

**RESOLVED:** That the shareholders of Amazon.com (“the Company”), urge the Board of Directors (“the Board”) to prepare a report, within 90 days before the 2021 annual meeting, at a reasonable cost and excluding proprietary and personal information, on the steps the Company has taken to reduce the risk of accidents. The report should describe the Board’s oversight process of safety management, staffing levels, inspection and maintenance of Company facilities and equipment and those of the Company’s dedicated third-party contractors.

**SUPPORTING STATEMENT:** Amazon.com employs approximately 647,500 full and part-time employees, making it the second largest private employer in the United States. The number of employees has more than quadrupled over the past four years.

The Company’s online retail business provides customers with fast delivery guarantees, including same day service. This creates a high speed, high stress, work environment particularly for employees at the Company’s 186 warehouses and drivers of Amazon.com’s fleet of 20,000 owned and leased delivery vehicles.

The Center for Investigative Reporting using Amazon’s own OSHA reporting from 22 fulfillment centers in 14 states revealed extremely high rates of injury, more than twice the national warehouse rate. The Company’s reports showed that severity of the injuries forced employees to miss an average of 5.5 weeks of work. (<https://revealnews.org/article/behind-the-smiles/>)

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) issued a warning letter to the Company in August 2019 for failure to provide adequate medical care in six separate instances despite workers going through the Company’s onsite care facility – Amcare. (<https://theintercept.com/2019/12/02/amazon-warehouse-workers-safety-cyber-monday/>)

These instances are cause for concern for investors who prioritize the sustainability of the Company. The injury rates combined with the lack of disclosure on how the Company is dealing with the issue leaves Amazon.com exposed to legal, regulatory and reputational risks.

We believe Board level oversight of health and safety performance is needed. The charters of the board committees fail to identify which committee has specific responsibility for these issues.

The Company’s corporate social responsibility report includes: a section on employee safety but it does not include a single comparable metric. (<https://www.aboutamazon.com/amazon-fulfillment/our-fulfillment-centers/safety>) The report lists how many safety professionals they have and how many hours of safety training employees sat through. But there are key comparable metrics—total recordable incident rates, days

away/reduced time rates, and severity rates—that the Company can publish to allow shareholders to understand the Company’s safety performance. These are measures that the Bureau of Labor Statistics publishes detailed industrial data on annually (<https://www.bls.gov/iif/>), so investors can benchmark the Company’s performance against the rest of the industry.

We believe that a report to shareholders on the steps Amazon.com has taken to reduce the risk of accidents will provide transparency and increase investor confidence in our Company.