ICCR is a coalition of faith- and values-based investors who view shareholder engagement with corporations as a powerful catalyst for change. Our statement, “inspired by faith, committed to action” sets forth our pledge to be active owners, and to engage meaningfully with the companies in our portfolios through the process of shareholder engagement that we pioneered nearly 50 years ago.

Our guiding principle as shareholders is that sustainable corporations must look beyond the next earnings report to account for the full impact of their businesses on society, and must view the well-being of all of their stakeholders—including their workers and the communities where they operate—as integral to their long-term value.

ICCR has always been at the vanguard of the shareholder advocacy movement in both the issues we bring to corporations and the strategies we employ to hold them accountable. What motivates us to lead is our connection to communities most impacted by corporate practices and the clear evidence of progress made as a result of our interventions. While our membership comprises a broad range of organizations both religious and secular, our members make common cause through our persistent focus on social and environmental justice and our collective commitment to bring these concerns to companies through direct, collaborative engagement.

Over the years ICCR has developed a growing network of NGOs and civil society groups which serves as an early warning system in identifying and understanding the impacts of corporate practices on the ground and ensures that our corporate engagement strategies are informed by their perspectives. These partnerships are unique among investor coalitions and serve to keep our work grounded and authentic while allowing us to amplify our voice through collective action. Moreover, because so many of the issues we address are systemic in nature, ICCR members believe that investor engagement in public policy debates is critical in advancing social justice and environmental sustainability. Unique to our coalition is the human rights lens through which we view all our initiatives—whether climate, water, food, worker rights, health, or corporate governance—and our persistent focus on the impact of corporate practices on people and communities. The U.N. Sustainable Development Goals and the U.N. Guiding Principles on Business and Human Rights provide key frameworks for our corporate engagements. ICCR’s long-term goal to broaden the base of investors engaging corporations on their human rights impacts is a natural extension of our mission and origins as a coalition of faith-based institutions, and led to our creation of the Investor Alliance for Human Rights in 2018. The Alliance’s continued growth and expanding impact is critical to helping us achieve our goal.
**LETTER FROM CHAIR FRANK SHERMAN**

**MAY YOU LIVE IN INTERESTING TIMES**

What purports to be the English translation of a Chinese curse finds new meaning in 2020. The concurrent super-disruptors of a global pandemic, historic recession, extreme weather, and mass protests, all amid the most intense election year in modern times, are unprecedented. The stage was set with the growth of nationalism, rollback of environmental regulations and social safety nets, and hyper activism.

The pity is that all of these crises were foreseeable: the scientists warned us of a pandemic; the economists reported that most Americans live paycheck to paycheck; and the glaring racial injustice in the income and wealth gap and ongoing police brutality were undeniable. The economic and racial inequities, laid bare and exacerbated by these crises, were certainly foreseen by ICCR members, who for nearly 50 years have born witness to the injustices, and through their shareholder advocacy, been catalysts for change.

The Business Roundtable’s recent updating of the *Statement on the Purpose of a Corporation* to acknowledge stakeholders other than shareholders, and BlackRock CEO Larry Fink’s annual letter to CEO’s recognizing that “…sustainability- and climate-integrated portfolios can provide better risk-adjusted returns to investors” are evidence that corporations must account for the full impact of their businesses on society. This compels ICCR to better articulate its unique value in what is fast-becoming a crowded room. Our 2020-2025 strategic plan answers that challenge well.

This year’s annual report highlights our members’ calls for companies to identify and address their salient human rights risks, their work to define and facilitate a just transition towards clean energy and, consistent with our legacy, our advocacy to protect workers, suppliers and customers in the midst of the pandemic. Importantly, we are putting in place internal accountability structures to ensure we can authentically stand in solidarity with those calling for the dismantling of systemic racism.

It is in these uncertain and *interesting* times that I most find solace in the dedication and passion of ICCR’s staff and the commitment of its members who continue to be inspired by faith and committed to action.

Frank Sherman

---

**LETTER FROM CEO JOSH ZINNER**

**FRIENDS,**

When we publish our next annual report at the end of 2021, ICCR will be celebrating its 50th anniversary—a proud milestone that is both a tribute to the commitment and passion of our members, and affirmation of the success and longevity of the shareholder advocacy movement.

As we recently declared in our 2020 – 2025 Strategic Plan *The Change We Want to See*, “Over the next five years, we must begin to set the stage for ICCR’s next 50 years of advocacy with the knowledge that the world’s greatest challenges—the climate crisis, income inequality, access to health care, corporate capture, among many others—cannot wait another 50 years to be resolved.”

We have faced many obstacles and headwinds over the last several years: the systematic dismantling of environmental, labor and financial regulations that have left workers and communities more vulnerable to the climate crisis and COVID; capricious executive orders and misguided regulatory policies that have denied science and weakened our ability to uphold human and civil rights; and repeated discriminatory and divisive actions that are inimical to our values and undermine the public interest. In addition, we faced challenges to the strategies we have successfully used for 50 years to hold corporations accountable for their deleterious impacts on people and planet.

In spite of—or perhaps because of—the many hurdles this year, our members stepped up their engagements, winning 114 corporate commitments. ICCR is also now recognized as a central hub for investor action in response to the COVID-19 pandemic; the statement we co-authored last spring has been endorsed by 335 global investors representing $9.5tr in AUM thus far, and serves as the basis for engagements with high-risk sectors including the meat-packing, retail, and apparel industries, where essential workers are most exposed to sickness. And importantly, our members are pressing pharmaceutical companies to put people before profit in their race to develop vaccines and therapeutics to fight the pandemic.

The ICCR community remains deeply and deliberately hopeful about our power to catalyze positive change. As we chart our path forward for the next 50 years, we will call upon our faith and also this hope, to continue to inspire us and to fuel our collective commitment to action.

Josh Zinner
ETHICAL LABOR RECRUITMENT

Migrant workers may fall prey to unethical recruiters who lure job-seekers beyond the borders of their home countries, exact fees for employment, confiscate their passports and trap them in debt bondage, a form of forced labor. As part of their multi-year campaign, this year ICCR members urged 15 companies with suppliers in Malaysia to reimburse all recruitment fees paid by workers to obtain employment.

SESAFEGUARDING APPAREL WORKERS DURING THE PANDEMIC

Workers in the apparel and footwear sector have been squeezed during the pandemic as global brands cancel or reduce previously confirmed orders and, in some cases refuse or delay payment for completed work. As part of its ongoing initiative to improve worker rights in this sector, ICCR and Investor Alliance for Human Rights members sent letters to 43 apparel and footwear brands benchmarked by KnowTheChain, calling on them to protect garment workers by promptly paying suppliers for existing orders; prioritizing worker health and safety; making overtime voluntary-only, and not punishing suppliers for COVID-related delays.

CHILD SEXUAL EXPLOITATION ONLINE (CSEO)

ICT companies are drivers of global innovation and economic growth. At the same time, this progress has been matched by a growth in technologies used to lure, exploit, coerce, and sexually harm children, from smartphones to social media, to text messaging and cloud storage. Yet tech companies rarely discuss the risks their businesses may unintentionally be creating for children. 45.8 million child sex abuses images and videos were identified in 2018 – double the amount from 2017 – and estimates suggest that 1 in 5 children are now being sexually solicited online.

Through the twin mechanisms of direct dialogue and shareholder proposals, our members are encouraging tech companies to develop more effective approaches and solutions to child sexual exploitation online (CSEO). As a result of 2021 shareholder proposals filed by Christian Brothers Investment Services, AT&T and Verizon implemented promising changes, including conducting child rights and risk impact assessments. Verizon also created a company-wide Online Safety Committee which will report to the Board, while AT&T began implementing education and child exploitation prevention strategies in its retail stores. A Maryknoll Sisters resolution led Alphabet to disclose information on its progress in identifying, reporting and preventing CSEO. Along with Facebook, it has now endorsed the ICT Voluntary Principles for Child Sexual Exploitation.
As the COVID-19 pandemic, already ravaging cities on the east coast, began its inexorable march across the U.S., a group of ICCR members began a discussion that would galvanize the investment community around a set of principles companies needed to adopt in order to withstand the economic impact of the virus, while safeguarding the health and welfare of workers.

Those conversations ultimately bore fruit in the form of an investor statement which proposed five principles: adopt a paid leave policy, prioritize worker health and safety; maintain employment as long as feasible; honor supplier/customer relationships, and; exercise financial prudence.

**INVESTORS USED THE STATEMENT TO ORGANIZE ENGAGEMENTS WITH THREE HIGH RISK SECTORS:**

**Meat Processors:** Designated as essential, workers in poultry and meat processing plants with inadequate workplace standards became quickly vulnerable to the virus. Engagements with the sector focused on workplace health and safety including regular testing, wage increases, paid leave, and not opposing unemployment benefits for workers who refuse to return to work for fear of contracting COVID.

**The Apparel Sector:** ICCR’s Human Rights group in partnership with the benchmarking organization KnowTheChain (KTC), sent letters to 43 apparel & footwear brands benchmarked by KTC, urging them to safeguard workers during the pandemic. The letters focused primarily on establishing standards for purchasing practices and encouraging companies to use their influence to support suppliers in order to protect the most vulnerable workers in their supply chains.

**The Pharmaceutical Sector:** ICCR members leveraged their long-term relationships with pharma companies to advocate for a focus on access and affordability for any therapies and vaccines developed to fight the virus, particularly given a significant public investment in these companies.

**OUR IMPACT:**

The Investor Statement on Coronavirus Response, still open for signatories, has already garnered the support of 335 institutional investors representing $US9.5t in assets. Investor engagements with high-risk sectors move forward, and shareholder resolutions in several sectors citing the key asks of the statement will appear on 2021 proxies.

A key strategy for recruiting investor signatories and alerting companies to the asks of the statement included intentional outreach to the press. Nearly 20 articles featuring the statement and related engagements appeared in high profile news outlets including Bloomberg, The Financial Times, Barron’s, Forbes, Reuters, and Pensions & Investments.
ICCR encourages U.S. corporations to advance a just transition to a clean energy economy by adopting Paris-compliant, science-based GHG reduction commitments through energy efficiency and the adoption of renewable energy, and to do so in a way that minimizes negative impacts on workers and communities.

SEEKING A JUST TRANSITION TO A CLEAN ENERGY FUTURE
Companies must implement changes in business plans and practices necessary to stay within the 1.5°C limit, and do so within a “Just Transition” framework that links necessary climate action with commitments to labor standards, human rights, and inclusive growth—with a focus on the workers and communities who contribute to and are affected by the transition.

In partnership with Harvard’s Institute for Responsible Investment, in December 2019 ICCR hosted a roundtable that brought together faith-based investors, investor-owned utilities, labor unions, experts and civil society advocates to advance strategies to best achieve a Just Transition in the energy utility sector.

Investors are continuing to engage companies and other stakeholders on just transition strategies.

OUR CAMPAIGN ON METHANE
Five years ago, ICCR launched a campaign challenging North American oil and gas companies to reduce dangerous methane emissions—a GHG that is 87 times more potent than carbon—through improved leak detection and repair. Recognizing that ‘what gets measured gets managed’, a critical piece of this campaign has been pressing for enhanced disclosures and adoption of best practices in methane management. In July of 2020 we released Investor Engagement Guidance on Methane to drive better reporting and to help investors discern which energy companies are prepared for a shifting energy future.

OUR IMPACT
In 2020 our members reached multiple climate breakthroughs via the proxy process. A proposal filed by As You Sow asking JPMorgan Chase to report on how it plans to reduce its financed emissions in line with the Paris Agreement’s 1.5°C target garnered a near majority vote, reflecting investor concern about the bank’s continued high level of fossil fuel financing. Investors similarly supported a Trillium Asset Management filing with J.B. Hunt Transport Services on the strategic alignment of its operations with Paris-aligned targets, with 54.50% voting in favor.

ON THE HORIZON
ICCR is launching a new initiative meant to recruit the support of businesses via their lobbying efforts for science-based climate policies and regulation consistent with Paris-aligned goals.

CLIMATE CHANGE
To achieve net-zero emission by 2050 and keep us on track to meet the Paris climate goals,

Global GHG emissions need to be 25% lower than in 2018.

Despite COVID-related emissions reductions in 2020, emissions are only expected to decrease by 8% by the end of 2020 – widely missing the target.

“We can’t transition to a clean economy with the urgency needed unless we bring business, labor, local communities and investors along in the journey.”
FRANK SHERMAN, EXECUTIVE DIRECTOR, SEVENTH GENERATION INTERFAITH COALITION FOR RESPONSIBLE INVESTMENT
HEALTH EQUITY

Black and Latinx residents in the U.S. are three times as likely to become infected and twice as likely to die from COVID-19 as their white neighbors. Preliminary research has also indicated that obesity and other chronic health conditions such as diabetes and heart disease, which disproportionately impact communities of color, can contribute to severe COVID-19 symptoms. (Source: CDC)

ICCR members’ engagements on health equity seek to increase the access and affordability of medicines and health care for all. As pharma companies race to develop and deliver therapies and vaccines to confront COVID-19, ensuring equitable access to these life-saving medicines for at-risk populations has taken on even greater urgency.

LOWERING THE PRICE OF PRESCRIPTION MEDICINES
According to a McKinsey report, prescription drugs in the U.S. cost 50% more than equivalent products in OECD countries, and pharma CEOs are among the highest paid corporate executives. Taken together, this presents a reputational risk for pharma brands, and more importantly, a grave risk to public health and the economy. Building on a campaign launched in 2018, resolutions for the 2020 proxy seeking to prompt greater board oversight of drug pricing risks resulted in modifications in executive compensation policies at several companies.

RESPONDING TO COVID-19
In an effort to save lives and curb the spread and lethality of COVID-19, governments made large investments in health technologies to spur the development of breakthrough vaccines and medicine. In April of 2020, ICCR members sent letters to the CEOs of fourteen pharmaceutical companies calling for a collaborative approach in the development of health technologies, including the sharing of intellectual property rights, for any diagnostics, treatments and vaccines developed to counter the virus.

ICCR members have also filed shareholder proposals for 2021 proxies at six pharmaceutical companies in receipt of Operation Warp Speed funding, in an effort to learn how the companies will price COVID medicine developed with public monies. As the COVID pandemic continues to expose inequitable systems that contribute to the economic and health struggles of Black, Latinx and Indigenous communities in the U.S., ICCR members sent a letter to 21 top food and beverage, restaurant and retail brands seeking information on how their policies and practices may reinforce systemic racism through the development and marketing of food and beverage products.

“Pharma companies will face significant reputational and legal risks if they are even remotely seen to be profiteering from this deadly pandemic; in particular, those companies that have accepted taxpayer dollars for R&D will come under heightened scrutiny.”

LAUREN COMPERE, DIRECTOR OF SHAREHOLDER ENGAGEMENT, BOSTON COMMON ASSET MANAGEMENT

COVID-19 Hospitalization and Death Rates among Active Epic Patients by Race/Ethnicity
RATE PER 10,000, AS OF JULY 2020

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Hospitalization Rate</th>
<th>Death Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE</td>
<td>2.3</td>
<td>7.4</td>
</tr>
<tr>
<td>BLACK</td>
<td>5.6</td>
<td>24.6</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>5.6</td>
<td>5.1</td>
</tr>
<tr>
<td>ASIAN</td>
<td>4.3</td>
<td>15.9</td>
</tr>
</tbody>
</table>

TOTAL ACTIVE PATIENTS (MILLIONS) 34.1 7.0 5.1 1.4
ABOUT OUR WORK
An initiative of ICCR, the Investor Alliance for Human Rights is a collective action platform for responsible investment grounded in respect for people’s fundamental rights. The Alliance builds investors’ capacity to embed the UN Guiding Principles for Business and Human Rights and the Human Rights Due Diligence (HRDD) Process into corporate and investor actions through: the provision of expertise, tools and resources; supporting direct engagement with portfolio companies on human rights-related themes, and; coordinated engagement with policymakers and standard-setting bodies to create enabling environments that foster corporate respect for human rights.

CAPACITY-BUILDING TOOLS
In April, the Alliance released Safeguarding Human Rights Defenders: Practical Guidance for Investors. Human rights defenders are at the forefront of protecting people’s fundamental rights and our shared planet. They are also vital in helping businesses identify and manage risks to people in their operations and value chains.

Since 2015, there have been more than 2,200 killings, threats, abusive lawsuits, and other attacks on human rights defenders. The Guidance provides questions investors seeking to safeguard defenders can use to engage companies.

In May the Alliance published the Investor Toolkit on Human Rights to focus investors on their own responsibilities to respect human rights in investment decision-making and throughout investment stewardship. The toolkit includes resources to guide investors through the HRDD process, template resolutions on human rights and multiple human rights checklists.

Since 2017 China has placed 1.8 million Turkic and Muslim-majority peoples in detention camps and factories in the Uyghur Region in Xinjiang China, where they have been subjected to forced labor and other egregious human rights abuses. In August, the Alliance released Human Rights Risks in Xinjiang Uyghur Autonomous Region – Practical Guidance for Investors to help investors assess and address their exposure to these human rights risks via business connections with the region.

POLICY ADVOCACY
In March of 2020, the Alliance led a coalition of 176 investors, including asset managers, public pension funds, and faith-based institutions representing US$4.5 trillion, in sending a letter to 95 major multinational companies calling for improved performance and disclosure on human rights due diligence.

The Information and Communication Technologies (ICT) sector has a vital role to play in realizing human rights and in achieving the vision laid out in the 2030 Agenda for Sustainable Development, including by facilitating mobile banking and remote learning and enabling greater citizen participation, freedom of expression, and coordination of democratic movements through social media platforms. Yet, ICT companies can cause, contribute to or be directly linked to adverse impacts on workers, users, customers, or other individuals through business activities and business relationships. The Alliance has issued the following 5 salient issue briefings covering human rights risks in the sector:

• Privacy and Data Protection
• Freedom of Opinion and Expression
• Conflict and Security
• Discrimination
• Political Participation
### STATEMENT OF FINANCIAL POSITION
December 31, 2019

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$894,434</td>
</tr>
<tr>
<td>Restricted cash</td>
<td>100,000</td>
</tr>
<tr>
<td>Member dues receivable</td>
<td>155,971</td>
</tr>
<tr>
<td>Grants and contributions receivable</td>
<td>242,500</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>562</td>
</tr>
<tr>
<td>Endowment (invested assets)</td>
<td>1,396,229</td>
</tr>
<tr>
<td>Property and equipment</td>
<td>134,889</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$2,924,585</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$155,648</td>
</tr>
<tr>
<td>Notes payable</td>
<td>100,000</td>
</tr>
<tr>
<td>Liability for HIPR benefits</td>
<td>180,700</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$436,348</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
<td>$356,788</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>2,131,449</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$2,488,237</strong></td>
</tr>
</tbody>
</table>

| TOTAL LIABILITIES AND NET ASSETS            | **$2,924,585**|

### STATEMENT OF ACTIVITIES
Year Ended December 31, 2019

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member dues</td>
<td>$1,054,473</td>
</tr>
<tr>
<td>Contributions</td>
<td>72,241</td>
</tr>
<tr>
<td>Grants</td>
<td>1,130,101</td>
</tr>
<tr>
<td>Special event - net of $38,617 in direct expenses</td>
<td>447,672</td>
</tr>
<tr>
<td>Investment Returns</td>
<td>253,430</td>
</tr>
<tr>
<td>Database</td>
<td>35,000</td>
</tr>
<tr>
<td>Other income</td>
<td>235</td>
</tr>
<tr>
<td>Net asset released from restrictions</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>$2,993,152</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program expenses</td>
<td>$1,694,021</td>
</tr>
<tr>
<td>Management and general</td>
<td>259,217</td>
</tr>
<tr>
<td>Fundraising/membership</td>
<td>265,257</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$2,218,495</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHANGE IN NET ASSETS</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>774,657</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS - BEGINNING OF YEAR</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,713,580</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS - END OF YEAR</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2,488,237</td>
</tr>
</tbody>
</table>
OUR 2019 CONTRIBUTORS

We are indebted to the following donors whose generous support enables ICCR to continue its important work.

$100,000 AND ABOVE
Anonymous
Foundation to Promote Open Society
Humanity United
Nathan Cummings Foundation, The

$50,000 - $99,999
Anonymous
Environmental Defense Fund
Wallace Global Fund

$25,000 - $49,999
Abbott Laboratories
Bank of America
Citigroup
ConocoPhillips Company
Educational Foundation of America, The
Johnson & Johnson Corporation
PVH Corporation
Southern Company
Walmart

$10,000 - $24,999
Anonymous
Bon Secours Mercy Health
Christian Brothers Investment Services
Ford Motor Company
Freeport-McMoRan
Goldman Sachs
Hormel Foods Corporation
International Society of The Helpers
JPMorgan Chase & Co.
Merck & Co., Inc.
Mercy Investment Services
Morgan Stanley
Newmont Mining
Walt Disney Company, The William & Jean Graustein

$5,000 - $9,999
Allergan, plc
Anonymous
Church Pension Group
ClearBridge Investments
Dignity Health
Fair Share Foundation
Gabelli Funds / GAMCO Asset Management
General Board of Global Ministries of the United Methodist Church
PepsiCo, Inc.
Pfizer Inc.
Spirit Airlines, Inc.
Timothy H. Smith
Turnipseed-Wilkinson Family Fund of the Tides Foundation

$2,500 - $4,999
1919 Investment Counsel
American Baptist Home Mission Societies
DCM Advisors, LLC
Domini Impact Investments, LLC
Eagle Capital Management, LLC
Ebry Partners UK Ltd.
Garcia Hamilton & Associates, L.P.
James Ryan
Leonard & Margaret Weber MFS Investment Management, Inc.
Miller/Howard Investments, Inc.
Neon Liberty Capital Management
Newground Social Investment, SPC
Pension Boards United Church of Christ, The Presbyterian Church (U.S.A.)
Procter & Gamble Company, The
RBC Global Asset Management (US), Inc.
Trillium Asset Management
Union of Concerned Scientists
United Church Funds

$1,000 - $2,499
Amy Domini Thornton
Clean Yield Asset Management
Copper Rock Capital Partners LLC
Dana Investment Advisors, Inc.
Everence
Global X Funds
Jack Sanderson
Jesuit Conference of Canada and the United States
Karani Asset Management LLC
Noble Energy
Sisters of Charity of Nazareth
Sisters of Charity of Saint Elizabeth
Sonja L. Kowal
Sustainalytics
William Andrew Mims
Zevenbergen Capital Investments, LLC

$500 - $999
David & Rebecca Conant
Friends Fiduciary Corporation

$100,000 AND ABOVE
Farha-Joyce Haboucha
Frank A. Rauscher
Gwen M. Farry
Hank Boerner
Hannah Cummings
International Campaign for the Rohingya
James Murphy
Jean Sliwinski
Jeffrey Dekro
Joel Walzer
John Danner
Joseph C. Henzik
Joseph P. La Mar
Judy Byron, OP
Julie B. Tanner
Kaari Reierson
Kenneth Nesper
Kyra Criselle Young
Larisa Ruoff
Laura Campos
Laura Devenney
Laura Krausa
Lisa Hayles
Marcela I. Pinilla
Margaret Heatherly
Marge Clark, BVM
Mary Bridg Clingman OP
Matthew Manfra
Nora M. Nash
Northrop Grumman
Open MIC
Patricia A. Addeo
Patricia A. Daly
Philadelphia Area Coalition for Responsible Investment
Populus Ltd.
Rachel Kahn-Troster
Raymond Blixt
Richard A. & Sylvia R. Liroff
Richard A. Horvitz
Robert Fohr
Ruth Battaglia
Sisters of the Humility of Mary, Villa Maria
Socially Responsible Investment Coalition
Sr. Susan Mika, OSB
St. Joseph Health System
Susan Baker
Susan M. Babcock
Susan Vickers
Tom McCahey
Trinity Church Wall Street
Unitarian Universalist Association
US SIF, The Forum for Sustainable and Responsible Investment
William Chohfi
Worldwide Responsible Accredited Production

Includes donations made between January 1, 2019 and December 31, 2019.
We are indebted to the following donors whose generous support enables ICCR to continue its important work.

$100,000 AND ABOVE
Anonymous
Educational Foundation of America, The
Environmental Defense Fund
Foundation to Promote Open Society
Humanity United
Nathan Cummings Foundation, The

$50,000 - $99,999
Anonymous
Bank of America
Wallace Global Fund

$25,000 - $49,999
Abbott Laboratories
Citigroup
ConocoPhillips Company
Johnson & Johnson Corporation
PVH Corporation
Southern Company
Trillium Asset Management
Walmart

$10,000 - $24,999
Anonymous
BNP Paribas Asset Management
Bon Secours Mercy Health
Christian Brothers Investment Services
Coca-Cola Company, The
Ford Motor Company
Goldman Sachs
International Society of The Helpers
JPMorgan Chase & Co.
Merck & Co., Inc.
Mercy Investment Services
Walt Disney Company, The
William & Jean Graustein

$5,000 - $9,999
American International Group, Inc.
Boston Common Asset Management, LLC
ClearBridge Investments
CMS Energy
Freeport-McMoRan
Newmont
Oblate International Pastoral Investment Trust
PepsiCo, Inc.
Pfizer Inc.
Timothy H. Smith
TJX Companies, Inc.

$2,500 - $4,999
1919 Investment Counsel
American Baptist Home Mission Societies
Amy Domini Thornton
Boston Trust Walden
Champlain Investment Partners
DCM Advisors, LLC
Eagle Capital Management, LLC
Fair Share Foundation
Gabelli Funds / GAMCO Asset Management
Garcia Hamilton & Associates, L.P.
Institutional Shareholder Services, Inc.
Karani Asset Management LLC
Leonard & Margaret Weber
MFS Investment Management, Inc.
Neon Liberty Capital Management
Presbyterian Church (U.S.A.), Spirit Airlines, Inc.
Sysco Corporation
The Pension Boards United Church of Christ
Union of Concerned Scientists
United Church Funds
Wespath Benefits and Investments

$1,000 - $2,499
Adrian Dominican Sisters
Ascension Health System
CommonSpirit Health
Dana Investment Advisors, Inc.
Felician Sisters of North America
Fidelity Charitable Gift Fund
Francis X. Sherman
Jesuit Conference of Canada and the United States
John R. Chevedden
Kirkland & Ellis
Ladies of Bethany
Lucille Cosby, SCN
Sisters of St. Francis of Philadelphia
Sonja L. Kowal
Stephens Van Liew & Oiler Group of Graystone Consulting, The
Sustainability Group at Loring, Wolcott & Coolidge
YC, LLC
Zevenbergen Capital Investments, LLC

$500 - $999
Ebry Partners UK Ltd.
Friends Fiduciary Corporation
Joseph F. La Mar
Lisa Hayles
Robert and Margaret Ayres
Sisters of the Holy Names of Jesus and Mary, U.S.-Ontario Province
SSM International Finance, Inc.
Timothy Brennan
Wellington Management Company

UNDER $500
Alicia Cramer
Allendra Letsome
Amanda Joseph
Amy Bovi
Anne C. Stehle
Athena Capital Advisors, Inc.
Barbara J. Jennings
Barry Nobel
Benedictine Coalition for Responsible Investment
Benedictine Sisters of St. Walburga Monastery
Bettina Kroll-Guerch
Catherine Rowan
Chris Meyer
Church Investment Group
Clayton Sinyai
Daniel LeBlanc
David Wildman
Diane Filter
Donald A. & Patrice Kirshbaum
Ethel M. Howley
Felician Services, Inc.
Frank A. Rauscher
Gerald Gray
Gina Falada
Gregory Simpson
Gwen M. Farry
Holly Fetter
International Campaign for the Rohingya
James Murphy
Jean Sliwinski
Jean Thomas Dwyer
Jeffrey W. Perkins
Jeffrey Dekro
Jillianne Lyon
Joel Walzer
John & Elizabeth Zinner
John Gray
John Keenan
Judith Byron, OP
Kathryn McCloskey
Laura Campos
Lauren Compere
Lovisa Lutostanski
Marcela I. Pinilla
Margaret Heatherly
Mark A. Regier
Mary Beth Gallagher
Mary Bridg Crimman OP
Mary C. Scanlon
Mary Turgi
Natalie Wasek
Nora M. Nash
Patricia A. Daly
Peter Iwanowicz
Rachel Kahn-Troster
Raymond Burnell
Region VI Coalition For Responsible Investing
Richard A. & Sylvia R. Liroff
Richard A. Horvitz
Séamus Paul Finn
Seventh Generation Interfaith Coalition for Responsible Investment
Skye Advisors LLC
Socially Responsible Investment Coalition
Sr. Susan Mika, OSB
Steven Heim
Thomas & Marie Clouqueur
Tom McCaney
Tracey Rembert
Trinity Church Wall Street
Unitarian Universalist Association
United Methodist Women
William Chohfi
William Somplatsky-Jarman
Worldwide Responsible Accredited Production

Includes donations made between January 1, 2020 and November 30, 2020.
ICCR MEMBERS

FAITH-BASED MEMBERS

Adrian Dominican Sisters
American Baptist Home Mission Societies
American Friends Service Committee
Ascension Health System
Beneficent Coalition for Responsible Investment
Bon Secours Mercy Health
Brethren Foundation Funds, Inc.
California Catholic Congregations for Responsible Investing
Dominican Sisters of Mission San Jose
Religious of the Sacred Heart of Mary, Western Province of America
Sisters of St. Dominic, Congregation of the Most Holy Name
Sisters of St. Joseph of Orange
Catholic Health Association of the United States, The
Catholic Health Initiatives
Christian Brothers Investment Services
Christian Church Foundation
Church of the Brethren Benefit Trust
CommonSpirit Health
Conference on Corporate Responsibility of Indiana-Michigan
Dominican Sisters, Grand Rapids
Congregation of the Sisters of the Holy Cross
Convent of Mary Reparatrix
Gabelli Funds/GAMCO Asset Mgt.
IHM Sisters
Our Lady of Victory Missionary Sisters
Poor Handmaids of Jesus Christ
Servants of Jesus
Sisters of Mercy Regional Community of Detroit
Sisters of Providence
Sisters of St. Francis of the Poor
Maryknoll Fathers & Brothers
Maryknoll Sisters
Sisters of St. Joseph, Nazareth
Congregation of St. Basil
Congregation of St. Joseph, The
Congregation of the Sisters of the Holy Cross
Domestic and Foreign Missionary Society of the Protestant Episcopal Church, The
Dominican Sisters of Springfield, Illinois
Evangelical Lutheran Church in America
Everence
Felician Services, Inc.
Felician Sisters of North America
Franciscan Friars, Holy Name Province
Friends Fiduciary Corporation
General Board of Global Ministries of the United Methodist Church
Immaculate Heart Missions, Inc.
Intercommunity Peace & Justice Center
Investor Advocates for Social Justice
Camelie Friars
Congregation of Holy Cross, Moreau Province
Congregation of Notre Dame
Daughters of Wisdom
Dominican Friars
Dominican Sisters of Hope
Franciscan Missionaries of Mary
Franciscan Sisters of Allegany, NY
Franciscan Sisters of the Poor
Maryknoll Fathers & Brothers
Maryknoll Sisters
Sisters of Mary, Villa Maria
Sisters of Mercy of the Holy Cross
Sisters of Providence
Sisters of St. Joseph of Peace, Western Province
Sisters of St. Mary of Oregon
Sisters of St. Vincent de Paul
Sisters of the Blessed Virgin Mary, USA
Sisters of the Catholic Daughters of America
Sisters of the Good Shepherd
Sisters of the Presentation of the Blessed Virgin Mary
Sisters of St. Mary of the Woods, Indiana
Sisters of St. Vincent de Paul
Society of Jesus, USA
Society of St. Ursula
Society of the Blessed Virgin Mary
St. Philip the Apostle Foundation
Ursuline Sisters of Tildonk
Ursuline Sisters of the Roman Union, Eastern Province
Jesus Conference of Canada and the United States
Mariannist Province of the United States
Maryknoll Fathers and Brothers
Mercy Investment Services
Missionary Oblates of Mary Immaculate
Northwest Coalition for Responsible Investment
Northwest Coalition for Responsible Investment
Northwest Women Religious Investment Trust
Oregon Province Jesuits
PeaceHealth
Providencia Health Systems
Providencia Services
Providence St. Joseph Health
Sisters of Charity of the Blessed Virgin Mary
Sisters of Charity of the Congregation of St. Mary of Namur (Ohio)
Sisters of Charity of the Most Blessed Trinity
Sisters of Charity of St. Agnes
Sisters of Charity of the Most Precious Blood
Sisters of Charity of St. Bernard
Sisters of Charity of the Most Holy Virgin
Sisters of Charity of the Most Holy Virgin of Namur
Sisters of Charity of the Most Holy Virgin of Namur (USA)
Sisters of Charity of the Most Holy Virgin of Namur (USA)
Sisters of Charity of the Most Holy Virgin of Namur (USA)
Sisters of Charity of the Most Holy Virgin of Namur (USA)
Sisters of Charity of the Most Holy Virgin of Namur (USA)
Sisters of St. Joseph of the Third Order of St. Francis
Sisters of the Presentation of the Blessed Virgin Mary of Aberdeen, SD
Sisters of the Presentation of the Blessed Virgin Mary, Dubuque
Sisters of the Sorrowful Mother

Sisters of Bon Secours
Sisters of Charity Health System
Sisters of Charity of Cincinnati
Sisters of Charity of New York
Sisters of Charity of Saint Elizabeth
Sisters of Charity of St. Vincent de Paul, Halifax
Sisters of Charity of the Blessed Virgin Mary, Dubuque
Sisters of the Humility of Mary, Villa Maria
Socially Responsible Investment Coalition**
Truah: The Rabbinic Call for Human Rights
Trinity Health
Trustees of Donations to the Protestant Episcopal Church
Unitarian Universalist Association
Unitarian Universalist Congregation of Shelter Rock
United Church Funds
United Methodist Church Foundation
United Methodist Women
Wespath Benefits and Investments

ASSOCIATE MEMBERS
1919 Investment Counsel
AJF Financial Services, Inc.
As You Sow Foundation
Azzad Asset Management
Boston Common Asset Management, LLC
Boston Trust Walden
British Columbia Government and Service Employees’ Union
Calvert Research and Management
Carleton College Center for Political Accountability
Chicory Wealth
Clean Yield Asset Management
Dana Investment Advisors
Domini Impact Investments, LLC
Ethos Foundation, Switzerland
Etica SGR
FAIRR Initiative
Inherent Group, LP
Jessie Smith Noyes Foundation
John E. Fetzer Institute, Inc., The Kaner Blue Capital
KPIX, LCC
Majority Action
Meeschaert Asset Management
Miller/Howard Investments, Inc.
MSCI ESG Research, Inc.
Nathan Cummings Foundation, The NEI Investments
Newground Social Investment, SPC
Oxfam America
Park Foundation
Parnassus Investments
Robeco Institutional Asset Management B.V.
Rockefeller & Co., Inc.
Service Employees International Union
SumOfUs

Sustainability Group at Loring, Wolcott & Coolidge
Trillium Asset Management
UAW Retiree Medical Benefits Trust
Union of Concerned Scientists
We Are Stardust, LP
William Caspar Graustein Memorial Fund
Zevin Asset Management

AFFILIATE MEMBERS
AFL-CIO
Aegon Asset Management Holding B.V.
AFSCME
American Sustainable Business Council*
Ameriprise Financial, LLC
Aquinas Group, LLC
Auburn Theological Seminary
Baird, Inc.
Black Bear Environmental Assets
BMO Global Asset Management
Breckenridge Capital Advisors
Brown Advisory Incorporated
California Wellness Foundation, The Calvert Impact Capital, Inc.
Cambridge Associates
Ceres*
Church Investors Group*
Church of England Ethical Investment Advisory Group*
Church Pension Group
Claretian Missionaries - U.S.A. Province
ClearBridge Investments
CIGNA Urban Initiatives, Inc.
First Ecclesiastical Jurisdiction of Eastern New York
Community Capital Management
Congregation of the Sisters of St. Joseph Investment Committee
Council of Institutional Investors*
Daughters of Charity Province of St. Louis
DCM Advisors, LLC
ECLOF International
Ecumenical Council for Corporate Responsibility*
Eventide Asset Management, LLC
F.L. Putnam Investment Management Co.
Figure 8 Investments Strategies, LLC
First Peoples Worldwide
Fondazione Finanza Etica
Friends of the Earth
Gabelli Funds / GAMCO Asset Management
Glass Lewis
Global Partnerships
Great Lakes Advisors
Green Century Capital Management
GuideStone Financial Resources of the Southern Baptist Convention
Heartland Initiative, Inc.
HiGro Group, The Impax Asset Management Institutional Shareholder Services, Inc.
Intentional Endowments Network*
Jewish Federations of North America, The
Jens Investor Network
LGQ Associates, Inc.
Legal and General Investment Management
LSV Asset Management
M.J. Bradley & Associates, LLC
Marquette Associates, Inc.
Mennonite Education Agency
MicroVest Capital Management, LLC
Ministers and Missionaries Benefit Board
Missionary Servants of the Most Holy Trinity
Missionary Sisters of the Sacred Heart of Jesus
Natixis Advisors, L.P.
Neuberger Berman
New Economy Project
NorthStar Asset Management
Open MIC
Pax World Management
Pension Fund of the Christian Church
Predistribution Initiative, The Promethos Capital, LLC
Quantitative Group at Graystone Consulting, The Regroupement pour la Responsabilité Sociale des Entreprises
Ruth Turner Fund, The Sarasas Asset Management Limited
Segal Marco Advisors
Seva Foundation
Shareholder Association for Research and Education*
Shareholder Commons, The Shield-Ayres Foundation
Sierra Club Foundation
Sisters of St. Dominic of Blauvelt, NY
Sisters of St. Dominic, Congregation of the Most Holy Name
Sisters of St. Francis of the Neumann Communities
Sisters of St. Joseph of Boston
Stephans Van Liew & Oiler

Group of Graystone Consulting, The
Sustainable Investments Institute*
Sustainalytics
Trinity Church Wall Street
United for Respect
United Steelworkers
US SIF: The Forum for Sustainable and Responsible Investment*
Vermont Community Foundation
Vert Asset Management
Wells Fargo SII
Westfield Capital Management, LLC
Whistle Stop Capital, LLC
Wisdom Lotus Foundation, Inc.
YCG, LLC

* indicates reciprocal members
** indicates a coalition of organizations