286384185345">https://twitter.com/MarathonPetroCo/status/918889286384185345</a>
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## Phillips 66

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
In fact, Phillips 66 is focused on diversity and inclusion as key elements of our building a high-performing organization, and we view diversity as a competitive advantage that enhances critical thinking and sparks innovation. Our diversity-guiding principles are inclusion, collaboration, accountability and respect. We are committed to reinforcing these principles in our workplace to help guide individual, team and organizational behavior.	Company		<a href="http://www.phillips66.com/EN/susdev/our-approach/Pages/our-people.aspx">http://www.phillips66.com/EN/susdev/our-approach/Pages/our-people.aspx</a> and <a href="http://phillips66.jobs/diversity/">http://phillips66.jobs/diversity/</a>

## Valero

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
At Valero, we promote inclusion and diversity, respecting individuals' backgrounds, perspectives and talents. We are committed to employ and retain the most qualified individuals without regard to race, color, gender, gender identity, religion, disability, veteran status or any other protected category. Valero recognizes that respecting diversity fosters creative thinking, teamwork, open communication and opportunity. Valero's policies and procedures support its core values and promote a positive and diverse working environment.	company		<a href="https://www.valero.com/en-us/Documents/SRR/2016_Valero_SRR_Booklet_Web.pdf">https://www.valero.com/en-us/Documents/SRR/2016_Valero_SRR_Booklet_Web.pdf</a>

## Occidental

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>In addition, we actively promote diversity, inclusion and equal employment opportunity through company polices, training and employee networks.</p>	<p>Company</p>	<p>Board of Directors</p>	<p><a href="http://www.oxypublications.com/annualreport/PDF/2017/OXY_2017_Proxy.pdf">http://www.oxypublications.com/annualreport/PDF/2017/OXY_2017_Proxy.pdf</a></p>
<p>At Occidental, we actively promote diversity, inclusion and equal employment opportunity throughout the company. We believe in providing a workplace free from unlawful discrimination, hostility and harassment and where rights to freedom of association and collective bargaining are respected. Any hostility toward, discrimination against or harassment of any employee based on age, color, gender, sexual orientation, national origin, religion or any racial, ethnic or other personal characteristic is a violation of Occidental's policies.</p>	<p>Company</p>	<p>Company</p>	<p><a href="http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Diversity-and-Equal%20Opportunity.aspx">http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Diversity-and-Equal%20Opportunity.aspx</a></p>
<p>Our diverse workforce contributes to our ability to work effectively across multicultural environments. Internationally, we team with nationwide, regional and local governments to transfer skills and technology to workers in the regions where we operate, and to recruit and train local citizens for jobs at all levels of the company. As a result, Occidental successfully recruits and retains employees from these communities and countries, reducing the need for expatriate workers.</p>	<p>Company</p>	<p>Company</p>	<p><a href="http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Diversity-and-Equal%20Opportunity.aspx">http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Diversity-and-Equal%20Opportunity.aspx</a></p>
<p>More than 200 Dallas-based Occidental and OxyChem employees participated in the City of Richardson Corporate Challenge event, which is designed to encourage teamwork and camaraderie while supporting the Special Olympics of North Texas.</p>	<p>Company</p>	<p>Company</p>	<p><a href="http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Volunteerism-and-Giving.aspx">http://www.oxy.com/SocialResponsibility/Our-Workforce/Pages/Volunteerism-and-Giving.aspx</a></p>
<p>Occidental has always been a diverse company, whether we are talking about gender, culture, or ethnicity, and I think we are a much stronger company as a result. It takes everyone working together, regardless of gender or background, to think differently and generate new ideas that will provide the innovation needed for the industry to succeed.</p>	<p>Company</p>	<p>CEO Vicki Hollub</p>	<p><a href="https://www.spe.org/en/twa/article-detail/?art=3750&amp;utm_source=twitter&amp;utm_medium=social&amp;utm_campaign=twa&amp;utm_content=oxy%20ceo%20vicki%20hollub%20on%20her%20career%20and%20company%2C%20and%20advice%20to%20young%20professionals">https://www.spe.org/en/twa/article-detail/?art=3750&amp;utm_source=twitter&amp;utm_medium=social&amp;utm_campaign=twa&amp;utm_content=oxy%20ceo%20vicki%20hollub%20on%20her%20career%20and%20company%2C%20and%20advice%20to%20young%20professionals</a></p>
<p>The oil and gas industry, like every industry, benefits from diversity and inclusion. Companies need to take steps to ensure all employees have access to growth and development opportunities and that talent identification programs cast a wide net. Our industry also has the opportunity to encourage more women to pursue oil and gas careers through our various STEM-related initiatives and sponsorships.</p>	<p>Company</p>	<p>CEO Vicki Hollub</p>	<p><a href="https://www.spe.org/en/twa/article-detail/?art=3750&amp;utm_source=twitter&amp;utm_medium=social&amp;utm_campaign=twa&amp;utm_content=oxy%20ceo%20vicki%20hollub%20on%20her%20career%20and%20company%2C%20and%20advice%20to%20young%20professionals">https://www.spe.org/en/twa/article-detail/?art=3750&amp;utm_source=twitter&amp;utm_medium=social&amp;utm_campaign=twa&amp;utm_content=oxy%20ceo%20vicki%20hollub%20on%20her%20career%20and%20company%2C%20and%20advice%20to%20young%20professionals</a></p>

## EOG Resources

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We are firmly committed to providing equal opportunity in all aspects of employment and firmly committed to providing a workplace free of discrimination, harassment or segregation based on sex, race, color, age, religion, national origin, physical or mental disability, protected Veteran status, sexual orientation, gender identity or any other characteristic protected by law. This includes providing reasonable accommodation for employees' disabilities or religious beliefs or practices. Similarly, offensive or hostile working conditions created by such harassment or discrimination will not be tolerated</p>	Company	Company	<a href="http://www.eogresources.com/responsibility/employees.html">http://www.eogresources.com/responsibility/employees.html</a>

## Andeavor

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We achieve these objectives by: Treating employees fairly and equitably by embracing and promoting a culture that values diversity, inclusion and equal opportunity</p>	Company	Company	<a href="http://www.andeavor.com/responsibility/our-people/">http://www.andeavor.com/responsibility/our-people/</a>
<p>Nondiscrimination is an important element of human rights, and we have a specific policy to guide us. This policy extends to equal treatment of union-represented and non-union-represented employees, and we work to make sure they receive the same training, safety, and health and wellness programs. We also support employee inclusion teams that focus on women, veteran, LGBTQ, multicultural and multigenerational issues to promote diversity, foster inclusion, and help prevent discrimination and bias.</p>	Company	Company	<a href="http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf">http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf</a>

<p>We focused on expanding our employee inclusion teams in 2016 to foster a broad range of experiences, backgrounds and views, which deepens our collective knowledge and our ability to innovate.</p> <p>Though the overall number of female and minority employees has remained static over the past few years, we remain focused on increasing diversity and are committed to building an inclusive workforce. Through targeted policies, we are also focused on working with suppliers who have been classified and/or certified as small business enterprises and diversity businesses, including those owned and operated by people who are minorities, women, veterans, and/or physically challenged or disadvantaged.</p>	Company	Company	<a href="http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf">http://andeavor.com/Media/1173/2016-tesoro-social-responsibility-report-online-pdf.pdf</a>
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## Food & Beverage Sector

### Archer Daniels Midland

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"ADM's culture promotes inclusion in all roles and at all levels of our organization. Our definition of diversity is broad, encompassing not only diversity in race, gender, ethnicity, economic and educational backgrounds, but also in experiences, perspectives and interests. "</p>	Company		<a href="http://www.adm.com/en-US/responsibility/2015Report/OurPeople/Pages/Diversity.aspx">http://www.adm.com/en-US/responsibility/2015Report/OurPeople/Pages/Diversity.aspx</a>
<p>"We're making real progress, both at ADM and within the wider agriculture industry. For our industry to continue to feed the world in the 21st century, we're going to need a deep pipeline of diverse talent. And both we and our competitors know that without targeted actions and interventions, that pipeline won't be filled. We're proud to work with others in business, academia and government to make this happen. Our attitude is either we will all win together, or we don't win at all."</p>	Company	Mike D'Ambrose, Senior Vice President and Chief Human Resources Officer at Archer Daniels Midland Company	<a href="http://www.nationaldiversitycouncil.org/national-diversity-council-partner-adm-ranked-no-1-for-diversity-representation-in-chicago/">http://www.nationaldiversitycouncil.org/national-diversity-council-partner-adm-ranked-no-1-for-diversity-representation-in-chicago/</a>
<p>Archer Daniels Midland Company announced today that it is a part of a group of more than 150 companies signing onto the CEO Action for Diversity &amp; Inclusion, a new CEO-led collaboration pledging to take action to cultivate workplaces that are both diverse and inclusive. the initiative launched this week with companies committing to exchanging best-known practices and supporting ongoing and new diversity and inclusion action within their respective companies. "A key success factor for businesses today is an inclusive culture and a diverse workforce that can drive innovative thinking among people from a variety of backgrounds and experiences. At ADM, we take very seriously our commitment to these ideal both within our company and the broader agricultural industry. Working with other organizations in the newly-formed CEO Action for Diversity &amp; Inclusion group will enable us to collectively advance diversity and inclusion in the workplace by sharing best practices and working toward common goals."</p>	company	Juan Luciano, chairman and CEO	<a href="https://www.adm.com/news/news-releases/adm-joins-new-business-diversity-and-inclusion-collaboration">https://www.adm.com/news/news-releases/adm-joins-new-business-diversity-and-inclusion-collaboration</a>

## Cargill

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Cargill is working with its travel and security partners to determine what the action means for our employees," the Wayzata-based company said in an e-mailed statement. "We will continue to monitor the situation since it is evolving rapidly. Cargill is committed to maintaining a diverse and inclusive global workforce."</p>	Company		<a href="http://www.startribune.com/cargill-food-companies-keep-close-eye-on-u-s-travel-ban/412182853/">http://www.startribune.com/cargill-food-companies-keep-close-eye-on-u-s-travel-ban/412182853/</a>
<p>"Illegal immigration is a highly charged issue, as the arrival of undocumented workers in the U.S. can create social and economic challenges in some communities. Border enforcement alone has not successfully addressed the problem. New legislation is necessary to create a path to legal status for undocumented immigrants, so they can continue to be productive members of society, contribute to the country's economy and provide for their families."</p>	Company		<a href="https://www.cargill.com/news/immigration-issue">https://www.cargill.com/news/immigration-issue</a>
<p>At Cargill, everyone matters and everyone counts Cargill's purpose is to be the global leader in nourishing the world in a safe, responsible and sustainable way. Inclusion and diversity are key enablers to achieving this purpose and help us to be the most trusted partner in agriculture, food, and nutrition.</p> <p>We believe the path to winning requires each person, regardless of role, level, department or location, to demonstrate inclusive leadership behaviors to drive extraordinary results. To stand apart in this changing world, we actively engage all employees to create a more integrated, better equipped organization.</p> <p>The business benefits of inclusion and diversity: Strengthens our business. Enables us to win through our diverse capabilities, high performing teams, and bold leadership. Positions Cargill to shape the future world and better solve the needs of our customers and the communities we serve.</p>	Company		<a href="https://www.cargill.com/careers/global-inclusion-and-diversity">https://www.cargill.com/careers/global-inclusion-and-diversity</a>
<p>"As leaders in corporate America, we need to do more to open doors. Diverse Teams deliver better business results and can create connections beyond the workplace that foster better understanding and more connected communities."</p>	company	David McLennan, chairman and CEO	<a href="https://www.cargill.com/2017/cargill-joins-ceo-action-for-diversity-and-inclusion">https://www.cargill.com/2017/cargill-joins-ceo-action-for-diversity-and-inclusion</a>
<p>"We could stay in Minneapolis and conduct business in English via telephone, but we prefer to develop high-performing teams that can go out in each region with the skills to get the job done within the cultural context. We simply wouldn't be as successful without global teams."</p>	company	Pilar Cruz, Corporate VP of Corporate Strategy & Development	<a href="http://hispanicexecutive.com/2017/cultivating-the-future-of-cargill/?utm_content=bufferfc809&amp;utm_medium=social&amp;utm_source=twitter.com&amp;utm_campaign=buffer">http://hispanicexecutive.com/2017/cultivating-the-future-of-cargill/?utm_content=bufferfc809&amp;utm_medium=social&amp;utm_source=twitter.com&amp;utm_campaign=buffer</a>
immigration reform			<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q1/300863106.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q1/300863106.xml</a>

E-verify Visas Refugee issues			<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q2/300890185.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q2/300890185.xml</a>
We're honored to be named a #BestPlaceToWork for #DisabilityInclusion <a href="http://bit.ly/2xSg92M">http://bit.ly/2xSg92M</a> #DEI17 @USBLN @AAPD. "100% on the Disability Equality Index shows Cargill is making great strides to integrate, rejuvenate and empower disability inclusion in all our businesses."	company	Sally Lubrant, secretary of the Cargill ability network	<a href="https://twitter.com/Cargill/status/914838875582992384">https://twitter.com/Cargill/status/914838875582992384</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
As a proud supporter of #LGBTQ equality, Cargill is honored to have earned a perfect from the @HRC Corporate Equality Index for the 14th year in a row #CEI2018 <a href="http://bit.ly/2hvZZqk">http://bit.ly/2hvZZqk</a>	company		<a href="https://twitter.com/Cargill/status/930116928412188672">https://twitter.com/Cargill/status/930116928412188672</a>
"Cargill is proud to be among the first to sign on to the Paradigm for Parity," said MacLennan. "We believe inclusive teams deliver value, and we are committed to doing the important work to make gender parity a reality. Whether it's diversifying the board room or providing opportunities for women working on the frontlines of food, agriculture and nutrition, we are taking action to build a company where employees thrive."	company	From oTC	<a href="https://www.cargill.com/2016/cargill-joins-new-paradigm-for-parity-sm-coalition">https://www.cargill.com/2016/cargill-joins-new-paradigm-for-parity-sm-coalition</a>

## Coca-Cola

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"Coca-Cola Co. is resolute in its commitment to diversity, fairness and inclusion, and we do not support this travel ban or any policy that is contrary to our core values and beliefs." Goes on to also say "As a U.S. company that has operations in more than 200 countries and territories, we respect people from all backgrounds and greatly value the diversity of our global system's more than 700,000 associates, We are continuing to assess any potential impact to our employees, and will provide them with appropriate support as needed."	Company	Chief Executive Officer Muhtar Kent	<a href="http://www.coca-colacompany.com/press-center/company-statements/statement-from-coca-cola-chairman-and-ceo-muhtar-kent-on-travel-ban">http://www.coca-colacompany.com/press-center/company-statements/statement-from-coca-cola-chairman-and-ceo-muhtar-kent-on-travel-ban</a>
"As Washington grapples with much-needed immigration reform, my hope is that our leaders focus on creating a modern system with rational laws and regulations, strong border controls, greater opportunities for skilled foreign-born professionals and a clear way forward for undocumented workers — a potential route to U.S. citizenship that bears all the rights, responsibilities and obligations of that coveted status."	Company	Chief Executive Officer Muhtar Kent	<a href="https://www.usatoday.com/story/opinion/2013/02/28/coke-ceo-immigration-reform/1954543/">https://www.usatoday.com/story/opinion/2013/02/28/coke-ceo-immigration-reform/1954543/</a>

<p>"Diversity is at the heart of our business. We strive to create a work environment that provides all our associates equal access to information, development and opportunity. By building an inclusive workplace environment, we seek to leverage our global team of associates, which is rich in diverse people, talent and ideas. We see diversity as more than just policies and practices. It is an integral part of who we are as a company, how we operate and how we see our future. As a global business, our ability to understand, embrace and operate in a multicultural world -- both in the marketplace and in the workplace -- is critical to our long-term sustainability and, specifically, impacts our ability to meet our 2020 Vision People goals."</p>	<p>Company</p>		<p><a href="http://www.coca-colacompany.com/our-company/diversity/global-diversity-mission">http://www.coca-colacompany.com/our-company/diversity/global-diversity-mission</a></p>
			<p><a href="https://www.youtube.com/watch?v=LqLg8w1XnTM">https://www.youtube.com/watch?v=LqLg8w1XnTM</a></p>
<p>The Coca-Cola Company has long been a supporter of meaningful immigration reform. We have advocated for the creation of a modern immigration system with rational laws and regulations. We recognize that the success of our business, like many other, is linked directly to the diversity of our associates, business partners and the communities we all serve. We hope to see a bipartisan effort in congress to preserve and update DACA because it helps support U.S. business competitiveness and equal and full access to the American Dream for young people who were brought to the United States.</p>	<p>company</p>		<p><a href="http://www.coca-colacompany.com/press-center/company-statements/the-coca-cola-company-position-on-immigration-reform-and-daca">http://www.coca-colacompany.com/press-center/company-statements/the-coca-cola-company-position-on-immigration-reform-and-daca</a></p>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	<p>association</p>	<p>Human Rights Campaign</p>	<p><a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a></p>
<p>"Living in a rapidly evolving world, we must understand the societal trends and dynamics that will shape our future workforce and move swiftly to prepare for that future. Gender parity, social injustice, LGBTQ rights and immigrants' rights are just some of the social complexities that impact our workforce. As the world's largest beverage provider, with operations spanning more than 200 countries and 700,000 system employees, we must ensure respect for diversity to navigate these complexities. The Company is committed to diversity and inclusion. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualification, performance, skills and experience.</p>	<p>company</p>		<p><a href="http://www.coca-colacompany.com/content/dam/journey/us/en/private/fileassets/pdf/human-and-workplace-rights/Human-Rights-Report-2016-2017-TCCC.pdf">http://www.coca-colacompany.com/content/dam/journey/us/en/private/fileassets/pdf/human-and-workplace-rights/Human-Rights-Report-2016-2017-TCCC.pdf</a></p>
	<p>association</p>	<p>Catalyst CEO Champions for Change</p>	<p><a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a></p>
	<p>association</p>	<p>Human Rights Campaign</p>	<p><a href="http://www.coca-colacompany.com/coca-cola-unbottled/12-years-running--coca-cola-again-receives-perfect-score-on-huma">http://www.coca-colacompany.com/coca-cola-unbottled/12-years-running--coca-cola-again-receives-perfect-score-on-huma</a></p>



We have an incredible, broad array of products, and they are produced and sold in very diverse markets. The associates that bring those products to life are very diverse as well. When you begin to think about the diversity of the consumers along with the diversity of the associates, to me it really means diversity of thought—the best thinking in getting those products out into the marketplace. It can be diversity in the form of gender as well as race. When you take the best of all of the thoughts that come from that diverse and inclusive culture, it allows us to really serve our rich markets, whether it's in our workplace, the marketplace, or the communities where we operate and live.	company	Debra Shankle, supply chain management	<a href="http://www.coca-colacompany.com/stories/okes-debra-shankle-on-why-listening-is-crucial-to-supplier-diversity">http://www.coca-colacompany.com/stories/okes-debra-shankle-on-why-listening-is-crucial-to-supplier-diversity</a>
Coca-Cola statement on violence in Charlottesville:	Company	From OTC	<a href="https://www.nytimes.com/interactive/2017/business/trump-immigration-ban-company-reaction.html">https://www.nytimes.com/interactive/2017/business/trump-immigration-ban-company-reaction.html</a>
The Coca-Cola Company Statement on the importance of Equal Rights for the LGBT community	Company	From OTC	<a href="http://www.coca-colacompany.com/press-center/company-statements/the-coca-cola-company-statement-on-importance-of-equal-rights-for-lgbt-community">http://www.coca-colacompany.com/press-center/company-statements/the-coca-cola-company-statement-on-importance-of-equal-rights-for-lgbt-community</a>
an alliance formed based on anti-LGBT legislation in Georgia	Association	Georgia Prospers Coalition; from OTC	<a href="https://www.georgiaprosper.org/our-business-coalition/">https://www.georgiaprosper.org/our-business-coalition/</a>
TCCC Australia action on marriage equality	Company	From OTC	<a href="http://www.coca-colacompany.com/stories/the-story-of-the-coca-cola-love-cans">http://www.coca-colacompany.com/stories/the-story-of-the-coca-cola-love-cans</a>

## General Mills

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

"We cultivate an inclusive environment by considering all dimensions of diversity – not just the primary areas of gender, race and sexual orientation – but also cultural aspects including values, preferences, beliefs and communication styles."	Company		<a href="https://www.generalmills.com/Responsibility/diversity-and-inclusion">https://www.generalmills.com/Responsibility/diversity-and-inclusion</a>
"Diversity makes us a better employer, a better supplier — to both our retailers and our consumers — and a better world citizen."	Company	Ken Powell, Chairman and Chief Executive Officer	<a href="https://www.generalmills.com/~media/Files/Responsibility/diversity_brochure_2011.pdf?la=en">https://www.generalmills.com/~media/Files/Responsibility/diversity_brochure_2011.pdf?la=en</a>
	Association		<a href="https://www.2ndvote.com/business-entity/general-mills-2/">https://www.2ndvote.com/business-entity/general-mills-2/</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
No bill number. Issues related to a permanent solution for the Deferred Action for Childhood Arrivals program.			<a href="http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300905807.xml">http://disclosures.house.gov/ld/ldxmlrelease/2017/Q3/300905807.xml</a>
We're proud to share that General Mills earned 100% on @HRC's Corporate Equality Index for #LGBTQ-inclusive workplace policies and practices! #CEI2018 <a href="http://hrc.org/cei">http://hrc.org/cei</a>	company		<a href="https://twitter.com/GeneralMills/status/928695237438066688">https://twitter.com/GeneralMills/status/928695237438066688</a>

## Kellogg

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We regularly work with our media-buying partners to ensure our ads do not appear on sites that aren't aligned with our values as a company," said Kris Charles, a spokeswoman for Kellogg, which also makes Frosted Flakes and Special K cereal. "We recently reviewed the list of sites where our ads can be placed and decided to discontinue advertising on Breitbart.com. We are working to remove our ads from that site."	Company	Kris Charles	<a href="https://www.bloomberg.com/news/articles/2016-11-29/kellogg-pulls-ads-from-breitbart-amid-concerns-about-hate-speech">https://www.bloomberg.com/news/articles/2016-11-29/kellogg-pulls-ads-from-breitbart-amid-concerns-about-hate-speech</a>

"The Kellogg workforce is a diverse and inclusive community of passionate people making a difference. It's our employees' enthusiasm, commitment and innovative ideas that will propel our company forward and help us achieve our business goals. We are focused on maintaining a "growth culture," fostering diversity and inclusion, and ensuring the safety of each individual in our company."	Company		<a href="http://www.kelloggcompany.com/en_US/corporate-responsibility/workplace.html">http://www.kelloggcompany.com/en_US/corporate-responsibility/workplace.html</a>
Kellogg Company's commitment to diversity can be traced back to our founder, W.K. Kellogg, who was a pioneer in employing women in the workplace and reaching across cultural boundaries. The company continues his legacy more than 100 years later by making diversity and inclusion top priorities.  A Message From Our President and CEO: "We believe diversity and inclusion are essential to living our values, achieving our business goals and building a stronger Kellogg. In an increasingly competitive global marketplace, we can only succeed when we attract and retain the best talent and when our employees reflect the diversity of our consumers."	Company	President and CEO	<a href="http://www.kelloggcompany.com/en_US/about-diversity.html">http://www.kelloggcompany.com/en_US/about-diversity.html</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
"Kellogg is proud and honored to be recognized on the Human Rights Campaign Foundation's Annual Scorecard on LGBTQ Workplace Equality. We must nurture a diverse, inclusive environment in which all of our people are empowered to bring their most creative thinking, do their best work, and achieve their full potential."	company	Mark King, global head, diversity and inclusion	<a href="http://newsroom.kelloggcompany.com/2017-11-09-Kellogg-Company-Earns-Top-Marks-in-2018-Corporate-Equality-Index">http://newsroom.kelloggcompany.com/2017-11-09-Kellogg-Company-Earns-Top-Marks-in-2018-Corporate-Equality-Index</a>

## Mars Inc.

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Mars' marketing chief says that when it comes to running a successful business and producing strong advertising, diversity should be considered as "the cake, not the icing on it".	Company	vice-president of marketing Michele Oliver	<a href="https://www.marketingweek.com/2017/03/10/mars-diversity-flipped/">https://www.marketingweek.com/2017/03/10/mars-diversity-flipped/</a>

"Pledging to be a part of the CEO Action on Diversity and Inclusion Initiative makes perfect sense for us. We're deeply invested having a work environment that enables our Associates to thrive by being themselves. This fosters diversity of perspective, creativity and empathetic leadership, and makes use a stronger business. Joining others in a collective effort to advance diversity and inclusion gives us a chance to learn from others and improve our own efforts while being part of a movement that can have a beneficial impact on society"	company	Grant Reid, CEO	<a href="http://www.mars.com/global/press-center/newsroom/diversity-in-the-workplace">http://www.mars.com/global/press-center/newsroom/diversity-in-the-workplace</a>
We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.	Association	equality now	<a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a>
"Creating a diverse and inclusive environment has a profound link with our ability to unlock each individual's potential."	company	Beck Snow, Sr. VP, People & Organization Wrigley	<a href="https://twitter.com/MarsGlobal/status/880474366210744320">https://twitter.com/MarsGlobal/status/880474366210744320</a>
"I truly believe that by embracing diversity at every stage of the advertising process, from idea to casting, we will make more creative and interesting adverts"	company	Michele Oliver, VP Marketing, Mars Chocolate	<a href="https://twitter.com/MarsGlobal/status/877974989256839168">https://twitter.com/MarsGlobal/status/877974989256839168</a>
"we want to attract diverse people...there is no 'one-size-fits-all' profile of a Martian"	company	Victoria Mars, member of board of directors	<a href="https://twitter.com/MarsGlobal/status/918181962816241664">https://twitter.com/MarsGlobal/status/918181962816241664</a>
"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.	association	Coalition for the American Dream	<a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
"At Mars, our priority is ensuring that each and every one of our 100,000+ Associates can be themselves at work. The diversity of perspectives and backgrounds that our Associates bring are the reasons for our rich culture. Without that, we wouldn't be the company we are today. We're proud of a 90% Corporate Equality Index Rating, and we won't be satisfied until we reach 100."	company	Michelle Thomas, global inclusion and diversity leader	<a href="http://www.mars.com/global/press-center/newsroom/diversity-and-inclusion">http://www.mars.com/global/press-center/newsroom/diversity-and-inclusion</a>

<p>"It is glaringly obvious that the agricultural supply chains in general are broken. It's predominantly based on smallholders that are generally living in poverty. We're at the thresholds of planetary boundaries."</p>	<p>company</p>	<p>Kate Wyllie, global vice president of sustainability</p>	<p><a href="https://www.edie.net/news/7/How-the-SDGs-can-create-a-framework-to-fix-a-broken-agriculture-sector/#.WhQH7kzVP8E.twitter">https://www.edie.net/news/7/How-the-SDGs-can-create-a-framework-to-fix-a-broken-agriculture-sector/#.WhQH7kzVP8E.twitter</a></p>
<p>"What's important is to focus on what people notice not explicitly but implicitly. My old boss Fiona Dawson used to say 'it's about what you do when people aren't watching.' that's what we're focusing on. We are trying to be intentional and systemic about it. Mars has very long-term relationships with agencies, we don't swap them every two or three years. So rather than doing the token thing [of being inclusive in your advertising], you get your agency to bring in more diverse faces around the table. this is how you change the industry in a more sustainable way."</p>	<p>company</p>	<p>Michele Oliver</p>	<p><a href="https://www.marketingweek.com/2017/11/17/mars-expand-maltesers-diversity/">https://www.marketingweek.com/2017/11/17/mars-expand-maltesers-diversity/</a></p>

## McDonald's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
			<p><a href="http://detroit.cbslocal.com/2017/03/16/trump-supporters-urge-mcdonalds-boycott-after-tweet-calls-president-disgusting/">http://detroit.cbslocal.com/2017/03/16/trump-supporters-urge-mcdonalds-boycott-after-tweet-calls-president-disgusting/</a>  <a href="http://www.cnn.com/2017/02/16/mcdonalds-chains-shutter-in-support-of-a-day-without-immigrants-protest.html">http://www.cnn.com/2017/02/16/mcdonalds-chains-shutter-in-support-of-a-day-without-immigrants-protest.html</a></p>
<p>"McDonald's is a company guided by core values. One of the values that guides our behavior, actions, and decisions every day is our commitment to our people ... [including] Embracing the diversity and inclusion of employees, Franchisees, customers and suppliers"</p>			<p><a href="http://corporate.mcdonalds.com/mcd/sustainability/people.html">http://corporate.mcdonalds.com/mcd/sustainability/people.html</a></p>
<p>"McDonald's is committed to providing inclusive work environments, training and support. Because diversity and inclusion is a foundational element of our culture, it permeates multiple aspects of the business."</p>			<p><a href="http://corporate.mcdonalds.com/mcd/sustainability/people/diversity-and-inclusion.html">http://corporate.mcdonalds.com/mcd/sustainability/people/diversity-and-inclusion.html</a></p>

# Mondelez

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Proud to support this initiative as we continue to strive for inclusion and diversity in our company and women’s empowerment around the world!</p> <p>“Women and minority-owned businesses are critical to both their communities and our company as they spur economic development and drive growth,” said Irene Rosenfeld, Chairman and CEO of Mondelez International.”</p>	Company	Irene Rosenfeld, Chairman and CEO of Mondelez International	<a href="https://www.facebook.com/mondelezinternational/posts/1434250923293871">https://www.facebook.com/mondelezinternational/posts/1434250923293871</a>
<p>Everyone should be treated fairly and with dignity. It’s a basic human right. And we believe there is a role for everyone to play in preserving that right – from governments and non-governmental organizations to civil society and the private sector. At Mondelez International, we focus on where we can make a difference in our business operations, with our direct suppliers and in the broader community.</p>			<a href="http://www.mondelezinternational.com/about-us/compliance-and-integrity">http://www.mondelezinternational.com/about-us/compliance-and-integrity</a>
<p>Diversity and Inclusion. Supplier will hire, compensate, promote, discipline, and provide other conditions of employment based solely on an individual’s performance and ability to do the job (except as required under collective bargaining agreements). Supplier will not discriminate based on a person’s race, color, religion, gender, age, ethnic or national origin, veteran status, disability, sexual orientation or preference, gender identity, marital status, citizenship status, genetic information, or any legally protected personal characteristic or status.</p>			<a href="http://www.mondelezinternational.com/about-us/compliance-and-integrity">http://www.mondelezinternational.com/about-us/compliance-and-integrity</a>
<p>We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.</p>	Association	equality now	<a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
<p>honored to be recognized by @CatalystInc as a leader in accelerating gender equality and inclusion. #catalystforchange. We took the #catalystforchange pledge. We're committed to accelerating women, including women of color, into leadership by fueling a culture built on inclusion."</p>	company		<a href="https://twitter.com/MDLZ/status/928343122672848897">https://twitter.com/MDLZ/status/928343122672848897</a>

## Nestle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We believe that diversity in our business is a real asset and something that should be encouraged and nurtured."	Company	NA	<a href="http://www.nestleusa.com/socialimpact/gender-balance">http://www.nestleusa.com/socialimpact/gender-balance</a>
"Fair employment, diversity and inclusion are part of our values. We aim to provide a workplace culture that generates equal opportunities for everyone, and in which people are treated with dignity and respect. We are expanding our efforts to strengthen this inclusive culture. We are committed to providing equal opportunities, diversity and inclusion throughout our company. Our main focus remains on achieving gender balance, reflected in our commitment to the UN's Women Empowerment Principles. However, throughout the organization we are also embedding other diversity aspects, including disability, age and ethnicity. Leveraging our diversity and inclusion will bring significant value to our company and support us in our ambition to enhance the quality of people's lives."	Company	NA	<a href="http://www.nestle.com/csv/our-people">http://www.nestle.com/csv/our-people</a>
"Global uncertainty over the economy is generating concern over the future. Young people everywhere are finding it harder than ever to find jobs, with many lacking qualifications and skills. The world cannot afford to lose a generation to unemployment. We are determined to help young people find jobs and training while supporting local communities, fairly and without prejudice. Good working conditions, respect for labour practices and human rights are essential – as are a safe and healthy work environment and flexible employment, which enable us to attract and retain the best people, from the widest range of people and cultures."	Company	NA	<a href="http://www.nestle.com/csv/our-people">http://www.nestle.com/csv/our-people</a>
"We recognise that gender equality, women's rights, education for women and girls worldwide, and women's empowerment are critical to Creating Shared Value for our business and for society. We believe that different ways of thinking complement each other and lead to better decisions. In other words, gender balance simply makes business sense. We believe diversity in our business and throughout our supply chain is a real asset. We have a particular focus on gender balance and empowering women. We have been a signatory of the UN's Women Empowerment Principles since 2013. The principles are a set of seven steps designed to help businesses to support gender equality and empowerment in three key areas: workplace, marketplace and community."	Company	NA	<a href="http://www.nestle.com/csv/our-people/gender-balance">http://www.nestle.com/csv/our-people/gender-balance</a>
"Underpinning all these efforts is a robust approach to compliance, human rights and our people. We respect and promote human rights, fair employment and diversity."	Company	NA	<a href="http://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-in-society-summary-report-2016-en.pdf">http://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-in-society-summary-report-2016-en.pdf</a>

## Pepsico

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
People are PepsiCo's greatest asset. We believe in building a workforce that reflects the diverse consumers and communities we serve. Diversity and engagement is core to our company's values and how we operate as a global corporate citizen. A key driver of our company vision, Performance with Purpose, it helps create sustainable advantage for us.	Company		<a href="http://dev.pepsico.com/company/Diversity-and-Inclusion">http://dev.pepsico.com/company/Diversity-and-Inclusion</a>
PepsiCo needs a team that reflects the diversity of our customers ... creating a culture of respect and trust is a part of [our] values and it is a source of our strength in the marketplace.	Company	Chairman and CEO Indra Nooyi	<a href="http://dev.pepsico.com/company/Diversity-and-Inclusion">http://dev.pepsico.com/company/Diversity-and-Inclusion</a>
"Forget about the Pepsi brand. How dare we* talk about women that way," Nooyi said on Thursday morning, referring to comments Trump made on the campaign trail and in an Entertainment Tonight video roughly a decade ago that surfaced in October. "If we don't nip this in the bud it is going to be a lethal force in society," Nooyi added, in comments made at the New York Times Dealbook Conference in Manhattan.		Chairman and CEO Indra Nooyi	<a href="https://www.forbes.com/sites/antoinegara/2016/11/10/pepsico-ceo-indra-nooyi-after-trump-election-disparagement-of-women-has-to-end/#20053ce73eff">https://www.forbes.com/sites/antoinegara/2016/11/10/pepsico-ceo-indra-nooyi-after-trump-election-disparagement-of-women-has-to-end/#20053ce73eff</a>
When asked about the election result, where Trump beat Democratic nominee Hillary Clinton, Nooyi responded, "is there a box of tissues here?" However, she then pivoted by saying the new administration will need to ensure the safety and inclusion of non-white people, women, and the LGBT community. "The first thing we have to do is assure everyone living in the United States that they are safe. Nothing has changed as a result of this election" she said.		Chairman and CEO Indra Nooyi	<a href="https://www.forbes.com/sites/antoinegara/2016/11/10/pepsico-ceo-indra-nooyi-after-trump-election-disparagement-of-women-has-to-end/#20053ce73eff">https://www.forbes.com/sites/antoinegara/2016/11/10/pepsico-ceo-indra-nooyi-after-trump-election-disparagement-of-women-has-to-end/#20053ce73eff</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
Increasing opportunities and exposure to leadership and mentorship in these industries will help women to explore opportunities where they can bring valuable perspective and insight. Developing talent is at the heart of PepsiCo's values. We are very excited to partner with University of Phoenix and through Million Women Mentors help their students hone STEM and leadership skills for successful careers."	company	Maria Velissarios, vice president of nutrition R&D	<a href="http://www.sustainablebrands.com/press/university_phoenix_pepsico_join_forces_million_women_mentors_program_help_reduce_gender_gap_en">http://www.sustainablebrands.com/press/university_phoenix_pepsico_join_forces_million_women_mentors_program_help_reduce_gender_gap_en</a>



# Tyson

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We Are Strong Because of Our Differences Tyson Foods is a big company. But if you look beyond the logo, you'll see a rich collection of people. All kinds of people, with all kinds of backgrounds, interests, perspectives and beliefs. It's this diversity that makes us strong. A diversity that extends into the relationships we have with the people and companies who supply us.</p>			<a href="http://www.tysonfoods.com/we-care/diversity">http://www.tysonfoods.com/we-care/diversity</a>
<p>Diversity is Our Competitive Advantage Each of our Team Members has different experiences, skills and talents that they bring to the Tyson Foods' family. We embrace and value these differences, which help lead to more innovation, better supplier and customer relationships, and a stronger competitive advantage in the marketplace. Our diversity efforts focus on ensuring that we recruit, develop, and retain a diverse group of Team Members. Our ultimate goal is to ensure that all Team Members have an opportunity to grow and develop personally and professionally. Whether working on the line or serving as a senior leader, each role is valuable in contributing to our purpose of making great food and making a difference. Diversity Days</p>			<a href="http://www.tysonfoods.com/we-care/diversity/team-member-diversity">http://www.tysonfoods.com/we-care/diversity/team-member-diversity</a>
<p>Our Supply Partners Add Value Every Day At Tyson Foods, we know that having a diverse group of supply partners makes good business sense. The competitive advantages of embracing the entire business community will continue to grow, and we want qualified and competitive minority, socio-economic disadvantaged and small business suppliers to share in this growth with us.</p>			<a href="http://www.tysonfoods.com/we-care/diversity/supplier-diversity">http://www.tysonfoods.com/we-care/diversity/supplier-diversity</a>
<p>Tom Hayes, President and CEO of Tyson Foods, Inc., has joined CEO Action for Diversity &amp; Inclusion, a group of more than 250 CEOs who have committed themselves and the companies they lead to advance diversity and inclusion in the workplace. "As part of our core values, we strive to treat each other with dignity and respect every day. Signing this pledge is another visible demonstration of our ongoing commitment to fostering a culture of diversity and inclusion, which we believe makes us a stronger, better team."</p>	company	Tom Hayes, President and CEO	<a href="http://www.tysonfoods.com/media/news-releases/2017/07/tyson-foods-ceo-signs-pledge-to-support-workplace-diversity-and-inclusion">http://www.tysonfoods.com/media/news-releases/2017/07/tyson-foods-ceo-signs-pledge-to-support-workplace-diversity-and-inclusion</a>
<p>"We're proud of our diversity and believe it makes us a stronger, better company. As part of our core values, we strive to be inclusive, operate with integrity and be respectful of each other every day. We are honored to be recognized by the Human Rights Campaign for our ongoing commitment to the LGBTQ community and workplace equality."</p>	company	Tom Hayes, President and CEO	<a href="http://www.tysonfoods.com/media/news-releases/2017/11/tyson-foods-earns-top-marks-for-lgbtq-equality">http://www.tysonfoods.com/media/news-releases/2017/11/tyson-foods-earns-top-marks-for-lgbtq-equality</a>
<p>Tyson's response to Oxfam: <b>Tyson Foods' Position on Arkansas HB 1228</b> In April 2015, former Tyson Foods' president and CEO, Donnie Smith, implored lawmakers in the State of Arkansas, to create a final bill that protects and preserves religious freedom, but does not allow discriminatory practices in the workplace and does not create further damage to our state's reputation.</p>			

# Unilever

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Recent studies have shown that a more diverse and inclusive workforce can boost financial performance, reputation, innovation, and staff motivation <sup>1</sup> . It can also help companies anticipate and meet the needs of their diverse customer base. Unilever is one of the world's most culturally diverse companies with 169,000 employees in over 100 countries. We strive to foster an environment where each individual feels uniquely valued and has equal opportunities.	Company		<a href="https://www.unilever.com/sustainable-living/the-sustainable-living-plan/enhancing-livelihoods/opportunities-for-women/upholding-diversity/">https://www.unilever.com/sustainable-living/the-sustainable-living-plan/enhancing-livelihoods/opportunities-for-women/upholding-diversity/</a>
Unilever is passionate about diversity. I think we have to remember that that means not just gender diversity or racial diversity, but diversity of different types of people and thinking"  We believe that diversity is the bedrock of Unilever. Unilever itself is an Anglo-Dutch company, harking its roots back to Great Britain and The Netherlands. From a diverse range of products, in a diverse range of brands and sectors, diversity is at the very core of Unilever and continues to be key to the ongoing growth of the business.	Company	Steve Miles, Global Senior Vice President, Dove	<a href="http://www.unilevergraduateblog.com/2017/02/diversity-at-unilever/">http://www.unilevergraduateblog.com/2017/02/diversity-at-unilever/</a>
...we believe that the international community should be working together to identify ways for refugees to enter the formal labour market.	Company		<a href="https://business-humanrights.org/en/how-are-companies-responding-to-the-refugee-crisis-in-europe#c129020">https://business-humanrights.org/en/how-are-companies-responding-to-the-refugee-crisis-in-europe#c129020</a>
Unilever is committed to becoming a gender balanced corporation in North America by 2017.	company and association	CEO Action for diversity and inclusion	<a href="https://www.ceoaction.com/actions/making-unilever-a-top-destination-for-women/">https://www.ceoaction.com/actions/making-unilever-a-top-destination-for-women/</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
"I am proud Unilever recently reached out stated goal of being a 50/50 gender balanced organization in the US. By signing this pledge, we are publicly signaling our support to amplify the moral and business case for diversity and inclusion in the workplace."	company	Kees Kruythoff, President Unilever North America	<a href="https://twitter.com/unileverusa/status/889863651472982017">https://twitter.com/unileverusa/status/889863651472982017</a>

"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>

## Pharmaceuticals Sector

### Abbot Labs

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"If you don't invest in healthcare, you will not have economic development. If you don't invest in girls' education, you will not have development." - Dr Paul Farmer @PIH #GlobalAffairsLive @BTAFilm	company		<a href="https://twitter.com/ChicagoCouncil/status/928427931193561089">https://twitter.com/ChicagoCouncil/status/928427931193561089</a>
Today it's about #diversity in clinical trials with @Drroxmehran, @pamelasdouglas, and others. Big topic. #TCTDenver. #WomenInCardiology.	company		<a href="https://twitter.com/DrChuckSimonton/status/925126038132322304">https://twitter.com/DrChuckSimonton/status/925126038132322304</a>

## AbbVie

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"Developing and bringing innovative, life-saving medicines to patients requires diverse thought and approaches. Bringing together experts from diverse backgrounds and thought is crucial to our ability to deliver today and into the future."	Company	Richard A. Gonzalez, Chairman and CEO	<a href="https://www.abbvie.com/careers/inclusion-diversity.html">https://www.abbvie.com/careers/inclusion-diversity.html</a>
"AbbVie creates an inclusive environment from the ground up...allowing every employee the freedom to bring their whole authentic selves to work."	company	Eric Nelson, Marketing Director, Endocrinology	<a href="https://twitter.com/abbvie/status/870316534756978693">https://twitter.com/abbvie/status/870316534756978693</a>
"science is not a boy's game, it's not a girl's game. It's everyone's game. It's about where we are and where we're going."	company	Nichelle Nichols	<a href="https://twitter.com/abbvie/status/930790255518736384">https://twitter.com/abbvie/status/930790255518736384</a>
We are honored to once again earn 100% on @HRC's Corporate Equality Index for #LGBTQ equality & inclusion: <a href="http://hrc.org/cei">http://hrc.org/cei</a> #CEI2018	company		<a href="https://twitter.com/abbvie/status/928645887680831488">https://twitter.com/abbvie/status/928645887680831488</a>

## Biogen

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Biogen supports #LGBTQ workplace equality. We've earned a perfect score on @HRC's Corporate Equality Index #CEI2018. <a href="http://hrc.org/cei">http://hrc.org/cei</a> #TransWeek	company		<a href="https://twitter.com/biogen/status/930110609353474050">https://twitter.com/biogen/status/930110609353474050</a>
"It's essential for biogen to invest in a gender-balanced and otherwise diverse workforce. Today 48% of the Biogen General Managers across Europe are women."	company	Natasha shill Schulz, managing director, biogen Switzerland ag	<a href="https://twitter.com/biogen/status/923565270920200195">https://twitter.com/biogen/status/923565270920200195</a>

we have an integrated approach to diversity and inclusion. Our goal is to embed inclusive values and behavior into our business, so that we can become a globally aware, empathetic organization where we can fully benefit from leveraging differences in backgrounds, experiences, perspectives, and genders for innovation."	company	ginger Gregory, evp and chief human resource officers	<a href="https://twitter.com/biogen/status/923512121811488769">https://twitter.com/biogen/status/923512121811488769</a>
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## Bristol-Myers Squibb

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
At Bristol-Myers Squibb, we promote a company-wide approach to create and grow a culture of collaboration and inclusion, leveraging education on unconscious bias, micro inequities training and inclusive communication principles. Our People and Business Resource Groups (PBRGs) empower our colleagues worldwide to share their unique perspectives and insights to drive business performance. The PBRGs represent eight company-supported groups of colleagues who voluntarily come together around a single dimension of diversity to help drive the company's mission. More than 7,500 employees in 45 countries participate in the PBRGs	company		<a href="https://www.bms.com/assets/bms/us/en-us/pdf/2017-company-overview.pdf">https://www.bms.com/assets/bms/us/en-us/pdf/2017-company-overview.pdf</a>
"the benefits of this revolution in cancer care must not be limited by geographic or economic boundaries - they have to be available to every patient."	company	Thomas j. lynch, executive vp, chief scientific officer	<a href="https://twitter.com/bmsnews/status/928404270571053056">https://twitter.com/bmsnews/status/928404270571053056</a>

## Eli Lilly

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
In an afternoon statement, an Eli Lilly spokesperson said the "situation surrounding the executive order on immigration remains very fluid." The company is "closely monitoring developments to determine whether our employees and their ability to travel freely will be affected."	Company	"Spokesperson"	<a href="http://www.fiercepharma.com/pharma/big-pharma-largely-keeps-mum-trump-travel-ban-but-many-biotech-execs-are-vocal">http://www.fiercepharma.com/pharma/big-pharma-largely-keeps-mum-trump-travel-ban-but-many-biotech-execs-are-vocal</a>
When it comes to Trump's immigration ban, which has been put on hold, Ricks said Eli Lilly has had the same position on immigrants for a long time — that stance being in favor of expanding the visa program to allow companies like Ricks' to hire more skilled workers. "Many times people come to the U.S. to study ... [Eli Lilly wants] a visa program that allows us to hire those graduates," to fill jobs.	Company	CEO David Ricks	<a href="http://www.cnbc.com/2017/02/22/eli-lilly-ceo-supports-trumps-blueprint-for-growth.html">http://www.cnbc.com/2017/02/22/eli-lilly-ceo-supports-trumps-blueprint-for-growth.html</a>

"Diversity and inclusion is a business imperative at Lilly. We must better understand our changing and rapidly diversifying health-care marketplace, and first-hand experience is the best way to start. We must look like our global communities so that we understand our customers' many, diverse needs."	Company		<a href="https://www.lilly.com/who-we-are/diversity-and-inclusion">https://www.lilly.com/who-we-are/diversity-and-inclusion</a>
We believe embracing diversity means understanding, respecting and valuing differences. At Lilly, our commitment to diversity spans our workplace, marketplace and our relationships with suppliers.	Company		<a href="https://www.lilly.com/who-we-are/diversity-and-inclusion">https://www.lilly.com/who-we-are/diversity-and-inclusion</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
We're proud to support our LGBTQ employees, and our perfect 100 score on @HRC's #CEI2018 list released today serves as a reflection of that.	company		<a href="https://twitter.com/LillyPad/status/928750313686880256">https://twitter.com/LillyPad/status/928750313686880256</a>

## Gilead

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"in general, the Latino community is underrepresented within the field of science. Supported by Gilead's leaders, our newly created Gilead's employee resource group is here to help drive community outreach, promote opportunities in the Latino community and to support Latinos at Gilead."	company	Jorge, Associate Director, Clinical Operations	<a href="https://twitter.com/GileadSciences/status/913053153490120704">https://twitter.com/GileadSciences/status/913053153490120704</a>
"we are proud and honored to have received a top score of 100% and to be recognized as one of the best places to work for LGBT equality. Inclusion is one of Gilead's core values and this achievement is demonstrative of our commitment to living our values every day. we believe a diverse workforce better drives innovation, which ultimately helps us better serve patients.	company	Katie Wilson, executive vp, HR	<a href="http://www.gilead.com/news/gilead%20hrc%20rating">http://www.gilead.com/news/gilead%20hrc%20rating</a>
Gilead is proud to celebrate Transgender Awareness Week and the incredible work of partners such as @CasaRubyDC. #TransAwarenessWeek	company		<a href="https://twitter.com/GileadSciences/status/930863753939185664">https://twitter.com/GileadSciences/status/930863753939185664</a>

Members of the Women at Gilead employee resource group with our partners from @WomenInBio at our careers in #STEM event in Seattle. [photo]	company		<a href="https://twitter.com/GileadSciences/status/930093027330113537">https://twitter.com/GileadSciences/status/930093027330113537</a>
We are proud sponsors of the #OUT100 event tonight in New York City, honoring 2017's most influential people in the LGBTQ community. @outmagazine	company		<a href="https://twitter.com/GileadSciences/status/928805317629976576">https://twitter.com/GileadSciences/status/928805317629976576</a>
<p>During Transgender Awareness Week, Gilead celebrates the achievements and resilience of transgender and gender non-conforming people, including our transgender employees and community partners.</p> <p>Transgender individuals may be at high risk for HIV, in part because of the stigma, violence, marginalization and exclusion they face around the world. Transgender women are particularly vulnerable; current estimates of transgender women living with HIV/AIDS are around 22%. For transgender women of color, the rate of HIV infection is estimated to be greater than 50%.</p> <p>In addition to developing therapies and educational programs for people living with – or at risk for – HIV, Gilead recently created a national Transgender Council dedicated to transgender and gender non-conforming advocacy. The Council comprises nine community advocates from across the United States and is a key component of Gilead's effort to increase health equity in the transgender community. The Council is developing strategies to remove barriers to healthcare and begin to reduce the health disparities among transgender and gender non-conforming communities.</p> <p>Gilead also supports the inspiring work of many groups around the world, such as Casa Ruby, a bilingual, multicultural LGBT organization that provides life-saving services for some of these most vulnerable members of the LGBT community. Funding for Casa Ruby's Mariposa Program helps clients access medical care. Learn more about Casa Ruby's founder, Ruby Corado, and one of her clients, Giselle Hartzog, by watching the video above.</p> <p>Gilead is grateful to creative, passionate leaders such as Ruby and the members of our Transgender Council, who dedicate their lives to the well-being of these vibrant communities.</p>	company		<a href="http://www.gilead.com/news/gilead%20celebrates%20transgender%20awareness%20week">http://www.gilead.com/news/gilead%20celebrates%20transgender%20awareness%20week</a>

## Johnson & Johnson

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.</p>	Association	equality now	<a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a>
<p>There has been a lot of discussion over the last 48 hours, and I want the world to know where Johnson &amp; Johnson stands on recent events in Charlottesville, Virginia. Our Credo, which guides us as an organization, calls on us to be responsible to the communities in which we live and work, and to the world community as well. I said yesterday that if we fail to speak out when the situation demands it, then we aren't being consistent with Our Credo responsibilities. At that time, I believed the best place to speak out was as a member of the White House Manufacturing Advisory Council, by having a seat at that table. But the president's remarks yesterday—equating those who are motivated by race-based hate with those who stand up against hatred—were unacceptable. Good leadership requires being open to new information, and acknowledging that when circumstances change, you must reconsider your position—especially when the issue at hand speaks to your values and the values your organization is built upon. Therefore, I decided to resign from the White House Manufacturing Advisory Council. Together with other members of the manufacturing council, we decided a united withdrawal would make the most significant impact. By midday today we issued a statement to the media announcing our withdrawal. Nearly simultaneously, President Trump tweeted a statement announcing his decision to disband the council. Johnson &amp; Johnson has and always will be deeply committed to Our Credo values. And I believe, very strongly, that hatred and bigotry of any kind have no place in our society. Without distraction, we must, and we will, continue to honor our commitment to Our Credo and to creating a better, healthier and more united world. Nothing—no one—will ever get in the way of that. I invite everyone to read Our Credo, which compels all of us at Johnson &amp; Johnson to make decisions with those we serve in mind.</p>	company	Alex Gorsky, CEO and Chairman	<a href="https://www.jnj.com/leadership/responding-to-divisions-without-divisiveness">https://www.jnj.com/leadership/responding-to-divisions-without-divisiveness</a>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
<p>#JNJ's CSCO Kathy Wengel shares that diversity &amp; inclusion in #supplychain will drive the future of human health</p>	company		<a href="https://twitter.com/JNJNews/status/917510015094751232">https://twitter.com/JNJNews/status/917510015094751232</a>
<p>#JNJ's proud to co-sponsor the inaugural cross-industry DISCOVER summit focused on advancing people of color in #supplychain</p>	company		



"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
What would transform the future of healthcare? Igniting the power of women entrepreneurs. Watch to learn about our commitment.	company		<a href="https://twitter.com/JNJNews/status/931201518757347329">https://twitter.com/JNJNews/status/931201518757347329</a>
Hear about #JNJ's benefits, including those specifically for #LGBTQ employees, earning us a perfect score in @HRC's #CEI2018: <a href="https://goo.gl/Nhw1fc">https://goo.gl/Nhw1fc</a>	company		<a href="https://twitter.com/JNJNews/status/928753308768010240">https://twitter.com/JNJNews/status/928753308768010240</a>
"diversity is a critical driver of innovation and plays a fundamental role in our mission to serve the unmet healthcare needs of 4.5 billion people in Asia."	company		<a href="https://twitter.com/JNJInnovation/status/927943740328570880">https://twitter.com/JNJInnovation/status/927943740328570880</a>
Removing gender bias is just 1 way #JNJ is reinventing the #jobsearch & fostering female talent. Learn more: <a href="http://goo.gl/mQUziU">http://goo.gl/mQUziU</a>	company		<a href="https://twitter.com/JNJNews/status/927958893493391361">https://twitter.com/JNJNews/status/927958893493391361</a>
#JNJ's commitment to a diverse workforce & inclusive environment earned a top spot in the 2017 #DBPInclusionIndex.	company		<a href="https://twitter.com/JNJNews/status/925743480567197698">https://twitter.com/JNJNews/status/925743480567197698</a>
See how #JNJ is committed to attracting & nurturing young talent, especially women in #STEM: <a href="http://goo.gl/MVf4TX">http://goo.gl/MVf4TX</a> #ChampionsofScience			<a href="https://twitter.com/JNJNews/status/925059763003711488">https://twitter.com/JNJNews/status/925059763003711488</a>
#JNJ welcomed immigrants to the U.S. in the early 1900s by translating ads into various languages. Learn more: <a href="https://goo.gl/ucJQYF">https://goo.gl/ucJQYF</a>	Company		<a href="https://twitter.com/JNJNews/status/931552565564706822">https://twitter.com/JNJNews/status/931552565564706822</a>
<b>Johnson &amp; Johnson's response to Oxfam:</b>  "Because you expressed a specific interest in our commitment to Diversity and Inclusion, I have attached a customized report from our 2016 Health For Humanity Report that provides additional detail about our Diversity and Inclusion initiatives. The 2017 Health For Humanity Report is expected to be released on June 5th, but in the			

interim you can also find additional information on some of our current efforts at <a href="https://www.jnj.com/about-jnj/diversity">https://www.jnj.com/about-jnj/diversity</a> .”			
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## Merck

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
We write you today to affirm the importance of making the empowerment of women and girls around the world a central tenet of U.S. foreign policy and development assistance. During this time as the Department of State considers ways to maximize efficiency and effectiveness in U.S. investments, we encourage you to continue a global focus on empowering women and girls. This will not only expand economic opportunities and develop critical job skills for women and girls, it will also help to build markets for U.S. goods and services. In short, investments in women and girls bring high returns for economic growth, societal well-being, and global stability.	Association	equality now	<a href="https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls">https://www.equalitynow.org/press-clips/corporations-call-us-secretary-state-prioritize-women-girls</a>
Diversity and inclusion are essential to every aspect of our strategy including our ability to innovate, execute, adapt and grow. We launched a new Global Diversity & Inclusion strategy where we strove to look at it much more holistically than in the past. We were challenging ourselves to look beyond the numbers and leverage D&I as a strategic, competitive advantage. In recent years, it became apparent that the unconscious bias in some areas of our leadership could be hindering our ability to innovate and grow. It was time to bring in the right tools and resources available to mitigate that risk.	Association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/fostering-an-inclusive-environment/">https://www.ceoaction.com/actions/fostering-an-inclusive-environment/</a>
"I am resigning from the President's American manufacturing council. Our country's strength stems from its diversity and the contributions made by men and women of different faiths, races, sexual orientations and political beliefs. America's leaders must honor our fundamental values by clearly rejecting expressions of hatred, bigotry and group supremacy, which run counter to the American ideal that all people are created equal. As CEO of Merck and as a matter of personal conscience, I feel a responsibility to take a stand against intolerance and extremism.	company	Kenneth C. Frazier Chairman and CEO, Merck	<a href="https://twitter.com/Merck/status/897065338566791169">https://twitter.com/Merck/status/897065338566791169</a>
Our company promotes and values global diversity and inclusion (GD&I) at every level of the organization—starting with the Office of the CEO—and strives for inclusiveness in every aspect of work. The pharmaceutical industry is increasingly complex; having a diverse mind-set is not just a vision it is a fundamental business imperative for our company. The global demographic landscape of patients and the labor markets is changing, and is now overwhelmingly female and diverse. This understanding requires a paradigm shift—what we historically have regarded as the mainstream market is, in fact, a very diverse global marketplace. Given this perspective, we are committed to evolving GD&I to create a fully integrated ecosystem where diversity and inclusion permeate our day-to-day operations and decisions, and one where business performance is exponentially enhanced by the power of inclusion. We employ people of varied sexual orientation, gender expression, veteran and disability status, and ethnic, cultural and faith backgrounds to help us better understand the unique needs of global patients and to create a strong competitive advantage in the marketplace. This, in turn,	company		<a href="http://www.msdrresponsibility.com/employees/global-diversity-inclusion/">http://www.msdrresponsibility.com/employees/global-diversity-inclusion/</a>

delivers intrinsic, long-term value to society and to our shareholders.			
We seek to do business with qualified small and diverse suppliers. In addition to hosting the Summit, we actively participate in over 30 external global events and conferences. We purposely identify different sourcing leads to attend conferences and matchmaker meetings based on the need and upcoming bid opportunities. This provides an opportunity for our sourcing leads to further develop through training, correspond with sourcing leaders from other companies and network with suppliers. It also offers potential suppliers the chance to connect with decision makers and influencers in their areas of expertise. Our outreach has led to more supplier relationships, knowledge transfer, increased inclusive practices and ultimately more business for diverse suppliers.	company		<a href="http://www.msdrresponsibility.com/ethics-transparency/procurement-supplier-relations/">http://www.msdrresponsibility.com/ethics-transparency/procurement-supplier-relations/</a>
2016-2017 CSR report	company		<a href="https://www.msdrresponsibility.com/employees/global-diversity-inclusion/">https://www.msdrresponsibility.com/employees/global-diversity-inclusion/</a>

## Pfizer

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Declined to comment	Company		<a href="http://fortune.com/2017/01/30/trump-immigration-ban-biopharma/">http://fortune.com/2017/01/30/trump-immigration-ban-biopharma/</a>
Declined to comment	Company		<a href="http://www.fiercepharma.com/pharma/big-pharma-largely-keeps-mum-trump-travel-ban-but-many-biotech-execs-are-vocal">http://www.fiercepharma.com/pharma/big-pharma-largely-keeps-mum-trump-travel-ban-but-many-biotech-execs-are-vocal</a>
At Pfizer, colleagues of diverse backgrounds and abilities contribute unique viewpoints and perspectives to all aspects of the business, from drug development to marketing. Diverse colleagues offer a more personal understanding of our customers' needs and concerns. Diverse teams are more collaborative, more accepting of difference, and more apt to embody balance between prudence and risk-taking. Diverse teams are also more effective in a global environment, helping make Pfizer the world leader in discovering, developing, and marketing innovative medicines to improve health and save lives.	company		<a href="http://www.pfizer.com/careers/en/diversity-inclusion">http://www.pfizer.com/careers/en/diversity-inclusion</a>

<p>We celebrate the array of unique qualities, perspectives, and life experiences, which define us as individuals. And this includes our visible differences such as gender, age, ethnicity, or physical appearance, as well as other characteristics including work styles, sexual orientation, religious, or national identity and education. These traits combine to create a vibrant community and supportive culture that allows our people, regardless of where they work in the world, to feel valued, involved, supported and respected. And while we celebrate the differences that create the mosaic culture of Pfizer, it is diversity of thought that we value most. We believe these same principles apply to the supplier base that supports our business. As such, we are committed to building and sustaining relationships with minority- and women-owned businesses.</p>	company		<a href="http://www.pfizer.com/people/workplace-diversity/supplier-diversity">http://www.pfizer.com/people/workplace-diversity/supplier-diversity</a>
<p>"Pfizer is proud to be a part of this year's National Disability Employment Awareness Month. "We want to spread the important message that we value diverse perspectives, including those of individuals with disabilities."</p>	company	Rady Johnson, Chief Compliance Officer and Executive Sponsor of the disability Pfizer Colleague Council	<a href="http://www.pfizer.com/sites/default/files/news/NDEAM%20Statement.pdf">http://www.pfizer.com/sites/default/files/news/NDEAM%20Statement.pdf</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
<p>"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."</p>	association	Beck Bailey, HRC deputy director of employee engagement	<a href="http://www.hrc.org/blog/hr-c-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hr-c-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a>
<p>the greatest innovations will be seen through novel and diverse partnerships</p>	Company	mike Gladstone, global president, internal medicine	<a href="https://twitter.com/pfizer/status/923932809911328768">https://twitter.com/pfizer/status/923932809911328768</a>

## Retail

### Albertson's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>“As one of the largest employers in the U.S., Albertsons Companies has a responsibility to grow a workforce that reflects the rich diversity of the communities we serve and to have a positive and transformative impact on them,” said Bob Miller, Chairman and CEO of Albertsons Companies. “Diversity is vital to who we are as a company and I am pleased to have found someone within our team who champions our culture and values.”</p>	Company	Bob Miller, Chairman and CEO of Albertsons Companies	<a href="https://www.albertsons.com/albertsons-companies-appoints-jonathan-mayes-as-svp-of-external-affairs-chief-diversity-officer/">https://www.albertsons.com/albertsons-companies-appoints-jonathan-mayes-as-svp-of-external-affairs-chief-diversity-officer/</a>
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## Costco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Costco is committed to providing opportunities to a supplier base as diverse as the communities we serve. Diversity in our employee base as well as our Supplier base is an important aspect of our business; by developing and maintaining partnerships with certified minority and women owned businesses, we are able to explore new ideas and maintain a fresh approach to our business, while positively affecting the economic development in the communities where we do business.</p>	Company		<a href="https://www.costco.com/supplier-diversity.html">https://www.costco.com/supplier-diversity.html</a>
<p>Costco has a diverse workforce. Our mission is to foster a climate of inclusion to take advantage of that diversity.</p>			<a href="https://www.costco.com/inclusion.html">https://www.costco.com/inclusion.html</a>
<p>Nothing: "Unfortunately, we are not able to provide a response at this time," a Costco spokesperson wrote in an e-mail. "We do appreciate your interest and support of Costco Wholesale."</p>	Company		<a href="http://www.thestranger.com/slog/2017/01/31/24836231/washington-companies-and-employers-amazon-microsoft-more-stand-up-to-trump-others-not-so-much">http://www.thestranger.com/slog/2017/01/31/24836231/washington-companies-and-employers-amazon-microsoft-more-stand-up-to-trump-others-not-so-much</a>
<p>Costco will provide gender wage gap data for its workforce by the end of 2018</p>	association	Puget sound business journal	<a href="https://www.bizjournals.com/seattle/news/2017/11/16/costco-gender-pay-gap-data-arjuna-capital-report.html">https://www.bizjournals.com/seattle/news/2017/11/16/costco-gender-pay-gap-data-arjuna-capital-report.html</a>

## Home Depot

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>"You Make Us Diverse. How We Embrace Others Makes Us Inclusive."</p> <p>"The foundation of our commitment to diversity and inclusion was established more than 35 years ago, along with our eight core values. Respect for all people is a top priority for the company, and maintaining The Home Depot's competitive advantage is directly tied to how well our associates reflect the diversity of our customers."</p> <p>"The Home Depot is keeping up with these and other dynamic changes by hiring diverse talent, as well as being inclusive of all associates, no matter their race, age, gender, sexual orientation or military status. This diverse workforce will serve our customers for the next 30 years and beyond."</p>	Company		
			<p><a href="https://news.vice.com/story/twitter-and-facebook-are-fueling-paranoia-about-ice-raids">https://news.vice.com/story/twitter-and-facebook-are-fueling-paranoia-about-ice-raids</a>.</p> <p><a href="http://www.breitbart.com/california/2017/02/20/day-laborer-ice-raids-shrivel-supply-home-depot/">http://www.breitbart.com/california/2017/02/20/day-laborer-ice-raids-shrivel-supply-home-depot/</a>.</p> <p><a href="http://www.laweekly.com/news/day-laborers-have-become-an-easy-target-for-anti-immigrant-vigilantes-7803494">http://www.laweekly.com/news/day-laborers-have-become-an-easy-target-for-anti-immigrant-vigilantes-7803494</a></p>
<p>We value and respect our associates for who they are, and will continue to ensure our workplace remains diverse, inclusive and reflective of our core values.</p>	company	Bea Rodriguez, director of Diversity and Inclusion	<p><a href="https://corporate.homedepot.com/newsroom/best-place-to-work-LGBT-equality">https://corporate.homedepot.com/newsroom/best-place-to-work-LGBT-equality</a></p>
<p>The diversity of The Home Depot team and its suppliers has long been a driving force in the company's success. From differences in beliefs, cultures, backgrounds and work experiences, we may look different, but we all bleed orange at The Home Depot.</p>	company		<p><a href="https://corporate.homedepot.com/newsroom/home-depot-honored-diversity-inclusion">https://corporate.homedepot.com/newsroom/home-depot-honored-diversity-inclusion</a></p>
<p>"Diversity and inclusion are principles that are engrained in our eight core values at Home Depot. Values like respect for all, giving back and doing the right thing."</p>	company	Craig Menear, President & CEO	<p><a href="https://twitter.com/LawyersComm/status/870306148443967488">https://twitter.com/LawyersComm/status/870306148443967488</a></p>
<p>"Mogul is honored to recognize the Top Innovators in Diversity &amp; Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.</p>	association	Mogul .com	<p><a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a></p>
<p>With more than 400,000 associates, The Home Depot has long worked to create a diverse and inclusive environment for its associates and customers from all walks of life. In fact, more than 45 percent of new hires are ethnically diverse.</p> <p>That's why Mogul, an online platform enabling women worldwide to connect, share information and access knowledge, has named Home Depot a Top Innovator in Diversity &amp; Inclusion.</p> <p>Selection and order of this list was determined by the following</p>	company		<p><a href="https://corporate.homedepot.com/newsroom/home-depot-mogul-top-innovator-diversity-inclusion">https://corporate.homedepot.com/newsroom/home-depot-mogul-top-innovator-diversity-inclusion</a></p>

<p>criteria:</p> <p>Percentage of executive leadership positions held by minorities Resources and groups available for employees Social contribution</p> <p>The company partners with community-based organizations such as the NSH (National Society of Hispanics), NAWIC (National Association of Women in Construction) and NAACP (National Association for the Advancement of Colored People) to help facilitate hiring, retaining and growing diverse talent.</p> <p>The company's diversity and inclusion practices place priority on inclusiveness, associate retention, supplier and community partnerships.</p> <p>See the full list of honorees here: <a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a></p>			
<p>Differences in thought, style, culture, ethnicity, age, sexual orientation and experience are invaluable aspects of diversity. Our culture commitment is to welcome and accept those differences. For us, diversity and inclusion is more than just data and results. It is about our culture, our core values and engaging in a way that demonstrates inclusion. With over 30 languages represented across our stores, our diversity and inclusion strategy makes the Home Depot a great place to work and a great place to shop. We proactive engage by: integrating inclusive practices into our business processes, educating and engaging our association, and building strategic partnerships with suppliers and the communities we serve. From our associates to product selection to the services we provide to the suppliers we engage, we are integrating diversity and inclusion into every aspect of our business. Outcomes of our inclusiveness are depicted within the pages of this report</p>	company		<a href="https://corporate.homedepot.com/newsroom/infographic-2017-responsibility-report">https://corporate.homedepot.com/newsroom/infographic-2017-responsibility-report</a>
<p>Home Depot suggested Oxfam add the following:</p> <p>"On the diversity front, I thought you might want to include that our CEO, Craig Menear, recently signed on to the CEO Action for Diversity &amp; Inclusion <a href="https://www.ceoaction.com/">https://www.ceoaction.com/</a>"</p>			

## Kroger's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We recognize there are a lot of unknowns about how this order will impact associates and their families and communities," said Jessica Adelman, Kroger's group vice president of corporate affairs. "We want all of our associates, customers and communities to know that our fundamental values include diversity, inclusion and respect, and that all people are welcome in our stores and welcome to be a part of our family of companies."</p>	Company	Jessica Adelman, Kroger's group vice president of corporate affairs	<a href="http://www.cincinnati.com/story/money/2017/01/30/p-g-sizing-up-trump-orders-impact-workers/97266352/">http://www.cincinnati.com/story/money/2017/01/30/p-g-sizing-up-trump-orders-impact-workers/97266352/</a>
<p>Diversity is one of Kroger's core values. We want our associates to reflect the diversity of the communities where we live and work. Kroger is committed to fostering an environment of inclusion where diversity is appreciated as a competitive advantage.</p>	Company		<a href="http://sustainability.kroger.com/social-associate-diversity.html">http://sustainability.kroger.com/social-associate-diversity.html</a>

The goal of Kroger's Supplier Diversity Program is to foster the promotion, growth and development of minority, women and other diverse owned enterprises. As Kroger continues to grow, we are committed to doing our part to ensure that diverse businesses are a part of the mainstream of our company and our nation's free enterprise system.	Company		<a href="http://www.thekrogerco.com/vendors-suppliers/supplier-diversity">http://www.thekrogerco.com/vendors-suppliers/supplier-diversity</a>
Immigrants are twice as likely as the native born population to start a small business. The USHCC believes immigration policy must be viewed as a vehicle for economic growth.	Association	US Hispanic Chamber of Commerce	<a href="http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf">http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf</a> and <a href="http://ushcc.com/membership/corporate-partner-membership/">http://ushcc.com/membership/corporate-partner-membership/</a>
Kroger's core values include Diversity and Inclusion. To live out these values, it is essential to have a first-in-class supplier diversity program. We challenged our leadership to build a program to attract the top MBE and WBE companies as well as develop future suppliers. Kroger leaders developed an initiative called TEAM (Training, Engaging, Aligning and Measuring). We provide extensive supplier training and development to help MBEs and WBEs grow and develop into top tier suppliers for Kroger. To engage with new and existing partners, Kroger's Supplier Diversity team hosts a bi-annual Business Interchange to help us build business relationships, exchange ideas and provide strategic direction. We also worked to align department leaders to become champions of diversity initiatives throughout the company. Finally, we measured and evaluated all our initiatives to improve and ensure future success.	company and association	ceo action for diversity and inclusion	<a href="https://www.ceoaction.com/actions/team-training-engaging-aligning-and-measuring-supplier-diversity-is-their-category/">https://www.ceoaction.com/actions/team-training-engaging-aligning-and-measuring-supplier-diversity-is-their-category/</a>
Each day, Kroger brings bold and exciting flavors and tastes from across the globe to the homes of more than 9 million customers. Hispanic Heritage Month gives us the opportunity to celebrate these exciting flavors, and equally important, spotlight Kroger's commitment to diversity within our supply chain and workforce.	company	Angel Colon, senior director of diversity	<a href="http://ir.kroger.com/file/index?KeyFile=390436910">http://ir.kroger.com/file/index?KeyFile=390436910</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul.com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>

## Lowes

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Recruiting, developing and retaining a diverse work force ensures a welcoming customer experience, enhances partnerships and strengthens community involvement.	Company		<a href="https://www.lowes.com/cd/Diversity+and+Inclusion_616526113_">https://www.lowes.com/cd/Diversity+and+Inclusion_616526113_</a>



Our Supplier Diversity practice gives small businesses and companies owned and operated by women, minorities, veterans and people with disabilities equal footing to work with us while developing their own businesses.	Company		<a href="https://www.lowes.com/l/supplier-diversity-program.html">https://www.lowes.com/l/supplier-diversity-program.html</a>
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## Publix

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Variety makes everything better. Diversity is a very good thing. Not just for the physical differences, but because of the fresh ideas and unique perspectives a diverse group of people provides. So Publix hires lots of different kinds of people. We make it a priority to employ and work with people from many backgrounds, cultures, abilities, and ethnicities. It's no surprise that being diverse ourselves enables us to better serve a wider variety of customers and support our diverse communities with the right product in the right stores. We thrive as a business because of workforce diversity, including our suppliers. We purchase products from both mainstream and diverse vendors.	Company		<a href="http://corporate.publix.com/about-publix/culture/committed-to-diversity">http://corporate.publix.com/about-publix/culture/committed-to-diversity</a>
"It's important that our associates are as diverse as the customers we serve. We're proud our workforce recognizes the inclusive environment we work to create for women — and for all of our associates. We value and appreciate the unique thoughts our associates bring to the table."	company	Marcy Benton, Vice President of Talent Management	<a href="http://corporate.publix.com/about-publix/newsroom/news-releases/publix-listed-as-best-place-to-work-for-women">http://corporate.publix.com/about-publix/newsroom/news-releases/publix-listed-as-best-place-to-work-for-women</a>

## Target

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
	Association	US Hispanic Chamber of Commerce	<a href="http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Platform_FINAL.pdf">http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Platform_FINAL.pdf</a> and <a href="http://ushcc.com/membership/corporate-partnership/">http://ushcc.com/membership/corporate-partnership/</a>
As champions of diversity and inclusivity, we're making our business stronger, building our talented team, and working toward a more equal society. We believe diversity and inclusivity make teams and Target better. And we'll live that belief as champions of a more inclusive society by creating a diverse and inclusive work environment, cultivating an inclusive guest experience, and fostering equality in society.	Company		<a href="https://corporate.target.com/corporate-responsibility/diversity-inclusion">https://corporate.target.com/corporate-responsibility/diversity-inclusion</a>

			<a href="https://app.suppliergateway.com/target/Login.aspx">https://app.suppliergateway.com/target/Login.aspx</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>

## Walgreens

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
By embracing diversity and inclusion, while maintaining our focus on driving operational excellence, we can improve our collective performance and profoundly impact the lives of our patients and customers.	Company		<a href="https://www.walgreensbootsalliance.com//content/1110/files/WBA_CSR-Report-2016.pdf">https://www.walgreensbootsalliance.com//content/1110/files/WBA_CSR-Report-2016.pdf</a>
Just as labels such as gender, race, ethnicity, religion, ability, age, sexual orientation or veteran status can never define a person, neither can regulations, market share or margins fully capture our commitment to valuing diversity, fostering inclusion and promoting engagement here at Walgreens.  Every day, in a multitude of ways, the foundational principles of integrity, respect and fair dealing embraced by our founder Charles R. Walgreen inspire us. We are energized by the unique talents, ideas, experiences and aspirations represented across our team. And we remain steadfast in our commitment to champion everyone's right to be happy and healthy.			<a href="https://www.walgreens.com/topic/sr/believes_diversity.jsp">https://www.walgreens.com/topic/sr/believes_diversity.jsp</a>
At Walgreens we value the diversity of our backgrounds and our experiences which not only brings unique ideas to the table but also contributes to our overall success. With this emphasis on diversity as well as inclusion we are insuring we are reflecting the communities, customers and patients we serve as we recruit, retain and develop team members across our organization.	Company	Kathleen Wilson-Thompson Executive Vice President and Global Chief Human Resources Officer, Walgreens Boots Alliance, Inc.	<a href="https://www.walgreens.com/topic/sr/believes_diversity.jsp">https://www.walgreens.com/topic/sr/believes_diversity.jsp</a>

<p>"Diversity is less about how we look than what unique experiences we have had and what talents and ideas each of us are willing to invest in achieving success, together."</p> <p>Walgreens commitment to diversity and inclusion dates back generations, and it continues to influence virtually everything we do—from where we locate our stores to who we hire, which products we introduce, how we distribute goods and materials across the chain, and more. We aspire to be a "Next Practices" company for diversity and inclusion – one whose culture, people, perspectives, and workplaces will reflect the current and future customers we serve while delivering superior business performance.</p>	Company	Steven Pemberton Vice President and Chief Diversity Officer, Walgreens Boots Alliance, Inc.	<a href="https://www.walgreens.com/topic/sr/sr_pemberton_diversity.jsp">https://www.walgreens.com/topic/sr/sr_pemberton_diversity.jsp</a>
	Association	US Hispanic Chamber of Commerce	<a href="http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf">http://ushcc.com/wp-content/uploads/2016/05/2016-Policy-Plaform_FINAL.pdf</a> and <a href="http://ushcc.com/membership/corporate-partner-membership/">http://ushcc.com/membership/corporate-partner-membership/</a>
<p>"Mogul is honored to recognize the Top Innovators in Diversity &amp; Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.</p>	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>

## Walmart

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>... That means understanding, respecting and valuing diversity – unique styles, experiences, identities, ideas and opinions – while being inclusive of all people.</p>	Company		<a href="https://cdn.corporate.walmart.com/01/8b/4e0af18a45f3a043fc85196c2cbe/2015-diversity-and-inclusion-report.pdf">https://cdn.corporate.walmart.com/01/8b/4e0af18a45f3a043fc85196c2cbe/2015-diversity-and-inclusion-report.pdf</a>
	Company		<a href="http://sc-tforce2-12c37e19579-12f0cb8bf15.force.com/">http://sc-tforce2-12c37e19579-12f0cb8bf15.force.com/</a> <a href="https://cdn.corporate.walmart.com/91/eb/1fd2aa8c45b08245fb51b6bc69b1/supplier-diversity-handbook.pdf">https://cdn.corporate.walmart.com/91/eb/1fd2aa8c45b08245fb51b6bc69b1/supplier-diversity-handbook.pdf</a>
<p>""That's the essence of our mission — to create an inclusive culture where all associates work together to deliver on our shared purpose.""</p>	Company	Ben Hasan, Chief Diversity & Inclusion Officer	<a href="https://careers.walmart.com/diversity-inclusion">https://careers.walmart.com/diversity-inclusion</a>

Respect for the individual is one of our core beliefs at Walmart. And the role we play in communities around the country to build a more diverse and inclusive society is more critical than ever as the tragic events in Charlottesville over the weekend painfully reminded us. Our prayers are with the victims and their families. As we watched the events and the response from President Trump over the weekend, we too felt that he missed a critical opportunity to help bring our country together by unequivocally rejecting the appalling actions of white supremacists. His remarks today were a step in the right direction and we need that clarity and consistency in the future.	company	Doug McMillon, President & CEO	<a href="https://www.ceoaction.com/actions/statement-from-doug-mcmillon/">https://www.ceoaction.com/actions/statement-from-doug-mcmillon/</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>

## Whole Foods

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Our stores are "inclusive." Everyone is welcome, regardless of race, gender, sexual orientation, age, beliefs, or personal appearance. We value diversity — Whole Foods Market stores are for everyone.  Achieving unity of vision about the future of our company, and building trust between team members is a goal of Whole Foods Market. At the same time diversity and individual differences are recognized and honored.	Company		<a href="http://www.wholefoodsmarket.com/mission-values/core-values/declaration-interdependence">http://www.wholefoodsmarket.com/mission-values/core-values/declaration-interdependence</a>

## Technology

### Alphabet

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We're concerned about the impact of this order and any proposals that could impose restrictions on Googlers and their families, or that create barriers to bringing great talent to the U.S. We'll continue to make our views on these issues known to leaders in Washington and elsewhere." ... "...we wouldn't with this fear and uncertainty on anyone – and especially not our fellow Googlers," ending with an affirmation that "in times of uncertainty, our values remain the best guide."	Company	Google CEO Sundar Pichai	<a href="https://techcrunch.com/2017/01/28/google-ceo-sundar-pichai-fears-impact-of-trump-immigration-order-recalls-staff/">https://techcrunch.com/2017/01/28/google-ceo-sundar-pichai-fears-impact-of-trump-immigration-order-recalls-staff/</a>

<p>"This country was brave and welcoming and I wouldn't be where I am today or have any kind of the life that I have today if this was not a brave country that really stood out and spoke for liberty,</p>	<p>Company</p>	<p>Sergey Brin, Google co-founder</p>	<p><a href="http://fortune.com/2017/01/31/sergey-brin-donald-trump/">http://fortune.com/2017/01/31/sergey-brin-donald-trump/</a></p>
<p>" As an immigrant and as a CEO, I've both experienced and seen the positive impact that immigration has on our company, for the country, and for the world. We will continue to advocate on this important topic."</p>	<p>Company</p>	<p>Google CEO Sundar Pichai</p>	<p><a href="https://onetoday.google.com/page/refugeerelief">https://onetoday.google.com/page/refugeerelief</a></p>
<p>"Since the country's birth, America has been the land of opportunity — welcoming newcomers and giving them the chance to build families, careers and businesses in the United States. We are a nation made stronger by immigrants. As entrepreneurs and business leaders, our ability to grow our companies and create jobs depends on the contributions of immigrants from all backgrounds. ... We share your goal of ensuring that our immigration system meets today's security needs and keeps our country safe. We are concerned, however, that your recent executive order will affect many visa holders who work hard here in the United States and contribute to our country's success. In a global economy, it is critical that we continue to attract the best and brightest from around the world. "</p>	<p>Company</p>		<p><a href="https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban">https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban</a></p>
	<p>Association</p>		<p><a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a></p>
	<p>Association</p>		<p><a href="https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban">https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban</a></p>
	<p>Association</p>		<p><a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a></p>
<p>"A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone."</p>	<p>Company</p>	<p>Sundar Pichai, CEO, Google</p>	<p><a href="https://www.google.com/diversity/">https://www.google.com/diversity/</a></p>

# Amazon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"This executive order is one we do not support. Our public policy team in D.C. has reached out to senior administration officials to make our opposition clear. We've also reached out to congressional leaders on both sides of the aisle to explore legislative options. Our legal team has prepared a declaration of support for the Washington State Attorney General who will be filing suit against the order. We are working other legal options as well. We're a nation of immigrants whose diverse backgrounds, ideas, and points of view have helped us build and invent as a nation for over 240 years. No nation is better at harnessing the energies and talents of immigrants. It's a distinctive competitive advantage for our country—one we should not weaken. To our employees in the U.S. and around the world who may be directly affected by this order, I want you to know that the full extent of Amazon's resources are behind you."</p>	Company	Amazon CEO Jeff Bezos	<a href="https://www.buzzfeed.com/charliewarzel/how-silicon-valley-is-reacting-to-trumps-refugee-ban?utm_term=.saOPKkV6Q#.xlxoYOMJP">https://www.buzzfeed.com/charliewarzel/how-silicon-valley-is-reacting-to-trumps-refugee-ban?utm_term=.saOPKkV6Q#.xlxoYOMJP</a>
<p>"We're a nation of immigrants whose diverse backgrounds, ideas, and points of view have helped us build and invent as a nation for over 240 years," Bezos wrote. "No nation is better at harnessing the energies and talents of immigrants. It's a distinctive competitive advantage for our country—one we should not weaken."</p>		Amazon CEO Jeff Bezos	<a href="https://www.forbes.com/sites/ryanmac/2017/01/30/amazons-jeff-bezos-issues-strong-statement-opposing-trumps-immigration-order/#7e7d2d1061b6">https://www.forbes.com/sites/ryanmac/2017/01/30/amazons-jeff-bezos-issues-strong-statement-opposing-trumps-immigration-order/#7e7d2d1061b6</a>
<p>"As we've grown the company, we've worked hard to attract talented people from all over the world, and we believe this is one of the things that makes Amazon great -- a diverse workforce helps us build better products for customers," according to the email sent by Beth Galetti, Amazon's vice president of HR.</p>	Company	Beth Galetti, Amazon's vice president of HR	<a href="http://money.cnn.com/2017/01/28/technology/immigration-ban-tech-reaction/">http://money.cnn.com/2017/01/28/technology/immigration-ban-tech-reaction/</a>
<p>"From the very beginning, Amazon has been committed to equal rights, tolerance, and diversity--and we always will be," her statement read. "As we've grown the company, we've worked hard to attract talented people from all over the world, and we believe this is one of the things that makes America great--a diverse workforce helps us build better products for customers."</p>		Ayesha Blackwell-Hawkins, a senior manager of global mobility and immigration at Amazon	<a href="https://www.forbes.com/sites/ryanmac/2017/01/30/amazons-jeff-bezos-issues-strong-statement-opposing-trumps-immigration-order/#7e7d2d1061b6">https://www.forbes.com/sites/ryanmac/2017/01/30/amazons-jeff-bezos-issues-strong-statement-opposing-trumps-immigration-order/#7e7d2d1061b6</a>
<p>Long ... see brief</p>	Association		<a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
<p>Long ... see brief</p>	Association		<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>

<p>"Amazon has hundreds of millions of customers who benefit from diversity of thought. We are a company of builders who bring varying backgrounds, ideas, and points of view to decisions and inventing on behalf of our customers. Our diverse perspectives come from many sources including gender, race, age, national origin, sexual orientation, disability, culture, education, as well as professional and life experience. We are working to develop leaders and shape future talent pools to help us meet the needs of our customers around the world. We believe that diversity and inclusion are good for our business, but our commitment is based on something more fundamental than that. It's simply right. Amazon has always been, and always will be, committed to tolerance and diversity. These are enduring values for us, which are reflected in our Leadership Principles, and nothing will change that. As we invest in global programs to accelerate our progress, we want to share some of our actions. "</p>	Company	Amazon CEO Jeff Bezos	<a href="https://www.amazon.com/b?node=10080092011">https://www.amazon.com/b?node=10080092011</a>
<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.</p>	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
<p>"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.</p>	association	Coalition for the American Dream	<a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a>
<p>"Mogul is honored to recognize the Top Innovators in Diversity &amp; Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.</p>	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
<p>"We shouldn't just look past inequality - we should expose it, understand it, and fix it...it is up to every one of us to keep making progress together."</p>	company	Jeff Bezos	<a href="https://twitter.com/HRC/status/924460073925185541">https://twitter.com/HRC/status/924460073925185541</a>

"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."	association	Beck Bailey, HRC deputy director of employee engagement	<a href="http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a>
congratulations @jeffbezos on your @HRC national equality award at the #HRCNationalDinner	association	Human Rights Campaign	<a href="https://twitter.com/amazonnews/status/924461770864914438">https://twitter.com/amazonnews/status/924461770864914438</a>

## Apple

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"Apple would not exist without immigration, let alone thrive and innovate the way we would do," said Apple CEO Tim Cook in a message to his staff. "I've heard from many of you who are deeply concerned about the executive order issued yesterday restricting immigration from seven Muslim-majority countries. I share your concerns. It is not a policy we support."	Company	Apple CEO Tim Cook	<a href="http://www.npr.org/2017/01/29/512307479/tech-executives-fiercely-criticize-trump-immigration-order">http://www.npr.org/2017/01/29/512307479/tech-executives-fiercely-criticize-trump-immigration-order</a>
"More than any country in the world, this country is strong because of our immigrant background and our capacity and ability as people to welcome people from all kinds of backgrounds," Cook told the WSJ. "That's what makes us special. We ought to pause and really think deeply through that."	Company	Apple CEO Tim Cook	<a href="http://www.nbcnews.com/business/business-news/apple-ceo-weighs-legal-action-against-trumps-travel-ban-n715256">http://www.nbcnews.com/business/business-news/apple-ceo-weighs-legal-action-against-trumps-travel-ban-n715256</a>
"Since the country's birth, America has been the land of opportunity — welcoming newcomers and giving them the chance to build families, careers and businesses in the United States. We are a nation made stronger by immigrants. As entrepreneurs and business leaders, our ability to grow our companies and create jobs depends on the contributions of immigrants from all backgrounds. ... We share your goal of ensuring that our immigration system meets today's security needs and keeps our country safe. We are concerned, however, that your recent executive order will affect many visa holders who work hard here in the United States and contribute to our country's success. In a global economy, it is critical that we continue to attract the best and brightest from around the world."	Company		<a href="https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban">https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban</a>
			<a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>



	Association		<a href="https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban">https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
Long ... see brief			<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
"The most innovative company must also be the most diverse. At Apple, we take a holistic view of diversity that looks beyond the usual measurements. A view that includes the varied perspectives of our employees ... and anyone who aspires to a future in tech because we know new ideas come from a diverse way of seeing things."			<a href="https://www.apple.com/diversity/">https://www.apple.com/diversity/</a>
"Diversity is more than any one gender, race, or ethnicity. It's richly representative of all people, all backgrounds, and all perspectives. It is the entire human experience."	Denise Young Smith, Vice President of Worldwide Human Resources		<a href="https://www.apple.com/diversity/">https://www.apple.com/diversity/</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
"These companies are sending a powerful message to LGBTQ workers and their families that America's businesses believe in equality. Across the country, corporate leaders are speaking out because they know attacking LGBTQ employees isn't just shameful - it also puts the families of their employees and customers at risk. LGBTQ people like Jameka are entitled to the full protection of the law, and must be affirmed, respected and protected in their workplace and beyond."	association	Sarah Warbelow, HRC Legal Director	<a href="https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkId=43386120">https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkId=43386120</a>

"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lose their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.	association	Coalition for the American Dream	<a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a>
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## Cisco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"Our first priority is always the safety and well-being of our employees. We are assessing the potential impact of this executive order to any of our employees and their extended families, and offering these employees legal advice and assistance," the company told Fortune. "In a global world driven by technology, a diverse and mobile workforce is critical to the growth of businesses and our national economy. Cisco values a diverse and inclusive environment and believes in an effective high-skilled immigration system."	Company		<a href="http://fortune.com/2017/01/31/donald-trump-immigration-ban-responses/">http://fortune.com/2017/01/31/donald-trump-immigration-ban-responses/</a>
There is concern, there's no doubt about it. There's a global impact and our first concern is for our employees that might be affected," Mr Boal said. "We take a big part of our workforce to the US every 12 months and we have regular meetings over there so the ability to participate in those are quite core to employment at a lot of tech companies. We support a diverse workforce. We believe in the necessity to ensure security but at the same time there's a range of measures that are already being taken." Mr Boal said the US-headquartered Cisco — which has almost 72,000 staff worldwide — was working with other companies to lobby the White House to reconsider the travel bans. "Quite frankly the entire industry has concerns about how we're going to work under this new environment," he said. "It's something that I think we're going to have to learn to deal with as the whole geopolitical environment is active right now."	Company	Cisco's Australia and New Zealand managing director Ken Boal	<a href="http://www.abc.net.au/news/2017-02-01/cisco-joins-other-us-companies-in-slamming-trump-immigration-ban/8228878">http://www.abc.net.au/news/2017-02-01/cisco-joins-other-us-companies-in-slamming-trump-immigration-ban/8228878</a>
"The immigration issues, the H1-B issues, those are very important to us as well. We're just not graduating enough highly skilled engineering students in this country. What we've seen from the President-elect to date is the willingness to have a very logical discussion. He's committed to pro-business and growth in the United States. If you can make your case that whatever your issue is an enabler of that, I think he's going to be willing to listen."	Company	Cisco CEO Chuck Robbins'	<a href="http://www.businessinsider.com/cisco-ceo-chuck-robbins-convince-trump-increase-h1b-visas-2016-12">http://www.businessinsider.com/cisco-ceo-chuck-robbins-convince-trump-increase-h1b-visas-2016-12</a>

			<a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a> <a href="http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/">http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
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<p>Last week at Mobile World Congress, we started a movement. With one bold idea—leverage the power of sponsorship to accelerate the pipeline of extraordinary diverse talent in tech—we took a powerful first step in changing the equation for diversity. We’re not doing it alone. We’re bringing together leaders across industries who are committed to solving this challenge. Leaders who are passionate about building the best teams by embracing the full spectrum of diverse talent. Leaders who are ready to take action and multiply diversity at every level. Leaders like <i>you</i>.</p>	company	Shari Slate, Vice President, Chief Inclusion & Collaboration Officer	<a href="https://blogs.cisco.com/diversity/changing-the-diversity-equation-the-multiplier-effect-pledge-launches-at-mobile-world-congress">https://blogs.cisco.com/diversity/changing-the-diversity-equation-the-multiplier-effect-pledge-launches-at-mobile-world-congress</a>
<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.</p>	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
<p>"let's not let what divides us define us - Charlottesville events were heartbreaking - no place for this in the US - E Pluribus Unum."</p>	company	Chuck Robbins, ceo	<a href="https://twitter.com/ChuckRobbins/status/896746972714942465">https://twitter.com/ChuckRobbins/status/896746972714942465</a>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>

<p>"when we invest in and empower girls and women, we are building a more innovative and productive future."</p>	<p>company</p>	<p>Rebecca Jacoby, Senior VP, operations</p>	<p><a href="https://twitter.com/Cisco/status/918129032864116736">https://twitter.com/Cisco/status/918129032864116736</a></p>
<p>"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.</p>	<p>association</p>	<p>Coalition for the American Dream</p>	<p><a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a></p>
<p>Organizations need to prioritize attracting, retaining, developing and celebrating women to take advantage of this untapped pool of potential security professionals. Events like International Girls in ICT Day aim to introduce girls and young women to careers in technology. At Cisco, our Connected Women organization has a global reach with more than 6,800 members across 42 countries. Our recent Women of Impact conference had 9,000+ employees, customers, and partners who came together as a global community to learn and be inspired by the theme. These types of events are driving forces to promote gender diversity, but there is much more work that needs to be done before we will see the percentage significantly increase.</p> <p>I urge all of you to take an active role in encouraging women to pursue careers in technology and especially in cybersecurity. Join mentoring circles and executive shadow programs. Reach out to middle and high schools to guest speak at their events. Use your passion for technology to drive programs and initiatives that will lead the change.</p>	<p>company</p>	<p>Alison Gleeson, senior VP, Americas</p>	<p><a href="https://blogs.cisco.com/security/filling-the-cybersecurity-professionals-gap-with-women">https://blogs.cisco.com/security/filling-the-cybersecurity-professionals-gap-with-women</a></p>
<p>"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."</p>	<p>association</p>	<p>Beck Bailey, HRC deputy director of employee engagement</p>	<p><a href="http://www.hrc.org/blog/hr-c-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hr-c-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a></p>
<p>cisco has added new Becoming a Parent and Emergency Time Off Programs. To reflect the needs of the full spectrum of families, we've eliminated the constraints of traditional maternity and paternity roles. We've created new roles to include the child's main caregiver – the person who spends the majority of time caring for your new child, and supporting caregiver, who assists the main caregiver. Both roles can apply to any gender. We've also expanded the definition of "family" to include anyone whom you rely on and anyone who relies on you for daily support. This can mean a partner, siblings, or even your roommate. The changes were effective globally November 1.</p>	<p>company</p>		<p><a href="https://blogs.cisco.com/diversity/moments-that-matter?CAMPAIGN=Corporate%20Communications&amp;Country_Site=GL&amp;POSITION=Social+Media&amp;REFERRING_SITE=Twitter&amp;CREATIVE=Cisco++">https://blogs.cisco.com/diversity/moments-that-matter?CAMPAIGN=Corporate%20Communications&amp;Country_Site=GL&amp;POSITION=Social+Media&amp;REFERRING_SITE=Twitter&amp;CREATIVE=Cisco++</a></p>

## Facebook

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<p>"Like many of you, I'm concerned about the impact of the recent executive orders signed by President Trump...We need to keep this country safe, but we should do that by focusing on people who actually pose a threat...We should also keep our doors open to refugees and those who need help...That said, I was glad to hear President Trump say he's going to 'work something out' for Dreamers — immigrants who were brought to this country at a young age by their parents...over the next few weeks I'll be working with our team at FWD.us to find ways we can help... I'm also glad the President believes our country should continue to benefit from 'people of great talent coming into the country.' ... We are a nation of immigrants, and we all benefit when the best and brightest from around the world can live, work and contribute here."</p>	Company	Mark Zuckerberg, CEO	<a href="https://www.facebook.com/zuck/posts/10103460278231481">https://www.facebook.com/zuck/posts/10103460278231481</a>
<p>"I hear fearful voices talking about building walls," Zuckerberg said during the conference keynote. "If the world starts to turn inwards, then our community will just have to work harder to bring people together."</p>	Company	Mark Zuckerberg, CEO	
<p>"Since the country's birth, America has been the land of opportunity — welcoming newcomers and giving them the chance to build families, careers and businesses in the United States. We are a nation made stronger by immigrants. As entrepreneurs and business leaders, our ability to grow our companies and create jobs depends on the contributions of immigrants from all backgrounds. ... We share your goal of ensuring that our immigration system meets today's security needs and keeps our country safe. We are concerned, however, that your recent executive order will affect many visa holders who work hard here in the United States and contribute to our country's success. In a global economy, it is critical that we continue to attract the best and brightest from around the world. "</p>			<a href="https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban">https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban</a>
	Association		<a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a> <a href="http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/">http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
	Association		<a href="https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban">https://www.hoganlovells.com/en/publications/documents-in-state-of-hawaii-et-al-v-trump-a-challenge-to-president-trumps-march-6-2017-travel-ban</a>

	Association		<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
With a global community of over 2 billion people on Facebook, the case for a more diverse and inclusive company is clear. Diversity helps us build better products, make better decisions and better serve our community. We aren't where we'd like to be, but we're encouraged that over the past year, representation for people from underrepresented groups at Facebook has increased. This year, the number of women globally has risen from 33% to 35% and the number of women in tech has increased from 17% to 19%. Women now make up 27% of all new graduate hires in engineering and 21% of all new technical hires at Facebook. In the US, we have increased the representation of Hispanics from 4% to 5%, and Black people from 2% to 3%.	company	Maxine Williams, Global Director of Diversity	<a href="https://newsroom.fb.com/news/2017/08/facebook-diversity-update-building-a-more-diverse-inclusive-workforce/">https://newsroom.fb.com/news/2017/08/facebook-diversity-update-building-a-more-diverse-inclusive-workforce/</a>
As Pride celebrations begin around the world, Facebook is proud to support our diverse community, including those that have identified themselves on Facebook as gay, lesbian, bi-sexual, transgender or gender non-conforming. In fact, this year, over 12 million people across the globe are part of one of the 76,000 Facebook Groups in support of the LGBTQ community, and more than 1.5 million people plan to participate in one of the more than 7,500 Pride events on Facebook.	company	Alex Schultz, VP & Executive Sponsor of pride@facebook	<a href="https://newsroom.fb.com/news/2017/06/facebook-celebrates-pride-month/">https://newsroom.fb.com/news/2017/06/facebook-celebrates-pride-month/</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
"These companies are sending a powerful message to LGBTQ workers and their families that America's businesses believe in equality. Across the country, corporate leaders are speaking out because they know attacking LGBTQ employees isn't just shameful - it also puts the families of their employees and customers at risk. LGBTQ people like Jameka are entitled to the full protection of the law, and must be affirmed, respected and protected in their workplace and beyond."	association	Sarah Warbelow, HRC Legal Director	<a href="https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120">https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120</a>
"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.	association	Coalition for the American Dream	<a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a>

"Until we can better ensure that our tools will not be used improperly, we are disabling the option that permits advertisers to exclude multicultural affinity segments from the audience for their ads."	company	Sheryl sandberg	<a href="https://qz.com/1142078/facebook-failed-to-keep-good-on-a-promise-because-it-has-too-much-faith-in-its-tech/">https://qz.com/1142078/facebook-failed-to-keep-good-on-a-promise-because-it-has-too-much-faith-in-its-tech/</a>
We have Community Standards that prohibit hate speech, bullying, intimidation and other kinds of harmful behavior. We hold advertisers to even stricter advertising policies to protect you from things like discriminatory ads – and we have recently tightened our ad policies even further. We don't want advertising to be used for hate or discrimination, and our policies reflect that. We review many ads proactively using automated and manual tools, and reactively when people hide, block or mark ads as offensive. When we review an ad, we look at its content, targeting, landing page and the identity of the advertiser. We may not always get it right, but our goal is to prevent and remove content that violates our policies without censoring public discourse.	company		

## HP

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"At HP, regardless of economic and political circumstances, part of our core values is to support our employees and their families. Our first priority is to identify the affected people we have across the globe and to determine how best to support them. We are dedicated to diversity and inclusion and have been doing business in 170 countries for over 70 years and look forward to continuing to do so."	Company		<a href="https://www.buzzfeed.com/charlievarzel/how-silicon-valley-is-reacting-to-trumps-refugee-ban?utm_term=.saOPkkV6Q#.xlxoyOMJP">https://www.buzzfeed.com/charlievarzel/how-silicon-valley-is-reacting-to-trumps-refugee-ban?utm_term=.saOPkkV6Q#.xlxoyOMJP</a>
"I want you all to rest assured that HPE will continue to support its diverse and global family of employees through these challenging times," CEO Meg Whitman wrote in an email to employees on Monday. "We are in this together. We will also continue to advocate for immigration policies that recognize America's core principles and the contributions immigrants make to our collective strength and prosperity. Even while securing its borders, America must not turn its back on the ideals that have motivated generations and inspired the world."	Company	CEO Meg Whitman	<a href="http://fortune.com/2017/01/31/donald-trump-immigration-ban-responses/">http://fortune.com/2017/01/31/donald-trump-immigration-ban-responses/</a>
Long ... see brief	Association		<a href="http://cdn.ca9.uscourts.gov/dastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf">http://cdn.ca9.uscourts.gov/dastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf</a>
Long ... see brief	Association		<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a>

<p>"Our focus on diversity and inclusion not only fuels our culture, innovation and growth mindset — it makes a difference in the workplace, the marketplace, and our communities."</p> <p>"We're reinventing the standard for diversity and inclusion — in how we operate as a company and impact society. Diversity is embedded in all we do, and every HP employee at every level plays a part. By valuing differences — whether race, ethnicity, gender, nationality, ability, military status, religion, generation, sexual orientation, or views — we engage top industry talent to drive our company's long-term success."</p>	Company		<a href="http://www8.hp.com/us/en/hp-information/about-hp/diversity/our-vision.html">http://www8.hp.com/us/en/hp-information/about-hp/diversity/our-vision.html</a>  <a href="http://www8.hp.com/us/en/hp-information/about-hp/diversity/">http://www8.hp.com/us/en/hp-information/about-hp/diversity/</a>
<p>"Diversity and inclusion matters not only in the communities where we live and work, but also to the bottom line of our business."</p>	Company	Dion Weisler HP President & Chief Executive Officer	<a href="http://www8.hp.com/us/en/hp-information/about-hp/diversity/our-vision.html">http://www8.hp.com/us/en/hp-information/about-hp/diversity/our-vision.html</a>
<p>Kim Rivera, HP's chief legal officer and general counsel, announced the Palo Alto-based company's policy in a letter to partner law firms on Feb. 8. HP implemented its directive, Rivera wrote, to "emphasize the business imperative to make meaningful strides in diversity" at partner firms. "With this we can withhold up to 10% of all amounts invoiced by law firms that do not meet or exceed our minimal diverse staffing requirements."</p>	Company	Kim Rivera, HP's chief legal officer and general counsel	<a href="http://www.law.com/sites/almstaff/2017/02/14/hp-mandating-diversity-will-withhold-fees-from-some-firms/?sreturn=20170322173615">http://www.law.com/sites/almstaff/2017/02/14/hp-mandating-diversity-will-withhold-fees-from-some-firms/?sreturn=20170322173615</a>
<p>HP Chief Marketing Officer Antonio Lucio sent a memo to HP's five advertising and marketing agency partners—Gyro, BBDO, Fred &amp; Farid, FleishmanHillard, and Porter Novelli—asking for a commitment "to radically improve the percentage of women and people of color in leadership roles" in their organizations.</p>		HP Chief Marketing Officer Antonio Lucio	<a href="http://adage.com/article/cmo-strategy/q-a-hp-s-antonio-lucio-diversity-matters/305716/">http://adage.com/article/cmo-strategy/q-a-hp-s-antonio-lucio-diversity-matters/305716/</a>
<p>Today we unveiled a new symbol of IBM's commitment to diversity, acceptance and inclusion. Learn more: A New Symbol of IBM's Diversity Leadership IBM today launched a new rainbow adaptation of its iconic 8-bar logo that symbolizes its long-standing commitment to diversity, tolerance and inclusion.</p>			<a href="https://www.facebook.com/IBM/posts/1226288987461381">https://www.facebook.com/IBM/posts/1226288987461381</a>
<p>Our statement on US Executive Order from January, 27, 2017</p>			<a href="https://twitter.com/ibm/status/826167324944142336">https://twitter.com/ibm/status/826167324944142336</a>
<p>Catalyst@HP is a <b>sponsorship</b> program for women and underrepresented populations aimed to increase their representation in technical and leadership roles at HP.</p>	company and association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/catalyst-hp/">https://www.ceoaction.com/actions/catalyst-hp/</a>
<p>Recognizing the value of diversity in driving innovation, we created the two most diverse Boards of Directors in technology for HP Inc. and Hewlett Packard Enterprise.</p>	company and association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/board-diversity/">https://www.ceoaction.com/actions/board-diversity/</a>



<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.</p>	<p>association</p>	<p>Keep Texas Open for Business</p>	<p><a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a></p>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	<p>association</p>	<p>Human Rights Campaign</p>	<p><a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a></p>
<p>"to transform the industry, we need to simultaneously increase representation and improve inclusion in three sectors: clients, agencies and production houses with a focus on directors. If these three sectors do not move at the same time, we will not be able to deliver the type of work that our diverse audiences require. Clients analyze data, identify audiences and write the briefs. Agencies generate the creative work to emotionally connect with customers. Directors bring that work to life through their unique interpretation. The process is an alchemistic combinations of deep analytics and creativity. Having a diverse mindset included throughout the process will ensure that we are connective with our customers more effectively."</p>	<p>company</p>	<p>Antonio Lucio, chief marketing and communications officer</p>	<p><a href="http://newsblog.ext.hp.com/t5/HP-newsroom-blog/One-year-later-What-HP-learned-from-our-diversity-challenge/bap/1059">http://newsblog.ext.hp.com/t5/HP-newsroom-blog/One-year-later-What-HP-learned-from-our-diversity-challenge/bap/1059</a></p>
<p>"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.</p>	<p>association</p>	<p>Coalition for the American Dream</p>	<p><a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a></p>
<p>"The primary takeaway from this is that HP is hiring, and talent is our only criteria. We want to remove those biases that exist within the marketplace. Because HP wants that environment, where people can come as they are and really feel that sense of belonging, we want that to happen for youth at an earlier age as well. Much like the investment we made in STEM, and starting very early in exciting, incentivizing, and motivating underrepresented groups to get interested in STEM, we are partnering with Out in Tech to do the same."</p>	<p>company</p>	<p>Lesley Slaton Brown, chief diversity officer</p>	<p><a href="http://www.adweek.com/brand-marketing/hp-further-its-commitment-to-diversity-and-inclusion-with-its-latest-lgbtq-focused-initiative/">http://www.adweek.com/brand-marketing/hp-further-its-commitment-to-diversity-and-inclusion-with-its-latest-lgbtq-focused-initiative/</a></p>
<p>"I'm incredibly proud to be a part of this inspiration project. The LGBTQ community is made up of truly courageous people and it's our hope that pieces like this will honor their courage, respect their pride in their families, and instill additional confidence in themselves. People trust the HP brand, it's household name. so, when HP demonstrates its commitment to all families, it catalyzes real change."</p>	<p>company</p>	<p>Lisa Gunning</p>	<p><a href="http://newsblog.ext.hp.com/t5/HP-newsroom-blog/Proud-Portraits/bap/1138">http://newsblog.ext.hp.com/t5/HP-newsroom-blog/Proud-Portraits/bap/1138</a></p>

# IBM

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>In a memo to workers that IBM sent to Fortune, Diane Gherson, IBM Senior Vice President of Human Resources, said the company's "first priority has been to identify and engage IBMers who may be affected, in order to provide any assistance they need." She said the company had so far pinpointed three IBMers "directly affected by the executive order, and none have concerns at this time." ... "As IBMers, we have learned, through era after era, that the path forward—for innovation, for prosperity, and for civil society—is the path of engagement and openness to the world. Our company will continue to work and advocate for this."</p>	Company	Diane Gherson, IBM Senior Vice President of Human Resources	<a href="http://fortune.com/2017/01/29/trump-immigration-ban-ibm/">http://fortune.com/2017/01/29/trump-immigration-ban-ibm/</a>
			<a href="http://www.mercurynews.com/2017/02/08/biz-break-ibm-employees-petition-ceo-to-back-away-from-trump/">http://www.mercurynews.com/2017/02/08/biz-break-ibm-employees-petition-ceo-to-back-away-from-trump/</a>
<p>As for her direct response to Trump's immigration order that bans immigrants from seven Muslim-majority countries and bars Syrian refugees indefinitely, Rometty cited the company's diversity, writing that, "We employ people serving clients in more than 170 countries, and we embrace people of all faiths and backgrounds. We would not be the company we are today without the benefit of immigration." She continued: "Because we are so large and so global, our perspective is also special. IBMers and their families have been touched by terrorist attacks, from New York, to Paris, to the skies over Egypt. And IBMers have been touched, too, by the executive order put in place two weeks ago. In every case, my first priority has been to support and care for the employees and families most directly affected." She also continued to say "As elected leaders make decisions on national policy, we seek to provide ideas and solutions grounded in our values and technological expertise. Both. So on Friday, I discussed with the President and the Secretary of Homeland Security ways that advanced technology could address national security imperatives while also permitting lawful immigration and travel. "</p>	Company	CEO Ginni Rometty	<a href="http://fortune.com/2017/02/14/ibm-ceo-rometty-trump-immigration-ban/">http://fortune.com/2017/02/14/ibm-ceo-rometty-trump-immigration-ban/</a>
<p>"IBM has long believed in diversity, inclusion and tolerance. As we shared with all IBMers this weekend, we have always sought to enable the balance between the responsible flow of people, ideas, commerce and information with the needs of security, everywhere in the world. As IBMers, we have learned, through era after era, that the path forward – for innovation, for prosperity, and for civil society – is the path of engagement and openness to the world. Our company will continue to work and advocate for this."</p>	Company		<a href="http://gizmodo.com/ibms-statement-on-the-muslim-ban-is-embarrassingly-weak-1791814225">http://gizmodo.com/ibms-statement-on-the-muslim-ban-is-embarrassingly-weak-1791814225</a>
			<a href="https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html">https://www.nytimes.com/interactive/2017/02/06/business/document-Trump-Amicus-Brief.html</a> <a href="http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/">http://money.cnn.com/2017/02/06/technology/trump-amicus-tech-absentees/</a> <a href="https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration">https://lawfareblog.com/litigation-documents-resources-related-trump-executive-order-immigration</a>

			<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a>
"IBM thinks about diversity the way we think about innovation — both are essential to the success of our business. When we innovate, technology becomes smarter for clients and creates new opportunities for growth. When we incorporate diversity into our business, we create better innovations and outcomes. IBM has embraced diversity, and it gives opportunities for IBMers and our clients to achieve their full potential."	Company	CEO Ginni Rometty	<a href="http://www.ibm.com/employment/us/diverse/downloads/ibm_diversity_brochure.pdf">http://www.ibm.com/employment/us/diverse/downloads/ibm_diversity_brochure.pdf</a>
"IBM recognizes the unique value and skills every individual brings to the workplace. We believe that innovation comes from seeking out and inspiring diversity in all its dimensions. Consciously building diverse teams and encouraging diversity of ideas helps us make the greatest impact for our clients, our colleagues and the world. Diversity of thought. Diversity of people. Discover what you can do at IBM."	Company		<a href="http://www-03.ibm.com/employment/us/diverse/">http://www-03.ibm.com/employment/us/diverse/</a>
	Company	IBM CEO Ginni Rometty	<a href="https://www.ibm.com/blogs/policy/ibm-ceo-ginni-romettys-letter-u-s-president-elect/">https://www.ibm.com/blogs/policy/ibm-ceo-ginni-romettys-letter-u-s-president-elect/</a>
We are always striving to be progressive leaders in the LGBT+ arena. We wanted the opportunity to elevate our corporate understanding and increase the knowledge of managers and individual contributors on LGBT+ topics around the world.	company and association	CEO Action for Diversity and Inclusion	<a href="https://www.ceoaction.com/actions/lgbtplus/the-release-of-3-education-modules/">https://www.ceoaction.com/actions/lgbtplus/the-release-of-3-education-modules/</a>
By now, you've seen the news that we have disbanded the President's Strategy and Policy Forum. In the past week, we have seen and heard of public events and statements that run counter to our values as a country and a company. IBM has long said, and more importantly, demonstrated its commitment to a workplace and a society that is open, inclusive and provides opportunity to all. IBM's commitment to these values remains robust, active and unwavering. The despicable conduct of hate groups in Charlottesville last weekend, and the violence and death that resulted from it, shows yet again that our nation needs to focus on unity, inclusion, and tolerance. For more than a century and in more than 170 countries, IBM has been committed to these values. Engagement is part of our history, too. We have worked with every U.S. president since Woodrow Wilson. We are determinedly non-partisan – we maintain no political action committee. And we have always believed that dialogue is critical to progress; that is why I joined the President's Forum earlier this year. But this group can no longer serve the purpose for which it was formed. Earlier today I spoke with other members of the Forum and we agreed to disband the group. IBM will continue to work with all parts of the government for policies that support job growth, vocational education and global trade, as well as fair and informed policies on immigration and taxation.	company	CEO, chairman, president, Ginni Rometty	<a href="https://www.entrepreneur.com/article/298927">https://www.entrepreneur.com/article/298927</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>

experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.			
"for over 100 years, progressive workplace practices have been an essential part of IBM's culture." (video)	company		<a href="https://twitter.com/IBM/status/911287345948880897">https://twitter.com/IBM/status/911287345948880897</a>
"IBM believes that Dreamers have made a positive contribution to our company and to our economy, and we support bipartisan legislation in Congress to allow them to remain in the United States."	company	IBM policy twitter	<a href="https://twitter.com/IBMpolicy/status/905086518338998273">https://twitter.com/IBMpolicy/status/905086518338998273</a>
"We commend leaders in Congress incl @RepCurbelo, @SenThomTillis, @JeffFlake & @SenatorDurbin for pursuing long-term solution for #Dreamers. Dreamers have earned the right to fair treatment under our country's laws. IBM actively supports HR 1468, the Recognizing America's Children Act, and similar bills to protect Dreamers and allow them to stay in the U.S."	company	IBM policy twitter	<a href="https://twitter.com/IBMpolicy/status/905087334915481600">https://twitter.com/IBMpolicy/status/905087334915481600</a>
"I think IBM is distinct on three things. We are global in our scope as a company and we are global in our scope in reaching[...] diversity and inclusion. The passion that we have around our technology extends to our diversity portfolio. You may have heard the intensity with which we engaged in all the Watson Healthcare, and all that is done in the context of a company that is deeply passionate about diversity and inclusion, and we have matched our actions and our words pretty much for a century, which is kind of cool. We hired women and our first Black employees in 1899. We have a female CEO [Ginni Rometty] standing up talking about a world of Watson - [which] in addition to being smarter, safer, cleaner is also a world that is more tolerant, more fair. We have a management team that walks the talk every day. We don't talk about flexibility programs - they model our flexibility programs. We don't talk about leave of absence, they model leave of absence."	company	Lindsay-Rae McIntyre, chief diversity officer	<a href="https://www.glassdoor.com/blog/ibm-diversity-lgbt-pride/">https://www.glassdoor.com/blog/ibm-diversity-lgbt-pride/</a>
"IBM commends the Texas legislature for ending the Special Session without sending any of the discriminatory bathroom bills to the Governor for his signature. We applaud House Speaker Joe Straus and House State Affairs Committee Chairman Byron Cook for their leadership. Together, they stood up for the principles of non-discrimination and inclusiveness supported by the countless businesses and community members who urged them to stop this discriminatory legislation. We also thank the Members of the Texas House and Senate who resisted pressure to advance these bills. IBM was pleased to join with the Texas Association of Business and its Keep Texas Open for Business Coalition, as well as many other businesses in Texas and nationally, to oppose the bathroom bills. Together, we stood up for the families, friends and employees who would have been affected should any of these bills have become law. IBM has had a presence in Texas since the 1960s, and we are proud that the state is now home to more than 10,000 IBMers, the second-largest IBM workforce in the country. Our Texas operations have played a critical role in many groundbreaking IBM innovations over the years, and we look forward to continued investment and growth in the Lone Star State. Moving forward, we ask the state's elected officials to focus on ways to support the economy, job creation, and all the communities they represent. For more than a	company	Lindsay-Rae McIntyre, chief diversity officer	<a href="https://www.ibm.com/blogs/policy/tx-bathroom-bill-defeat/">https://www.ibm.com/blogs/policy/tx-bathroom-bill-defeat/</a>

century, IBM has been a progressive leader in diversity, advocacy and innovation. We will continue our work driving innovation in Texas, just as we will continue to honor our commitments to diversity and inclusion by standing up for equal rights for all."			
IBM has included sexual orientation in its nondiscrimination policy for 30+ yrs. We stand firm against discrimination in any form. #LGBT	company	IBM policy twitter	<a href="https://twitter.com/IBMpolicy/status/890642260588609538">https://twitter.com/IBMpolicy/status/890642260588609538</a>
"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>
	association	Catalyst CEO Champions for Change	<a href="http://www.catalyst.org/catalyst-ceo-champions-change">http://www.catalyst.org/catalyst-ceo-champions-change</a>
"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.	association	Coalition for the American Dream	<a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a>
"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
What it's like to be a 'Dreamer' working at IBM and fighting to keep from being deported <a href="http://read.bi/2zM7IHu">http://read.bi/2zM7IHu</a>	company	IBM Dreamer	<a href="https://twitter.com/businessinsider/status/931257008833081350">https://twitter.com/businessinsider/status/931257008833081350</a>
We believe #DACA recipients positively contribute to our company and the US economy. Today and every day, we support our #Dreamers: <a href="http://bitly.com/2zNdxTe">http://bitly.com/2zNdxTe</a>	company		<a href="https://twitter.com/IBM/status/930907290210914304">https://twitter.com/IBM/status/930907290210914304</a>

IBM lights up Sydney - our commitment to #equality, diversity and inclusion. [photo of rainbow IBM logo]	company		<a href="https://twitter.com/IBMAustralia/status/926316308962177024">https://twitter.com/IBMAustralia/status/926316308962177024</a>
"We are proud that a job at @IBM is part of the American dream, and we want to keep it that way" -@ChrisPadilla00 speaks today at @USChamber about #Dreamers and a #DACA fix	company		<a href="https://twitter.com/IBMpolicy/status/930819629156589569">https://twitter.com/IBMpolicy/status/930819629156589569</a>
ChrisPadilla00, VP at @IBM urges congress to pass a DACA solution soon. "immigration is a tremendous source of strength for our country. It is what makes America good and strong."	company		<a href="https://twitter.com/cdechalus/status/930812406229622784">https://twitter.com/cdechalus/status/930812406229622784</a>
This week, 8 #Dreamers from @IBM will visit DC to share their powerful stories with Members of #Congress. Read more via @wsj. #DACA	company		<a href="https://twitter.com/IBMpolicy/status/930479618125123584">https://twitter.com/IBMpolicy/status/930479618125123584</a>
Proud that @IBM earned 100% on @HRC's Corporate Equality Index for LGBT-inclusive workplace policies & practices! #inclusiveibm #CEI2018 <a href="http://hrc.org/cei">http://hrc.org/cei</a>	company		<a href="https://twitter.com/IBMpolicy/status/929079309888876545">https://twitter.com/IBMpolicy/status/929079309888876545</a>
Women make up 51% of the workforce & just 6.4% are CEOs of Fortune 500 cos. What can we do to change this? @IBM CEO Ginni Rometty weighed in	company		<a href="https://twitter.com/MadMoneyOnCNBC/status/926811299677224960">https://twitter.com/MadMoneyOnCNBC/status/926811299677224960</a>
IBM's unwavering commitment to #diversity and #inclusion - proudly on display in Sydney, Australia 🇺🇸 🇺🇸 (photo of rainbow IBM logo)	company		<a href="https://twitter.com/IBM/status/933145289254256640">https://twitter.com/IBM/status/933145289254256640</a>
When people think there's no brighter future in front of them ... that is the seeds for revolution. And so, if we don't change people life-long learning and particularly this thing about getting ready for this era and if you think that the world can be that everybody gets to university — God bless our university kids here — but that everyone gets to university or PhD, forget it. This is not a good future.	company	Ginni Rometty, CEO	<a href="https://finance.yahoo.com/news/ibms-rometty-skills-gap-tech-jobs-essence-divide-175847484.html">https://finance.yahoo.com/news/ibms-rometty-skills-gap-tech-jobs-essence-divide-175847484.html</a>

## Intel

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We are providing support to potentially impacted employees, all of whom are in this country lawfully. As a company co-founded by an immigrant, we continue to support lawful immigration. We will continue to provide any impacted employees with Intel's full support."</p>	Company	Intel CEO Brian Krzanich	<a href="https://twitter.com/bkrunner/status/825832748287877121?ref_src=twsrc%5Etfw&amp;ref_url=http%3A%2F%2Fwww.cnn.com%2F2017%2F01%2F30%2Fintel-ceo-brian-krzanich-on-trump-muslim-ban-this-is-not-a-policy-we-can-support.html">https://twitter.com/bkrunner/status/825832748287877121?ref_src=twsrc%5Etfw&amp;ref_url=http%3A%2F%2Fwww.cnn.com%2F2017%2F01%2F30%2Fintel-ceo-brian-krzanich-on-trump-muslim-ban-this-is-not-a-policy-we-can-support.html</a>
<p>"First, as the grandson of immigrants and the CEO of a company that was co-founded by an immigrant, we believe that lawful immigration is critical to the future of our company and this nation." It goes on to say "We will continue to make our voice heard that we believe immigration is an important part of making Intel and America all that we can be. I have heard from many of you and share your concern over the recent executive order and want you to know it is not a policy we can support. At Intel we believe that immigration is an important part of our diversity and inclusion efforts. Inclusion is about making everyone feel welcome and a part of our community. There are employees at Intel that are directly affected by this order. The HR and Legal teams are working with them in every way possible and we will continue to support them until their situations are resolved."</p>	Company	Intel CEO Brian Krzanich	<a href="http://www.oregonlive.com/silicon-forest/index.ssf/2017/01/intel_ceo_promises_full_support.html">http://www.oregonlive.com/silicon-forest/index.ssf/2017/01/intel_ceo_promises_full_support.html</a>
	Association		<a href="http://cdn.ca9.uscourts.gov/datastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf">http://cdn.ca9.uscourts.gov/datastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf</a>
	Association		<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a>
<p>"Innovation begins with inclusion. At Intel, we believe that in order to shape the future of technology, we must be representative of that future. By bringing together people with a wide range of perspectives, backgrounds and experiences, plus encouraging a community of openness and inclusion, we can continue to innovate to solve the world's toughest challenges."</p>	Company		<a href="http://www.intel.com/content/www/us/en/diversity/diversity-at-intel.html">http://www.intel.com/content/www/us/en/diversity/diversity-at-intel.html</a>
<p>Diversity and inclusion are critical underpinnings to our constantly evolving culture at Intel. They accelerate our ability to consistently innovate and drive the business forward. Supplier diversity adds tremendously to our competitive advantage while stimulating growth in a global marketplace.</p>	company	Barbara Whye, Intel chief diversity and inclusion officer and vice president of Human Resources	<a href="https://newsroom.intel.com/news/intel-commits-spend-100-million-women-owned-businesses-around-world/">https://newsroom.intel.com/news/intel-commits-spend-100-million-women-owned-businesses-around-world/</a>

<p>"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.</p>	<p>association</p>	<p>Keep Texas Open for Business</p>	<p><a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a></p>
<p>"Earlier today, I tendered my resignation from the American Manufacturing Council. I resigned to call attention to the serious harm our divided political climate is causing to critical issues, including the serious need to address the decline of American manufacturing. Politics and political agendas have sidelined the important mission of rebuilding the America's manufacturing base. I have already made clear my abhorrence at the recent hate-spawned violence in Charlottesville, and earlier today I called on all leaders to condemn the white supremacists and their ilk who marched and committed violence. I resigned because I want to make progress, while many in Washington seem more concerned with attacked anyone who disagrees with them. We should honor - not attack - those who have stood up for equality and other cherished American ideals. I hope this will change, and I remain willing to serve when it does. I am not a politician. I am an engineer who has spent most of his career working in factories that manufacture the world's most advanced devices. Yet, it is clear even to me that nearly every issues is politicized to the point where significant progress is impossible. Promoting American manufacturing should not be a political issue. My request - my plea - to everyone involved in our political system is this: set scoring political points aside and focus on what is best for the nation as a whole. The current environment must change, or else our national will become a shadow of what it once was and what it still can and should be."</p>	<p>company</p>	<p>CEO Brian Krzanich</p>	<p><a href="http://blogs.intel.com/policy/2017/08/14/intel-ceo-leaves-manufacturing-council/">http://blogs.intel.com/policy/2017/08/14/intel-ceo-leaves-manufacturing-council/</a></p>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	<p>association</p>	<p>Human Rights Campaign</p>	<p><a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a></p>
<p>"These companies are sending a powerful message to LGBTQ workers and their families that America's businesses believe in equality. Across the country, corporate leaders are speaking out because they know attacking LGBTQ employees isn't just shameful - it also puts the families of their employees and customers at risk. LGBTQ people like Jameka are entitled to the full protection of the law, and must be affirmed, respected and protected in their workplace and beyond."</p>	<p>association</p>	<p>Sarah Warbelow, HRC Legal Director</p>	<p><a href="https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkId=43386120">https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkId=43386120</a></p>
<p>"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.</p>	<p>association</p>	<p>Coalition for the American Dream</p>	<p><a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a></p>



"Mogul is honored to recognize the Top Innovators in Diversity & Inclusion in 2017. Those mentioned have made, and continue to make, enormous strides in hiring a diverse talent, creating welcoming environments and communities for employees and contributing to society in meaningful ways. The Top 100 were determined through weighted scoring, taking into account minority representation in top leadership roles, support and resources for employees, and social contribution within each organization.	association	Mogul .com	<a href="https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion">https://onmogul.com/stories/top-100-innovators-in-diversity-inclusion</a>
"These companies are sending a powerful message to LGBTQ people and their families that America's leading businesses believe in equality. Across the country, corporate leaders know that businesses should be open for all. A business owner's personal beliefs should never be a reason enough to discriminate against a customer because of who they are or who they love."	association	Beck Bailey, HRC deputy director of employee engagement	<a href="http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses">http://www.hrc.org/blog/hrc-amicus-briefs-masterpiece-cakeshop-case-features-top-chefs-businesses</a>

## Microsoft

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
	Company	Microsoft CEO Satya Nadella	<a href="http://money.cnn.com/video/technology/2016/09/26/nadella-political-climate.cnnmoney/index.html?category=technology&amp;iid=EL">http://money.cnn.com/video/technology/2016/09/26/nadella-political-climate.cnnmoney/index.html?category=technology&amp;iid=EL</a>
"As a company, Microsoft believes in a strong and balanced high-skilled immigration system. We also believe in broader immigration opportunities, like the protections for talented and law-abiding young people under the Deferred Access for Childhood Arrivals (DACA) Program, often called "Dreamers". We believe that immigration laws can and should protect the public without sacrificing people's freedom of expression or religion. And we believe in the importance of protecting legitimate and law-abiding refugees whose very lives may be at stake in immigration proceedings."	Company	Brad Smith Microsoft's president and chief legal officer	<a href="https://www.linkedin.com/pulse/yesterdays-us-executive-order-immigration-satya-nadella">https://www.linkedin.com/pulse/yesterdays-us-executive-order-immigration-satya-nadella</a>
" As an immigrant and as a CEO, I've both experienced and seen the positive impact that immigration has on our company, for the country, and for the world. We will continue to advocate on this important topic."	Company	Satya Nadella, CEO at Microsoft	<a href="https://www.linkedin.com/pulse/yesterdays-us-executive-order-immigration-satya-nadella">https://www.linkedin.com/pulse/yesterdays-us-executive-order-immigration-satya-nadella</a>
"Since the country's birth, America has been the land of opportunity — welcoming newcomers and giving them the chance to build families, careers and businesses in the United States. We are a nation made stronger by immigrants. As entrepreneurs and business leaders, our ability to grow our companies and create jobs depends on the contributions of immigrants from all backgrounds. ... We share your goal of ensuring that our immigration system meets today's security needs and keeps our country safe. We are concerned, however, that your recent executive order will affect many visa holders who work hard here in the United States and contribute to our country's success. In a global economy, it is critical that we continue to attract the best and brightest from around the world. "			<a href="https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban">https://www.recode.net/2017/2/1/14480988/google-apple-facebook-joint-letter-opposing-trump-travel-ban</a>

Microsoft's chief legal officer Brad Smith sent a public letter to the secretaries of Homeland Security and State, imploring them to grant exemptions to Trump's order for certain visa-holders and students. "Microsoft has 76 employees who, together with their 41 dependents, have nonimmigrant visas to live and work in the United States and are impacted by the Executive Order," Smith wrote. He noted that just in the past week, the order had created "substantial disruption for companies," concluding that "the aggregate economic consequence of that disruption is high."	Microsoft's chief legal officer Brad Smith		<a href="https://www.forbes.com/sites/mattdrange/2017/02/03/silicon-valley-giants-joins-forces-again-to-oppose-donald-trumps-immigration-orders/#15f5a47220c4">https://www.forbes.com/sites/mattdrange/2017/02/03/silicon-valley-giants-joins-forces-again-to-oppose-donald-trumps-immigration-orders/#15f5a47220c4</a>
Microsoft Corp. inserted language in a securities filing on Thursday on the issue, cautioning investors that immigration restrictions "may inhibit our ability to adequately staff our research and development efforts."			<a href="https://www.bloomberg.com/news/articles/2017-01-28/google-recalls-some-staff-to-u-s-after-trump-immigration-order">https://www.bloomberg.com/news/articles/2017-01-28/google-recalls-some-staff-to-u-s-after-trump-immigration-order</a>
Long ... see brief	Association		<a href="http://cdn.ca9.uscourts.gov/datastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf">http://cdn.ca9.uscourts.gov/datastore/general/2017/02/06/17-35105%20Letter%20by%20Additional%20Technology%20Companies%20Joining%20Technology%20Companies%20Amicus%20Motion%20and%20Brief.pdf</a>
Long ... see brief	Association		<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a>
"Dear Governor Abbott, Our opposition to bathroom bills remains steadfast. WE view these bills as unnecessary, and the passage of any of them would level significant economic harm and would impact real people. This opposition continues to grow, with additional job creators joining this effort every day. Many of us have stood on the front lines of other legislative battles with you, working drive investment and job creation in Texas. But these bathroom bills are different. We believe law enforcement leaders, sexual assault experts, and educators when they tell us that bathroom bills address no known problems. We want Texas to continue to be an environment that is open and welcoming and that maintains a focus on job creation and prosperity.	association	Keep Texas Open for Business	<a href="http://www.keeptxopen.org/biz-leaders/">http://www.keeptxopen.org/biz-leaders/</a>
Microsoft actively seeks to foster greater levels of diversity in our workforce and in our pipeline of future leaders.			<a href="https://www.microsoft.com/en-us/diversity/business-of-inclusion/default.aspx">https://www.microsoft.com/en-us/diversity/business-of-inclusion/default.aspx</a>
"At Microsoft, we believe that our continued success depends on the diverse skills, experiences, and backgrounds that our employees bring to the company." "We strive to create an environment that helps Microsoft capitalize on the diversity of its people and the inclusion of ideas and solutions to meet the needs of its increasingly global and diverse customer base." "At Microsoft, we believe that our continued success depends on the diverse skills, experiences, and backgrounds that our employees bring to the company. " "As we transform our business and culture, the value proposition for diversity and inclusion within Microsoft is increasingly clear -- a diverse and inclusive workforce will yield better products and solutions for our customers, and better experiences for our			<a href="https://www.microsoft.com/en-us/diversity/inside-microsoft/default.aspx?Search=true">https://www.microsoft.com/en-us/diversity/inside-microsoft/default.aspx?Search=true</a>

employees."			
"I'm a product of two amazing American things: American technology reaching me where I was growing up in India, and American immigration policy letting me come in and live and thrive in the United States. Quite frankly, there is no other place in the world where my life story could have played out the way it has. So I feel blessed to be in this country. think about it: a guy like me show up here and can thrive. How many places in the world can you say that about? So that's how I look at this. What is our competitiveness based on? It's the ability for people to come, contribute, thrive. And that's something I think is unique to us, and we should not let go of it. it doesn't mean we should be loose about our borders or we shouldn't have immigration policy or we shouldn't think about labor substitution in smart ways. All of those are really important issues, and the policies should be though through. But fundamentally, I think there's something that America gets by being a country that is welcoming to immigrants, and we shouldn't lose it. What I just said to you is something I've shared with President Trump and the administration, and I'll always advocate for it."	company	Satya Nadella, CEO at Microsoft	<a href="https://www.wsj.com/articles/a-rare-joint-interview-with-microsoft-ceo-satya-nadella-and-bill-gates-1506358852">https://www.wsj.com/articles/a-rare-joint-interview-with-microsoft-ceo-satya-nadella-and-bill-gates-1506358852</a>
"Other countries are trying to imitate us. In every country, when you meet with heads of government, they're saying, 'OK, what are we missing in order to have Silicon Valley in our country?' So America has done a lot of things right, and people ought to think twice before they go and change those things. The rhetoric coming out of this White House has certainly been a change to some degree. The tech sector-myself, Satya- we are speaking up about politics that we think are bad for this country. Now people will question us and say, 'aren't you just speaking for your own self-interest?' Yes, we're biased. We love technology. We love Microsoft. But we're not going to be chicken about speaking out."	company	Bill Gates	<a href="https://www.wsj.com/articles/a-rare-joint-interview-with-microsoft-ceo-satya-nadella-and-bill-gates-1506358852">https://www.wsj.com/articles/a-rare-joint-interview-with-microsoft-ceo-satya-nadella-and-bill-gates-1506358852</a>
"We always had equal pay for equal work, but it's more about equal opportunity for equal work. In tech, we do have a significant distance to cover.	company	Satya Nadella, CEO at Microsoft	<a href="https://www.nytimes.com/2017/09/26/business/satya-nadella-microsoft-gender-equality.html?smid=tw-share">https://www.nytimes.com/2017/09/26/business/satya-nadella-microsoft-gender-equality.html?smid=tw-share</a>
"we are deeply disappointed by the administration's decision today to rescind protection under the program for Deferred Action for Childhood Arrivals (DACA). As we said last week, we believe this is a big step back for our entire country. The question for individuals, employers and the country is what we do now. For Microsoft, the first step is clear. The administration has given congress six months to replace DACA with new legislation. We believe this means that Congress now needs to reprioritize the fall legislative calendar and move quickly with new legislation to protect these 800,000 Dreamers. This means that Congress should adopt legislation on DACA <i>before</i> it tries to adopt a tax reform bill. This is the only way, given the number of legislative days Congress has scheduled over the next six months, we realistically can expect Congress to complete DACA legislation in time. We say this even though Microsoft, like many other companies, cares greatly about modernizing the tax system and making it fairer and more competitive. But we need to put the humanitarian needs of these 800,000 people on the legislative calendar before a tax bill. As an employer, we appreciate that Dreamers add to the competitiveness and economic success of our company and the entire nation's business community. In short, urgent DACA legislation is both an economic imperative and a humanitarian necessity. As this debate	company	Brad Smith, President and chief legal officer	<a href="https://blogs.microsoft.com/on-the-issues/2017/09/05/urgent-daca-legislation-economic-imperative-humanitarian-necessity/">https://blogs.microsoft.com/on-the-issues/2017/09/05/urgent-daca-legislation-economic-imperative-humanitarian-necessity/</a>

<p>moves forward, we need to remember that these 800,000 individuals came to our nation as children. They grew up in this country. They attended our local schools and count millions of American citizens as friends. They obey our laws, pay taxes here and have registered voluntarily with the federal government for DACA relief. They are loyal to this country and contribute their time and money to local churches, schools and community groups. The Dreamers are part of our nation's fabric. They belong here. That's why we believe a second point is also fundamental. Although we should all ask Congress to act within six months, we should be prepared for the possibility that it will not do so. Such a failure would not relieve anyone else in the country of the responsibility to act thoughtfully and wisely. This is why we will work as needed with other companies and the broader business community to vigorously defend the legal rights of all Dreamers. For the 39 Dreamers that we know of who are our employees, our commitment is clear. If Congress fails to act, our company will exercise its legal rights properly to help protect our employees. If the government seeks to deport any one of them, we will provide and pay for their legal counsel. We will also file an amicus brief and explore whether we can directly intervene in any such case. In short, if Dreamers who are our employees are in court, we will be by their side. We appreciate that even limited immigration legislation like DACA is complex, controversial and even difficult. We also appreciate that this issue arises at a time of other important national priorities and sharp divisions within Congress. But when it comes to DACA, there are too many affected people who contribute too much to our country for Congress to fall short. There are leaders on both sides of the aisle who have long championed this issue. And there is a growing list of supporters from across the country who want to see this get done. We're confident that Microsoft is but one of many companies and groups that will support them.</p>			
<p>Today Brad Smith published a blog post sharing our deep concern about potential changes to the Deferred Action for Childhood Arrivals (DACA) that are under consideration. You can read Brad's post here.</p> <p>For me, it comes back to two things: the enduring principles and values that have made the United States what it is, and my own personal story.</p> <p>As I shared at the White House in June, I am a product of two uniquely American attributes: the ingenuity of American technology reaching me where I was growing up, fueling my dreams, and the enlightened immigration policy that allowed me to pursue my dreams.</p> <p>There is no question in my mind that a priority must be to create more jobs and opportunity for every American citizen. On top of this, smart immigration can help our economic growth and global competitiveness.</p> <p>As a CEO, I see each day the direct contributions that talented employees from around the world bring to our company, our customers and to the broader economy. We care deeply about the DREAMers who work at Microsoft and fully support them. We will always stand for diversity and economic opportunity for everyone. It is core to who we are at Microsoft and I believe it is core to what America is.</p> <p>This is the America that I know and of which I am a proud citizen. This is the America that I love and that my family and I call home. And this is the America that I will always advocate for.</p>	<p>company</p>	<p>Satya Nadella, CEO at Microsoft</p>	<p><a href="https://www.linkedin.com/pulse/dreamers-make-our-country-communities-stronger-satya-nadella/">https://www.linkedin.com/pulse/dreamers-make-our-country-communities-stronger-satya-nadella/</a></p>

<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	<p>association</p>	<p>Human Rights Campaign</p>	<p><a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a></p>
<p>It will be difficult for America to remain a leader in global innovation if we cannot put in place a more modern and common-sense based approach to green cards. We are committed to working with the administration and Congress to address lasting reform of our immigration system through meaningful bipartisan solution that will help strengthen our economy, ensure protections for American workers and give the world's top talent a reason to continue making a bet on this great nation"</p>	<p>company</p>	<p>Brad Smith, President and chief legal officer</p>	<p><a href="https://blogs.microsoft.com/on-the-issues/2017/10/06/per-country-limits-employment-based-green-cards-neither-fair-good-country/">https://blogs.microsoft.com/on-the-issues/2017/10/06/per-country-limits-employment-based-green-cards-neither-fair-good-country/</a></p>
<p>"These companies are sending a powerful message to LGBTQ workers and their families that America's businesses believe in equality. Across the country, corporate leaders are speaking out because they know attacking LGBTQ employees isn't just shameful - it also puts the families of their employees and customers at risk. LGBTQ people like Jameka are entitled to the full protection of the law, and must be affirmed, respected and protected in their workplace and beyond."</p>	<p>association</p>	<p>Sarah Warbelow, HRC Legal Director</p>	<p><a href="https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120">https://www.hrc.org/blog/76-companies-sign-brief-supporting-lesbian-worker-in-evans-v-georgia-case?linkid=43386120</a></p>
<p>"Our mission is to seek the passage of bipartisan legislation that gives Dreamers a permanent solution in the calendar year 2017. Dreamers grew up in America, are part of our society, and contribute to the economy. Without Congressional action, these Americans will soon lost their ability to stay and work in this country, and be subject to immediate deportation. The Coalition for the American Dream is a coalition of businesses, trade associations, and other groups that have come together to address this important issue.</p>	<p>association</p>	<p>Coalition for the American Dream</p>	<p><a href="https://www.coalitionfortheamericandream.us/">https://www.coalitionfortheamericandream.us/</a></p>
<p>Over the past nine years, Microsoft has worked closely with our law firm partners to advance diversity in the legal profession through our Law Firm Diversity Program (LFDP). We began in 2008 with a few core beliefs that hold true today: that diversity in our legal teams is a business necessity and delivers better business results; that accountability can accelerate progress on this important issue; and that when we work with our law firms, we all get better together. The LFDP relies on a carrot, rather than a stick, approach. Through annual bonuses, we incentivize our partner firms to focus on and improve the diversity of those that not only work on, but lead, our Microsoft matters, as well as within their leadership structures. We've found that this approach makes it clear that we not only value diversity and pay attention to this when we hire firms, but also that we're here to work with them to improve together. And we've seen that this approach works — since 2008, the percent of hours worked by diverse lawyers on Microsoft matters has increased 20 percent, from 33.6 percent to 54.1 percent. In the first two years of our new focus on leadership, we have seen measurable increases in the diversity of management committees and partner composition. And in this time, our own department has grown more diverse, and we've become stronger as a department and company as well. Today, I am proud to recognize Orrick, Herrington and Sutcliffe as this year's top performer. All of our firms earned a bonus, but in the past year, Orrick has increased diverse leadership the most across the three areas in which we have focused: diversity in partnership composition, among Microsoft relationship partners and those working on Microsoft matters.</p>	<p>company</p>	<p>David Howard - corporate vice president &amp; deputy general counsel, litigation, competition law, and compliance</p>	<p><a href="https://blogs.microsoft.com/on-the-issues/2017/11/30/recognizing-years-top-performer-microsofts-law-firm-diversity-program/">https://blogs.microsoft.com/on-the-issues/2017/11/30/recognizing-years-top-performer-microsofts-law-firm-diversity-program/</a></p>

<p>Three years ago, we began a journey to evolve our culture at Microsoft, and in so doing redefine our relationship with employees, customer and partners. This journey started by grounding our aspire-to culture in a growth mindset focused on three attributes: Obsessing over our customers; Operating as a unified company (One Microsoft); and Becoming a more diverse and inclusive organization. We recognized then, as we do today, that our culture is critical to attracting and retaining talent, enabling our strategy and achieving results for our shareholders. It is also critical to our success as an employer with a sense of purpose and mission to make a difference in the world. To achieve our mission to empower every person and organization on the planet to achieve more, we know we need to be unwavering in our efforts to build a diverse and inclusive organization. While we define diversity broadly, with intentional action plans to support all dimensions, our data today reflect specific areas in need of progress across the tech industry. We also know that for our employees to realize their full potential, each and every person needs to feel like they belong – and be able to contribute with their full and authentic selves.</p>	company	Kathleen Hogan - chief people office	<a href="https://blogs.microsoft.com/blog/2017/11/14/strengthening-culture-inclusion/">https://blogs.microsoft.com/blog/2017/11/14/strengthening-culture-inclusion/</a>
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## Oracle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
			<a href="https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection">https://www.recode.net/2017/4/19/15363806/trump-amazon-google-facebook-travel-ban-rejection</a>
	Association		<a href="https://www.inc.com/associated-press/97-companies-apple-facebook-google-file-briefs-trump-immigration-order.html">https://www.inc.com/associated-press/97-companies-apple-facebook-google-file-briefs-trump-immigration-order.html</a>
<p>"Oracle is pleased to have received our ninth 100% on HRC's CEI survey. We proudly value a workplace culture where our LGBT employees are safe and able to be completely authentic every day."</p>	company	CEO Safra Catz	<a href="https://blogs.oracle.com/oracle-earns-top-marks-in-2017-corporate-equality-index">https://blogs.oracle.com/oracle-earns-top-marks-in-2017-corporate-equality-index</a>
<p>"The more than 100 businesses that have joined HRC's Business Coalition for the Equality Act are sending a loud and clear message that the time has come for full federal equality. This is a milestone in corporate support for the Equality Act, and we urge Congress to listen to this growing chorus of American businesses and protect all LGBTQ people from discrimination"</p>	association	Human Rights Campaign	<a href="http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors">http://www.hrc.org/blog/equality-act-reaches-more-than-100-corporate-cosponsors</a>

# Tax

## Apparel

### Burlington Stores

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.</p> <p>"The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>  <a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a>
<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.</p> <p>"The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>  <a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a>

### Foot Locker

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.</p> <p>"The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<p><a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a></p> <p><a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a></p>
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## Gap

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Gap spokeswoman Jennifer Poppers declined to specifically comment on the proposal except to say the company "supports comprehensive and equitable corporate tax reform that benefits American consumers and strengthens the U.S. retail industry."	Company	Jennifer Poppers	<a href="http://www.sfchronicle.com/business/article/Republican-tax-proposals-could-hurt-Gap-Levi-10872776.php">http://www.sfchronicle.com/business/article/Republican-tax-proposals-could-hurt-Gap-Levi-10872776.php</a>
"Tax reform proposals, including House blueprint and border adjustability."	Company		<a href="http://disclosures.house.gov/Id/ldxmlrelease/2016/Q4/300857057.xml">http://disclosures.house.gov/Id/ldxmlrelease/2016/Q4/300857057.xml</a>
			<a href="https://www.businessoffashion.com/articles/news-analysis/us-retailers-boost-lobbying-spend-amid-border-tax-battle">https://www.businessoffashion.com/articles/news-analysis/us-retailers-boost-lobbying-spend-amid-border-tax-battle</a>
<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.</p> <p>"The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<p><a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a></p> <p><a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a></p>



<p>"Last November, voters did not elect Congress to pursue a misguided policy of rewarding profitable, multi-national companies with a permanent tax holiday in exchange for saddling middle-income American families with \$1,700 more per year in costs. If leaders in the U.S. House learned anything from the failure of health care reform, they will acknowledge the lack of support for the Border Adjustment Tax and sideline it in the interests of passing legislation that lowers the rates across the board and eliminates loopholes exploited by the same companies seeking to operate tax free. Otherwise, Speaker Ryan and Chairman Brady are placing at unnecessary risk the ability to pass tax reform legislation that fuels economic growth and job creation," said Joshua Baca, spokesperson, Americans for Affordable Products.</p>	Association	Joshua Baca, spokesperson, Americans for Affordable Products	<a href="https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members">https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members</a>
<p>"Gap Inc. applauds a corporate tax reform package that benefits American consumers and strengthens the U.S. retail industry and its workers. We welcome the recently announced framework, and we look forward to engaging with members of Congress in the coming months to ensure the best outcome for our employees, our customers, and our shareholders."</p>	company	n/a	<a href="http://www.gapinc.com/content/gapinc/html/media/pressrelease/2017/med_pr_100217_gps_taxreform.html">http://www.gapinc.com/content/gapinc/html/media/pressrelease/2017/med_pr_100217_gps_taxreform.html</a>

## L Brands

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.            "The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>  <a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a>
<p>Stuart Burgdoerfer, chief financial officer and executive vice president of L Brands Inc., also had a good answer to the Trump uncertainty earlier this month when he was asked a grab-bag question about the macro environment, border taxes, lower corporate tax rates and cash repatriation.</p>	Company	Stuart Burgdoerfer, chief financial officer and executive vice president	<a href="http://wwd.com/business-news/financial/preident-donald-trump-border-tax-trade-fashion-retail-bernard-arnault-10769687/">http://wwd.com/business-news/financial/preident-donald-trump-border-tax-trade-fashion-retail-bernard-arnault-10769687/</a>

## Nike

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.</p> <p>"The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.</p>	Retail Industry Leaders Association	President Sandy Kennedy	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>  <a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a>
<p>Matt Priest, chief executive of the Footwear Distributors and Retailers of America, said the changes in the proposal's fine print would cost the industry more than it would save with the corporate tax rate reductions. To cover those new costs, the companies would probably have to implement double-digit price increases.</p>	Association	Matt Priest, chief executive of the Footwear Distributors and Retailers of America	<a href="http://www.oregonlive.com/business/index.ssf/2016/12/sneaker_makers_surprise_inosers.html">http://www.oregonlive.com/business/index.ssf/2016/12/sneaker_makers_surprise_inosers.html</a>
<p>"Last November, voters did not elect Congress to pursue a misguided policy of rewarding profitable, multi-national companies with a permanent tax holiday in exchange for saddling middle-income American families with \$1,700 more per year in costs. If leaders in the U.S. House learned anything from the failure of health care reform, they will acknowledge the lack of support for the Border Adjustment Tax and sideline it in the interests of passing legislation that lowers the rates across the board and eliminates loopholes exploited by the same companies seeking to operate tax free. Otherwise, Speaker Ryan and Chairman Brady are placing at unnecessary risk the ability to pass tax reform legislation that fuels economic growth and job creation," said Joshua Baca, spokesperson, Americans for Affordable Products.</p>	Association	Joshua Baca, spokesperson, Americans for Affordable Products	<a href="https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members">https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members</a>

## PVH

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"Last November, voters did not elect Congress to pursue a misguided policy of rewarding profitable, multi-national companies with a permanent tax holiday in exchange for saddling middle-income American families with \$1,700 more per year in costs. If leaders in the U.S. House learned anything from the failure of health care reform, they will acknowledge the lack of support for the Border Adjustment Tax and sideline it in the interests of passing legislation that lowers the rates across the board and eliminates loopholes exploited by the same companies seeking to operate tax free. Otherwise, Speaker Ryan and Chairman Brady are placing at</p>	Association	Joshua Baca, spokesperson, Americans for Affordable Products	<a href="https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members">https://keepamericaaffordable.com/content.aspx?page=aapgrowstomorethan400members</a>

unnecessary risk the ability to pass tax reform legislation that fuels economic growth and job creation,” said Joshua Baca, spokesperson, Americans for Affordable Products.			
PVH CEO states that needs tax reform, but calls Border Adjustment Tax a 'Job Killer'	Company	Manny Chirico, chairman and CEO of PVH	<a href="https://www.msn.com/en-my/news/other/pvh-ceo-calls-border-adjustment-tax-a-job-killer/vp-BBzJmAf">https://www.msn.com/en-my/news/other/pvh-ceo-calls-border-adjustment-tax-a-job-killer/vp-BBzJmAf</a>

## Ralph Lauren

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT. "The retail industry pays among the highest effective tax rates of all industries. We, therefore, enthusiastically support reforming the current tax code and welcome the fact that both the President and Congress do so as well. However, the Border Adjustment Tax is harmful, untested, and would put American retail jobs at risk and force consumers to pay as much as 20 percent more for family essentials. We are committed to working with Congress to ensure they understand the impact of this proposal, and to pursue tax reform that reduces rates and benefits American consumers," stated Retail Industry Leaders Association (RILA) President Sandy Kennedy.	Retail Industry Leaders Association	President Sandy Kennedy	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>  <a href="https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/">https://sgbonline.com/nike-dicks-and-others-band-together-to-fight-border-tax/</a>

## Banking & Finance

### Citigroup

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

At Citigroup, Chief Executive Michael Corbat said on a conference call in January that while corporate tax reform could lead to a tax-asset write-down, it would "result in higher net income and improved returns."	Company	Chief Executive Michael Corbat	<a href="http://www.foxbusiness.com/features/2017/04/26/tax-cut-will-cost-bofa-citi-billions-heres-why-still-win.html">http://www.foxbusiness.com/features/2017/04/26/tax-cut-will-cost-bofa-citi-billions-heres-why-still-win.html</a>
	Company	Willem Buiter, global chief economist at Citigroup	<a href="https://www.bloomberg.com/news/videos/2017-03-10/citigroup-s-buiter-isn-t-holding-his-breath-on-tax-reform">https://www.bloomberg.com/news/videos/2017-03-10/citigroup-s-buiter-isn-t-holding-his-breath-on-tax-reform</a>
	Company	Willem Buiter, global chief economist at Citigroup	<a href="http://www.cncb.com/2017/01/13/citis-top-global-economist-expects-overheating-this-will-be-a-mess.html">http://www.cncb.com/2017/01/13/citis-top-global-economist-expects-overheating-this-will-be-a-mess.html</a>
"While Citi may benefit on a prospective net income basis from any decrease in corporate tax rates, proposals being discussed currently - such as lowering the corporate tax rate or moving from a worldwide tax system to a territorial tax system - could result in a material decrease in the value of Citi's DATAs, which would also result in a material reduction to Citi's net income during the period in which the change is enacted. Citi's regulatory capital could also be reduced if the decrease in the value of Citi's DTAs exceeds certain levels (for additional information on the potential impact to Citi's regulatory capital arising from U.S. corporate tax reform, see the notes to the tables regarding the components of Citi's regulatory capital under both current (transitional) and Basel III full implementation in "Capital Resources" above). Given the number of uncertainties relating to the ultimate form any corporate tax reform may take, it is not possible to quantify the potential negative impact to Citi's income or regulatory capital that could result from corporate tax reform. If federal corporate tax rates decline 20 percent under President-elect Donald Trump, Citigroup Inc (C.N) may have to take a \$4 billion charge to profits to reflect lower values for its deferred tax assets, the bank's chief financial officer said .....	company	John Gerspach, CEO	<a href="https://www.forbes.com/sites/peterjreilly/2017/11/22/citigroup-ready-for-sharp-earnings-hit-if-tax-cuts-and-jobs-bill-passes/#1a80b59c2794">https://www.forbes.com/sites/peterjreilly/2017/11/22/citigroup-ready-for-sharp-earnings-hit-if-tax-cuts-and-jobs-bill-passes/#1a80b59c2794</a>

## JP Morgan

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"had we had the right system seven years ago, trillions of dollars would have been retained. Some would have been paid out in dividends and stock buybacks, but so be it, that's your money. But companies would've made huge investments, and we know one thing for sure: investment drives productivity, drives jobs and wages."	company	Jamie demon, ceo	<a href="https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics">https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics</a>

## Morgan Stanley

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
How should investors weigh prospects for U.S. tax reform? Watch the timeline, says Michael Zezas #MSIdeas <a href="http://mgstn.ly/2mQqbgl">http://mgstn.ly/2mQqbgl</a>		Michael Zezas	<a href="https://twitter.com/MorganStanley/status/847182895672430593">https://twitter.com/MorganStanley/status/847182895672430593</a>
"we do think the probability is very high that we do get tax relief, let's call it relief not reform, in 2018. We're looking for it to be delivered in the March/April timeframe. I'm looking for modest deficit expansion. We're hoping for a 25% corporate tax rate. 20% would be too expensive to pass.	company	Ellen Zentner, chief us economist	<a href="https://www.cnbc.com/video/2017/11/14/this-economist-expects-tax-relief-will-be-passed-bin-the-us-next-year.html?linkId=44756576">https://www.cnbc.com/video/2017/11/14/this-economist-expects-tax-relief-will-be-passed-bin-the-us-next-year.html?linkId=44756576</a>
Morgan Stanley: Tax reform may derail the (stock market) rally	company	Michael Zezas	<a href="https://www.cnbc.com/video/2017/11/01/morgan-stanley-tax-reform-may-derail-the-rally.html?play=1&amp;linkId=44230952">https://www.cnbc.com/video/2017/11/01/morgan-stanley-tax-reform-may-derail-the-rally.html?play=1&amp;linkId=44230952</a>

## Prudential

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"The delay in the corporate tax cut has the market concerned as to the viability of the tax package - will it actually get through? The market could probably live with a delay to the corporate tax cut if investors were "assured" that the entire package is on course to become law."	company	Quincy Krosby, chief marketing strategist	<a href="https://www.usatoday.com/story/money/2017/11/09/dow-suffers-biggest-drop-2-months-senate-tax-plan-worries/848841001/">https://www.usatoday.com/story/money/2017/11/09/dow-suffers-biggest-drop-2-months-senate-tax-plan-worries/848841001/</a>

# Extractive Industries

## Chevron

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Over the past ten years U.S. oil and natural gas companies have paid considerably more in taxes than the average manufacturing company. From 2011 to 2015 income tax expenses (as a share of net income before income taxes) averaged 37 percent, compared to 25.8 percent for other S&P Industrial companies.	Association	American Petroleum Institute	<a href="http://www.api.org/~/media/Files/Statistics/Earnings-Perspective/putting-earnings-perspectives-high-res.pdf">http://www.api.org/~/media/Files/Statistics/Earnings-Perspective/putting-earnings-perspectives-high-res.pdf</a>

## Conoco Phillips

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
CEO warned against a border adjustment tax that could hurt retailers and said Congress needs to find the "right balance" on a tax that wouldn't benefit either side too much.	Company	CEO, Ryan Lance	<a href="https://www.axios.com/powerful-oil-exec-says-trump-should-stick-with-paris-2304740212.html">https://www.axios.com/powerful-oil-exec-says-trump-should-stick-with-paris-2304740212.html</a>

## Exxon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
On a dollar-for-dollar basis, our industry's profits are generally in line with the average of all U.S. industry. From 2011-2015 the average profit margin of the U.S. oil and gas industry was 3.83 percent and the effective tax rate was 38.4 percent. The average profit margin for U.S. industrials during the same period was 7.28 percent and the effective tax rate was 28.1 percent.	Company		<a href="http://corporate.exxonmobil.com/en/current-issues/us-tax-policy/united-states-tax-and-duty-payments/overview">http://corporate.exxonmobil.com/en/current-issues/us-tax-policy/united-states-tax-and-duty-payments/overview</a>
Company advocates for a lower corporate tax rate and an end to the US taxing profits worldwide, which it terms "double taxation." It advocates for a "territorial" tax system which it says will allow US-based companies to repatriate revenues from abroad	Company		<a href="http://corporate.exxonmobil.com/en/current-issues/us-tax-policy/american-competitiveness/overview">http://corporate.exxonmobil.com/en/current-issues/us-tax-policy/american-competitiveness/overview</a>

The new chairman and CEO of Exxon Mobil Corp. on Thursday reaffirmed his company's support of a U.S. carbon tax, calling it an effective way to tackle climate change without significantly harming the economy.	Company	Chair/CEO Darren Woods	<a href="https://www.law360.com/articles/895442/new-exxon-ceo-makes-case-for-us-carbon-tax">https://www.law360.com/articles/895442/new-exxon-ceo-makes-case-for-us-carbon-tax</a>
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## Valero

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Among the losers from the Border Tax reform would be major fuel producers like Chevron Corp. CVX and ExxonMobil Corp. XOM to specialized downstream operators such as Valero Energy Corp. VLO , Tesoro Corp. TSO and Marathon Petroleum Corp. MPC . However, the operators heavily dependent on foreign oil shipments would bear the brunt of the proposed tax ruling.</p> <p>The foremost name in this category is San Ramon, CA-based supermajor Chevron - the largest buyer of foreign oil followed by <b>Valero</b>.</p> <p>Read more</p>	media	Nasdaq	<a href="http://www.nasdaq.com/article/how-trumps-border-tax-would-hit-us-refiners-cm770306#ixzz4fxSH67X2">http://www.nasdaq.com/article/how-trumps-border-tax-would-hit-us-refiners-cm770306#ixzz4fxSH67X2</a>

## Andeavor

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Issues we care about are the same as most other manufacturers -- a low corporate rate that encourages investment and helps us grow jobs here in the US.	Company	Andeavor Lobbyist, Stephen Brown	<a href="http://www.washingtonexaminer.com/why-is-trump-holding-a-tax-speech-at-a-north-dakota-refinery/article/2633490">http://www.washingtonexaminer.com/why-is-trump-holding-a-tax-speech-at-a-north-dakota-refinery/article/2633490</a>
[The Border Adjustment Tax is] off the table, we are ready to engage in the deal-making process that is inherent to tax reform and look forward to working with this White House and Congress to get something good for American businesses across the finish line.	Company	Andeavor Lobbyist, Stephen Brown	<a href="http://www.washingtonexaminer.com/why-is-trump-holding-a-tax-speech-at-a-north-dakota-refinery/article/2633490">http://www.washingtonexaminer.com/why-is-trump-holding-a-tax-speech-at-a-north-dakota-refinery/article/2633490</a>

## Marathon

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We support comprehensive tax reform and believe efforts should focus on simplifying the tax code and allowing businesses to recover their costs more quickly so they can reinvest in their business. This would generate economic growth and job creation. On the other hand, repealing important current provisions that allow companies to recover cost, such as accelerated depreciation and the Last-In, First-Out (LIFO) accounting method, will have a negative impact on business investment and economic growth. MPC also supports a fair tax code that treats all industries equally, and opposes tax code proposals that pick winners and losers.</p>	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf">http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf</a>
<p>MPC is also engaged on reforming a troubling proposal known as a Border Adjustment Tax (BAT). The BAT would have disallowed the deductibility of all imports, which would raise the tax bill for importers. Because the U.S. produces only half of the crude oil needed to meet our nation's demand, we are heavily reliant on imported crude oil. Artificially raising the cost of imported crude could raise the cost of transportation fuels. MPC will continue to advocate on behalf of pro-growth tax proposals with the goal of creating a simpler and more efficient tax code.</p>	Company	Company	<a href="http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf">http://www.marathonpetroleum.com/content/documents/Citizenship/2017/2017_Citizenship_Report_10_24.pdf</a>
<p>Some are advocating a carbon tax, which would hike energy prices even further. But when energy costs more, every aspect of our lives becomes more expensive – getting from point A to point B, buying items from the supermarket shelves, lighting and heating our homes... the list goes on and on. Because the cost of energy is embedded in every aspect of our economy, those who can least afford higher prices would suffer the most.</p>	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>



From a legislative standpoint, our industry is grateful to Ways and Means Chairman Kevin Brady for his leadership on energy matters and on tax reform, and we are grateful for his presence here today. He and many of his colleagues in Congress recognize that our industry is critical to the ongoing prosperity of our nation.	Company	MPC President, Donald Templin	<a href="http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/">http://news.marathonpetroleum.com/mpc-president-on-the-moral-imperative-of-our-business/</a>
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## Food & Beverage

### Cargill

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"Cargill supports the territorial taxation model. We advocate for a global harmonization leading to a territorial taxation system in all countries. This would put nations on more even footing and restore American companies' competitiveness." "The current U.S. worldwide taxation system places an undue burden on American companies. When income earned abroad is repatriated to the U.S., it is subject to tax. In contrast, all of the other G7 countries and most member countries of the Organization for Economic Cooperation and Development (OECD) take a territorial approach, in which a country collects tax only on the income earned within its borders."	Company		<a href="https://www.cargill.com/news/tax-reform-issue">https://www.cargill.com/news/tax-reform-issue</a>
David MacLennan, Cargill chief executive, says raising tariffs will hurt the world economy	Company	David MacLennan	<a href="https://www.ft.com/content/cb28322e-13c3-11e7-b0c1-37e417ee6c76">https://www.ft.com/content/cb28322e-13c3-11e7-b0c1-37e417ee6c76</a>

### General Mills

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"General Mills imports most of the oats used in most of our products, like Cheerios," CEO Ken Powell said during a panel discussion Thursday morning. "They come from Canada because [oats are] a northern crop. Geographies have natural advantages when it comes to producing certain things. So we bring oats in from Canada, we make a bunch of Cheerios in Cedar Rapids Iowa, and then a large portion of it gets exported back to Canada," he	Company	General Mills CEO KEN POWELL	<a href="https://www.forbes.com/forbes/welcome/?toURL=https://www.forbes.com/sites/maggiemcgrath/2017/03/16/trump-budget-cuts-border-tax-loom-over-general-mills-smucker-and-other-food-">https://www.forbes.com/forbes/welcome/?toURL=https://www.forbes.com/sites/maggiemcgrath/2017/03/16/trump-budget-cuts-border-tax-loom-over-general-mills-smucker-and-other-food-</a>

explained. 'We bring cocoa in from Ghana and the Ivory Coast, vanilla from Madagascar. These are the only places you can get these things,' he continued. 'We have to be careful that we're not tariffing these kinds of import/export [relationships]. All it will do is result in higher costs on basic needs for American consumers.'			<a href="https://www.google.com/&amp;referrer=https://www.google.com/">giants/&amp;refURL=https://www.google.com/&amp;referrer=https://www.google.com/</a>
			<a href="https://www.forbes.com/sites/maggiemcgrath/2017/03/16/trump-budget-cuts-border-tax-loom-over-general-mills-smucker-and-other-food-giants/#15837262283b">https://www.forbes.com/sites/maggiemcgrath/2017/03/16/trump-budget-cuts-border-tax-loom-over-general-mills-smucker-and-other-food-giants/#15837262283b</a>

## Mars Inc

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
	Association	Thomas G. Cornell	<a href="https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=1&amp;ved=0ahUKEWjNw9X67KzTAhVrw1QKHVz2CvUQFggkMAA&amp;url=http%3A%2F%2Fwww.thetaxcouncil.org%2Fwp-content%2Ffiles%2F2013%2F05%2FTaxReform-Letter_Mack.pdf&amp;usg=AFQjCNEE_4y_PumxNY7zXIKUKiFylzLKA&amp;cad=rja">https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=1&amp;ved=0ahUKEWjNw9X67KzTAhVrw1QKHVz2CvUQFggkMAA&amp;url=http%3A%2F%2Fwww.thetaxcouncil.org%2Fwp-content%2Ffiles%2F2013%2F05%2FTaxReform-Letter_Mack.pdf&amp;usg=AFQjCNEE_4y_PumxNY7zXIKUKiFylzLKA&amp;cad=rja</a>

## Nestle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Member of the American Beverage Council, which lobbies against sales taxes on bottled beverages ().	Association	NA	<a href="http://www.ameribev.org/initiatives-advocacy/protecting-consumer-choice-freedom/">http://www.ameribev.org/initiatives-advocacy/protecting-consumer-choice-freedom/</a>
Member of the American Beverage Council, which lobbies against sales taxes on bottled beverages ().	Association	NA	<a href="http://www.ameribev.org/initiatives-advocacy/protecting-consumer-choice-freedom/">http://www.ameribev.org/initiatives-advocacy/protecting-consumer-choice-freedom/</a>

<p>"If they place a tariff, and it's no longer competitive to export to the U.S., I won't export to the U.S. or I'll find another type of product that I can export to the U.S.," Melchior said on the sidelines of the Mexico Business Summit in Puebla. "I need to see once there's certainty about where things are going. For now, it's just gossip, and I'm not going to act on that."</p>	Company	Nestle Mexico CEO	<a href="https://www.bloomberg.com/news/articles/2016-11-14/nestle-mexico-ceo-considers-new-export-plans-to-cope-with-trump">https://www.bloomberg.com/news/articles/2016-11-14/nestle-mexico-ceo-considers-new-export-plans-to-cope-with-trump</a>
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## Unilever

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"We support the OECD international tax reform work on Base Erosion and Profit Shifting (BEPS). As we operate in a global competitive environment, we would urge tax policy makers to implement international tax reform in a coherent, coordinated way so that there is a level playing field and the risk of paying tax twice on the same income is minimized."</p>	Company	NA	<a href="https://www.unilever.com/sustainable-living/what-matters-to-you/tax.html">https://www.unilever.com/sustainable-living/what-matters-to-you/tax.html</a>

## Pharmaceuticals

### Abbot Laboratories

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>"While there's a lot of uncertainty around the various things that this administration appears to be making priorities out of, I would say there are relative few that would impact us early on, and I think the impact is likely to be relatively favorable, that being primarily tax and/or cash access," White said.</p>	Company	MILES D. WHITE, CHAIRMAN & CEO	<a href="http://www.chicagotribune.com/business/ct-abbott-optimistic-trump-0126-biz-20170125-story.html">http://www.chicagotribune.com/business/ct-abbott-optimistic-trump-0126-biz-20170125-story.html</a>
		MILES D. WHITE, CHAIRMAN & CEO	<a href="https://democrats-budget.house.gov/fact-sheet/fact-check-pharmaceutical-company-ceos-op-ed-corporate-tax-inversions">https://democrats-budget.house.gov/fact-sheet/fact-check-pharmaceutical-company-ceos-op-ed-corporate-tax-inversions</a>

## AbbVie

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We're incredibly encouraged that there is talk now about possibly allowing repatriation of cash in a tax-efficient manner," Chief Financial Officer William Chase said on a post-earnings conference call.	Company	Chief Financial Officer William Chase	<a href="http://www.reuters.com/article/us-abbvie-results-idUSKBN17T1PI">http://www.reuters.com/article/us-abbvie-results-idUSKBN17T1PI</a>
Chase stated that AbbVie is very excited about the prospects for tax reforms. He said that AbbVie "would love to see" lower corporate tax rates, but the company isn't incorporate lower rates into any of its models yet. He also said that AbbVie is "very enthusiastic" about the potential for tax reform that would allow the company to bring money parked overseas back into the U.S. at lower tax rates. Chase stated that this could be the "best shot we've seen for meaningful tax reform in that area for a very long time."	Company	Chief Financial Officer William Chase	<a href="https://www.fool.com/investing/2017/03/09/abbvie-at-the-cowen-healthcare-conference-4-things.aspx">https://www.fool.com/investing/2017/03/09/abbvie-at-the-cowen-healthcare-conference-4-things.aspx</a>

## Amgen

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Amgen CEO: Hopeful Trump administration can deliver tax reform	Company	chairman and CEO Robert Bradway	<a href="http://video.cnbc.com/gallery/?video=3000613558">http://video.cnbc.com/gallery/?video=3000613558</a>
Lists that CEO expects to see tax reform			<a href="http://www.reuters.com/article/idUSL1N1FN22G">http://www.reuters.com/article/idUSL1N1FN22G</a>
[the company] has been actively returning capital in the form of growing dividend and buyback and I'd expect us to continue that	company	Robert Bradway, ceo	<a href="https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics">https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics</a>

## Biogen

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
The U.S. economy and American workforce have a great deal at stake in the corporate tax debate. Corporate tax reform provides the potential for significant upside for the U.S. economy, domestic job creation, and innovation. Biogen is proud to be a leader in advancing public policy solutions that will support innovative industries like ours and benefit the U.S. economy as a whole.	Company		<a href="https://www.biogen.com/en_us/about-biogen/perspectives/perspectives-tax-reform.html">https://www.biogen.com/en_us/about-biogen/perspectives/perspectives-tax-reform.html</a>
Reforming the corporate tax code is needed to stimulate the U.S. economy and make U.S. companies more globally competitive. An important tax reform to spur domestic job and economic growth would be the creation of an appropriately designed innovation box. An innovation box regime would incentivize U.S. and foreign companies to locate their intellectual property (IP) and corresponding economic activities — such as research and manufacturing — in the U.S. by reducing the corporate tax rate on income earned from the qualifying IP. In order to lead the world in scientific discovery and innovative industries, public policies that support those goals, such as a well-designed innovation box regime, must be part of a reformed U.S. corporate tax system.	Company		<a href="https://www.biogen-international.com/en/about-biogen/the-company/public-policy.html">https://www.biogen-international.com/en/about-biogen/the-company/public-policy.html</a>

## Eli Lilly

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Eli Lilly CEO David Ricks has been on the job for less than two months, and he's already become a vocal proponent of the Trump administration's new tax proposals. "The U.S. is really the outlier here," Ricks said during an interview on CNBC's "Power Lunch." "Our system is old, antiquated and this is the time for change." Ricks said the U.S. needs corporate tax reform — something he believes House Speaker Paul Ryan has made a "great start" on. Further, the pharma CEO said he welcomes more support from the Trump administration when it comes to "trade enforcement." Ricks views this as something that could impact drug prices, moving forward.	Company	David A. Ricks President and Chief Executive Officer, Eli Lilly and Company	<a href="http://www.cnbc.com/2017/02/22/eli-lilly-ceo-supports-trumps-blueprint-for-growth.html">http://www.cnbc.com/2017/02/22/eli-lilly-ceo-supports-trumps-blueprint-for-growth.html</a>
We recommend enacting comprehensive pro-growth tax reform to remove a major impediment to economic growth - our outdated tax code. WE have the highest business tax rate in the developed world and are one of the few companies that taxes business income on a worldwide basis. At a time when other countries have lowered their tax rates and enacted territorial taxation to attract investment and create jobs, the US Tax Code continues to stand still. Our tax code also penalizes American workers who make products or provide services sold abroad, while favoring their international competitors.	Association		<a href="http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/">http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/</a>

<p>The equitable treatment of foreign earnings, a lower U.S. corporate tax rate, and U.S. innovation incentives — similar to the rest of the world — will encourage significant investment in the U.S., creating economic growth and good jobs for Americans,"</p>	Company	David A. Ricks President and Chief Executive Officer, Eli Lilly and Company	<a href="https://investor.lilly.com/releaseDetail.cfm?ReleaseID=1018677">https://investor.lilly.com/releaseDetail.cfm?ReleaseID=1018677</a>
<p>"The system we have over the last 30 years is producing the economy we have, which is sluggish growth, a depression in middle class wages and a reduction in manufacturing and an increase in the trade deficit. If we want to change any of those things, we need a new tax code."</p> <p>But Ricks sees the blueprint for tax reform – laid out this week by House Speaker Paul Ryan and Rep. Kevin Brady (R-Texas) – as an economic game changer, saying, "We are for it because we think it addresses all those things."</p>	Company	David A. Ricks President and Chief Executive Officer, Eli Lilly and Company	<a href="http://www.foxbusiness.com/features/2017/03/08/eli-lilly-ceo-d-like-to-see-health-care-system-that-rewards-innovation.html">http://www.foxbusiness.com/features/2017/03/08/eli-lilly-ceo-d-like-to-see-health-care-system-that-rewards-innovation.html</a>
<p>So as we finish up the celebrations for our 241st birthday, it seems reasonable that an upgraded tax system remains at the top of our wish list. Modernizing our tax code would help encourage innovation and inspire discovery across industries – and frankly, it's long overdue. While there are a lot of important policies that go into supporting an innovation ecosystem, I'm hoping legislators will grant my wish for a new tax system by America's 242nd birthday!</p>	company	Amy O'Connor - digital and social media communications	<a href="https://lillypad.lilly.com/entry.php?e=10580">https://lillypad.lilly.com/entry.php?e=10580</a>
<p>Last month, House Republican leaders unveiled a new plan for bold, comprehensive tax reform to spur growth, create jobs and encourage American competitiveness in the global marketplace.</p> <p>Several aspects of the plan can put us on that path, including:</p> <p>Lowering the U.S. corporate tax rate to 20%, which is internationally competitive. Our current corporate tax rate of 35% is among the highest in the world.</p> <p>Adopting a modern "territorial" tax system. Under a territorial system, the U.S. government would tax a company only on domestic income and not on money earned overseas. The U.S. currently has a worldwide tax system, which puts U.S.-based companies at a disadvantage because their foreign earnings get taxed twice—by the country where the profits were earned and then again by the U.S. We at Lilly applaud these proposals. The GOP tax reform framework has the components that can stimulate the economy and improve global competitiveness. But the plan's intended effects could be rendered moot if Congress also moves forward with "round-tripping," another proposal that's under consideration.</p> <p>Round tripping would essentially add a second tax to most of the overseas earnings of U.S.-based multinational companies—a tax our global peers wouldn't pay.</p> <p>America's biopharmaceutical industry is a key driver for economic growth, innovation and high quality jobs. We want that growth and innovation to continue. But as a country, the U.S. is being left behind because our outdated tax code encourages American companies to grow jobs overseas and gives foreign-based companies an advantage when it comes to investing in the U.S.</p> <p>Our current tax code already allows foreign-based companies to buy U.S. companies at a discount compared to their U.S.-based peers.</p> <p>Here's why: When Eli Lilly and Company brings capital back to the U.S.—whether it's to build a manufacturing plant, run a clinical trial, or buy another company—that money is subject to the statutory tax rate of 35%. Foreign companies can freely bring their overseas cash to the U.S. without paying any corporate income tax here.</p>	Company	Dave Ricks, CEO	<a href="https://lillypad.lilly.com/entry.php?e=10735">https://lillypad.lilly.com/entry.php?e=10735</a>

<p>This means every dollar of after-tax foreign profits Lilly brings home buys only about 65 cents of investments. However, our foreign pharma peers can bring a dollar to the U.S. and get nearly a full dollar's worth of investment.</p> <p>Adopting a round trip rule would only exacerbate this problem and make the biopharma industry an even more attractive target for foreign acquisition.</p> <p>If tax reform includes a round trip rule, the net result would be a tremendous loss of value and opportunity for U.S.-based companies and their employees, as well as long-term revenue for the federal government.</p> <p>I have great hopes for tax reform and its potential to speed innovation and accelerate economic growth. It can achieve that, but only if Congress' plan truly levels the playing field for American companies competing in a global market.</p>			
<p>What's a territorial tax system and how could it impact U.S. companies? The @taxfoundation shares:</p>	Company		<a href="https://twitter.com/LillyPad/status/92534789634987128">https://twitter.com/LillyPad/status/92534789634987128</a>

## Gilead Sciences

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Milligan added that he's ignoring "noise" around possible tax reform by the Trump administration, saying, "there may be repatriation, but you can't count on it."</p>	Company	CEO John F. Milligan	<a href="https://www.bloomberg.com/news/articles/2017-05-02/gilead-sciences-falls-as-antiviral-drug-sales-miss-their-mark">https://www.bloomberg.com/news/articles/2017-05-02/gilead-sciences-falls-as-antiviral-drug-sales-miss-their-mark</a>

## Johnson & Johnson

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>The CEO said "as a U.S.-based multinational company, we also are advocating for the modernization of the U.S. tax codes," according to a Seeking Alpha transcript of the call.</p>	Company	CEO and Chairman of the Board Alex Gorsky	<a href="http://www.fiercepharma.com/pharma/j-j-ceo-advocating-trump-and-republicans-maintain-some-aca-provisions">http://www.fiercepharma.com/pharma/j-j-ceo-advocating-trump-and-republicans-maintain-some-aca-provisions</a>

<p>"It takes all of us working together. If we're going to solve issues like health care, if we're going to take on issues about how do we grow our economy, how do we create more high-paying jobs, that requires industry and the government working together. It starts with smart tax policy. How do we make sure that we have competitive tax policy so that companies, frankly, aren't making bad decisions about moving their things around based on tax alone? it should be based on the best strategy. You've got to have a very clear plan, make sure you're delivering on that, that you're crossing the t's, dotting the i's."</p>	company	Alex gorsy, ceo and chairman	<a href="https://www.cnn.com/2017/11/09/johnson-johnson-ceo-we-need-to-work-together-on-smart-tax-policy.html">https://www.cnn.com/2017/11/09/johnson-johnson-ceo-we-need-to-work-together-on-smart-tax-policy.html</a>
<p><b>Johnson &amp; Johnson's response to Oxfam:</b>  In November, 2017, Johnson &amp; Johnson issued its Tax Policy Statement to provide a more complete disclosure on our approach to corporate taxation. You can find the Tax Policy Statement at <a href="https://www.jnj.com/about-jnj/company-statements/tax-policy-statement">https://www.jnj.com/about-jnj/company-statements/tax-policy-statement</a>. In addition, our 2017 Annual Report includes disclosures on the expected impact of TCJA on Johnson &amp; Johnson. You can find our 2017 Annual Report at <a href="http://www.investor.jnj.com/_document/2017-annual-report?id=00000162-2469-d298-ad7a-657fef1c0000">http://www.investor.jnj.com/_document/2017-annual-report?id=00000162-2469-d298-ad7a-657fef1c0000</a>.</p>			

## Merck

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>We recommend enacting comprehensive pro-growth tax reform to remove a major impediment to economic growth - our outdated tax code. WE have the highest business tax rate in the developed world and are one of the few companies that taxes business income on a worldwide basis. At a time when other countries have lowered their tax rates and enacted territorial taxation to attract investment and create jobs, the US Tax Code continues to stand still. Our tax code also penalizes American workers who make products or provide services sold abroad, while favoring their international competitors.</p>	Association		<a href="http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/">http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/</a>
<p>"In the biopharmaceutical industry, we typically discuss challenges with terms like "disease," "symptom," "treatment" and "cure." In this case, as the debate over tax reform continues, it is critical to recognize that corporate inversions and foreign acquisitions of U.S. companies are merely symptoms of the greater disease plaguing America's tax system. The good news is that policy makers know the cure. Adopting a territorial tax system would allow American businesses to compete, American works to prosper, and American innovation to thrive."</p>	company	Frazer, ceo	<a href="http://webreprints.djreprints.com/4237730612160.html">http://webreprints.djreprints.com/4237730612160.html</a>

## Pfizer

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link



We recommend enacting comprehensive pro-growth tax reform to remove a major impediment to economic growth - our outdated tax code. WE have the highest business tax rate in the developed world and are one of the few companies that taxes business income on a worldwide basis. At a time when other countries have lowered their tax rates and enacted territorial taxation to attract investment and create jobs, the US Tax Code continues to stand still. Our tax code also penalizes American workers who make products or provide services sold abroad, while favoring their international competitors.	Association		<a href="http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/">http://www.biopharmadive.com/news/pharma-manufacturing-congress-tax-reform-trump/436781/</a>
The company is waiting to see if the U.S. will enact tax reform that could help bring overseas cash back home and that could lower the corporate tax rate. The company is also interested in seeing the political environment on both continents calm down a bit. Although, Read did note the U.K. remains a geographic area of interest (potentially not ruling out another bid for AstraZeneca).	Company		<a href="http://www.biopharmadive.com/news/pfizer-earnings-acquisition-tax-bristol-myers/441766/">http://www.biopharmadive.com/news/pfizer-earnings-acquisition-tax-bristol-myers/441766/</a>

## Retail

### Costco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx">https://www.rila.org/PublicPolicy/TaxReform/Pages/default.aspx</a>
In response to a question from an analyst, Galanti said Costco is "not big on lobbying," but did say the retailer joined Americans for Affordable Products and supports that group's lobbying on behalf of retailers.	Association	Americans for Affordable Products	<a href="http://www.bizjournals.com/seattle/news/2017/03/02/costco-finance-chief-prices-will-rise-border-tax.html">http://www.bizjournals.com/seattle/news/2017/03/02/costco-finance-chief-prices-will-rise-border-tax.html</a>
Galanti said he recognizes that tax "is just one element of one version of the tax reform plan that has been put forward" ... "There are clearly the people out there that want it, manufacturers who export a lot of stuff and don't import a lot of stuff," Galanti explained. "As a retailer, we definitely think it is bad and we are against it."	Company	Richard Gilanti, CFO	<a href="http://www.bizjournals.com/seattle/news/2017/03/02/costco-finance-chief-prices-will-rise-border-tax.html">http://www.bizjournals.com/seattle/news/2017/03/02/costco-finance-chief-prices-will-rise-border-tax.html</a>

### Home Depot

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>
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## Kroger's

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>

## Lowes

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>

## Publix

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>

## Target

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
			<a href="http://fortune.com/2017/02/01/walmart-target-border-tax-trump/">http://fortune.com/2017/02/01/walmart-target-border-tax-trump/</a>
	Association	Americans for Affordable Products	<a href="http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html">http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html</a>

## Walgreens

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
	Association	Americans for Affordable Products	<a href="http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html">http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html</a>
	Association	Americans for Affordable Products	<a href="http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html">http://www.cnbc.com/2017/02/28/with-businesses-split-on-us-border-tax-wider-reform-looks-shaky.html</a>

## Walmart

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link

"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>
			<a href="http://fortune.com/2017/02/01/walmart-target-border-tax-trump/">http://fortune.com/2017/02/01/walmart-target-border-tax-trump/</a>
"The tax reform framework released today is an important step in the right direction on tax reform. The framework recognizes the need to advance tax reform options that encourage investment in the United States, make U.S. business more competitive around the world, and help working families. We appreciate the efforts of the Big Six negotiators and look forward to continuing to be a constructive voice in the tax reform dialogue.	company		<a href="https://news.walmart.com/2017/09/27/walmart-statement-in-response-to-tax-reform-framework-released-by-leadership-of-us-congress-and-the-white-house">https://news.walmart.com/2017/09/27/walmart-statement-in-response-to-tax-reform-framework-released-by-leadership-of-us-congress-and-the-white-house</a>
"RILA believes that enacting comprehensive tax reform would stimulate job growth in the retail sector in addition to the many industries and communities supported by retail." Opposes border adjustable tax or BAT.	Association	Retail Industry Leaders Association	<a href="https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx">https://www.rila.org/Public-Policy/TaxReform/Pages/default.aspx</a>

## Technology

### Alphabet

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"We agree that the international tax system needs reform. We have long been in favour of simpler, clearer rules, because it is important not only to pay the right amount of tax, but to be seen to be paying the right amount. But changes to the tax system are not Google's call. Reform must come from governments, not from the companies who are subject to their rules."	Company	Matt Brittin, the technology giant's European President,	<a href="http://www.telegraph.co.uk/technology/google/12151032/Google-boss-International-tax-laws-should-be-rewritten.html">http://www.telegraph.co.uk/technology/google/12151032/Google-boss-International-tax-laws-should-be-rewritten.html</a>
"President Trump's release this week of his executive order on energy independence is a positive step towards rolling back a number of Obama-era regulations which would have had drastic economic impacts on the U.S. with little to no environmental benefits...The President's executive order will halt past regulations such as President Obama's Clean Power Plan, but will also look to create a framework to encourage U.S. energy production and independence moving forward... Under President Obama Americans witnessed a massive increase in the regulatory state and executive overreach that deterred innovation while driving up the cost of energy in the U.S. for taxpayers and businesses while providing no real environmental impacts..."	Association	ATR President Grover Norquist	<a href="http://www.atr.org/norquist-praises-trump-executive-orders-rescinding-obama-era-energy-regulations?page=1">http://www.atr.org/norquist-praises-trump-executive-orders-rescinding-obama-era-energy-regulations?page=1</a>

## Apple

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
Response to Paradise papers	company		<a href="https://www.apple.com/newsroom/2017/11/the-facts-about-apple-tax-payments/">https://www.apple.com/newsroom/2017/11/the-facts-about-apple-tax-payments/</a>

## Cisco

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
"The overall move to lower tax rates, as well as repatriation, we think creates an opportunity, to do all these things," Robbins told "Squawk on the Street." "Dividends, M&A, buybacks, as well as create jobs here in the United States. So we're pretty excited and we're looking forward to see this play out over the next few months.	Company	Cisco CEO Chuck Robbins	<a href="http://www.cnn.com/2017/01/25/cisco-ceo-chuck-robbins-trump-tax-reform-good-for-business.html">http://www.cnn.com/2017/01/25/cisco-ceo-chuck-robbins-trump-tax-reform-good-for-business.html</a>
"The territorial tax system just gives us more flexibility to move cash around as we need it depending on where we need to put it to use. And the place we like to put it to use in the United States."	company	Chuck Robbins, CEO	<a href="https://www.cnn.com/2017/07/11/17/cisco-ceo-robbins-we-are-optimistic-about-tax-reform.html">https://www.cnn.com/2017/07/11/17/cisco-ceo-robbins-we-are-optimistic-about-tax-reform.html</a>
"we'll be able to get more aggressive on the share buyback [after a tax cut]"	company	Kelly Kramer, cfo	<a href="https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics">https://www.bloomberg.com/news/articles/2017-11-29/trump-s-tax-promises-undercut-by-ceo-plans-to-reward-investors?utm_content=politics&amp;utm_campaign=socialflow-organic&amp;utm_source=twitter&amp;utm_medium=social&amp;cm_pid%3D=socialflow-twitter-politics</a>

# IBM

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>IBM supports your proposal to make American’s tax system more competitive. Many billions of dollars of American companies’ earnings do not come home because of an outdated and punitive tax system. Your tax reform proposal will free up capital that companies of all sizes can reinvest in their U.S. operations, training and education programs for their employees, and research and development programs. We will support the efforts of your administration and Congress to pass tax reform early in 2017.</p>	Company	IBM CEO Ginni Rometty	<a href="https://www.ibm.com/blogs/policy/ibm-ceo-ginni-romettys-letter-u-s-president-elect/">https://www.ibm.com/blogs/policy/ibm-ceo-ginni-romettys-letter-u-s-president-elect/</a>
<p>"complexity kills competition"</p>	company	ceo rometty	<a href="https://twitter.com/CBSthisMorning/status/910471147120099328">https://twitter.com/CBSthisMorning/status/910471147120099328</a>
<p>"On tax reform, the President and congressional leadership have decided to big and bold, and IBM welcomes today's proposal. Tax reform and tax cuts will spur economic growth and jobs, and will allow American companies to more easily bring profits from foreign operations home to benefit Americans. It has been more than 30 years since the last major reform of America's tax code. In 1986, there was no internet, mobile phones were a novelty, and some people were buying their first IBM PC. During that time, most major economies have cut taxes on businesses to create jobs while the U.S. did nothing. The result is that our tax system is not competitive, and it penalizes domestic growth and investment. Congress has a once-in-a-generation opportunity to act. IBM supports the President's plan and will spare to no effort to support its swift enactment into law."</p>	company	Christoper A. Padilla, Vice President, IBM Government and Regulatory Affairs	<a href="https://www.ibm.com/blogs/policy/ibm-applauds-tax-reform-proposal/">https://www.ibm.com/blogs/policy/ibm-applauds-tax-reform-proposal/</a>
<p>"On @cbsthismorning, @IBM's Ginni Rometty talks about what #taxreform means for US economy and #AmericanJobs "Us being competitive means the economy grows and there are more jobs. That's really what comes out of tax reform; it would be economic growth and it would be jobs."</p>	company	Ginni Rometty, Chairman, President, CEO	<a href="https://twitter.com/IBMpolicy/status/910475665392246785">https://twitter.com/IBMpolicy/status/910475665392246785</a>
<p>Today, IBM competes in global markets with companies that enjoy lower tax burdens – American global companies such as IBM are therefore at a competitive disadvantage. The must haves for corporate tax reform include a lower competitive tax rate and a move to a territorial international system for overseas earnings. Most industrialized countries including U.S. major trading partners have lowered rates and moved to territorial to help their companies compete and to attract foreign direct investment. Under a territorial approach income earned on overseas operations is subject to tax only by the host country whereas the current worldwide system imposes a second layer of U.S. tax on those same earnings – with credit for foreign taxes paid. In effect, the U.S. system is a complicated, cumbersome outlier compared to the rest of the world where countries have changed their rules for competition in a more globally interdependent market economy. As the U.S. remains with its high corporate rate, other industrialized countries continue to reduce their rates as well as enact robust incentives to retain and attract investment. The high U.S. rate coupled with an outdated worldwide system that taxes foreign earnings twice can lead to suboptimal behavior in keeping certain foreign earnings offshore.</p>	company	Linda Evans, director global tax policy, IBM government and regulatory affairs	<a href="https://www.ibm.com/blogs/policy/ibm-tax-reform/">https://www.ibm.com/blogs/policy/ibm-tax-reform/</a>

<p>For some companies, it may make more economic sense to seek overseas investments or retain cash, than bring profits home and pay a higher rate. If earnings are kept offshore for other than economic and business reasons, this cannot be helpful to domestic economic growth and job creation. The sooner the U.S. can reduce its corporate rate and reform the anti-competitive and anti-growth tax code, the sooner American companies can compete more effectively around the world. An updated territorial system coupled with a competitive corporate rate is an effective combination to attract foreign direct investment and retain domestics. We remain actively engaged in the process at the highest levels, including IBM's Chairman, President and CEO Ginni Rometty.</p>			
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## Oracle

Statement	Company or Association Statement?	Individual or Group Who Made Statement	Link
<p>Catz added that she hoped Trump would reform the tax code, reduce regulation and negotiate trade deals that would benefit the tech community.</p>	<p>Company</p>	<p>Oracle's chief executive Safra Catz</p>	<p><a href="https://techcrunch.com/2016/12/15/oracle-ceo-safra-catz-joins-trump-transition-team/">https://techcrunch.com/2016/12/15/oracle-ceo-safra-catz-joins-trump-transition-team/</a></p>
<p>We recommend enacting comprehensive pro-growth tax reform to remove a major impediment to economic growth - our outdated tax code ...</p>	<p>Association</p>	<p>Oracle's chief executive Safra Catz</p>	<p><a href="https://www.americanmadecoalition.org/our_letter_to_congress">https://www.americanmadecoalition.org/our_letter_to_congress</a></p>