

RESOLVED: Shareholders request that the Board commission an independent audit and report of the working conditions and treatment that Amazon warehouse workers face, including the impact of its policies, management, performance metrics, and targets. This audit and report should be prepared at reasonable cost and omit proprietary information.

Whereas: Investigative reports allege a mounting “injury crisis” at Amazon warehouses, with employees getting injured more frequently and severely than elsewhere in the industry.¹ Workers are closely monitored, and state they must break safety rules to meet mandated work pace and quotas under threat of termination.² Numerous state laws target Amazon’s use of productivity quotas that can prevent workers from complying with safety guidelines or recovering from strenuous activity, leaving them at high risk of injury and illness.³

Claims that Amazon’s injury rates are “about average” relative to peers are misleading since Amazon is included in the warehouse industry average, driving that figure up.⁴ In 2023, Amazon employed 35% of all American warehouse workers and was responsible for 53% of all serious industry-wide injuries.⁵ Amazon accounts for 79% of employment among warehouses with at least 1,000 workers, but 86% of all injuries in that category.⁶ A congressional report clarified that although many Amazon warehouses employ fewer than 1,000, Amazon compares its warehouses of all sizes to the average for only warehouses with 1,000-plus employees, making injury rates appear lower.⁷ The Senate further alleges Amazon rejected warehouse safety recommendations due to productivity concerns.⁸

¹ <https://www.nelp.org/app/uploads/2024/05/Amazons-Outsized-Role-5-1-24.pdf>

² <https://www.localnewslive.com/2024/05/15/amazon-employees-say-unrealistic-quotas-threaten-their-safety-workplace/>

³ <https://news.bloomberg.com/daily-labor-report/amazon-fights-states-on-defining-quotas-in-warehouse-safety-laws>

⁴ <https://www.businessinsider.com/amazon-jassy-injury-claims-shareholder-letter-2022-4>

⁵ https://thesoc.org/wp-content/uploads/sites/342/SOC_Same-Day-Injury-Report-May-2024.pdf

⁶ <https://www.nelp.org/app/uploads/2024/05/Amazons-Outsized-Role-5-1-24.pdf>

⁷ <https://www.npr.org/2024/12/16/nx-s1-5230240/amazon-injury-warehouse-senate-investigation>

⁸ https://apnews.com/article/amazon-warehouse-worker-injuries-senate-committee-eb5b72dd501be0bcce9d919c3_4731290

Amazon's 2023 injury rate was "more than one and a half times that of TJX and almost triple that of Walmart, the two comparable US warehouse employers."⁹ Amazon's recently reported Occupational Safety and Health Administration data not only demonstrates workers experience a disproportionate share of industry-wide injuries, but also shows 95% of injuries reported require workers to take time-off for recovery or change job duties.¹⁰

Jeff Bezos vowed to make Amazon "Earth's Safest Place to Work," and set a goal of reducing its recordable incident rate by 50% by 2025.¹¹ However, data analysis shows that year-over-year "Amazon has not made meaningful progress on its goals and is not realistically on track to cut its injury rates by 50%—or to become a safer employer than its peers."¹² According to analysis of Amazon's own injury data: in 2020, the last full year of injury data before Amazon announced its goal of reducing its injury rate by 50%, Amazon's overall injury rate was 6.6 per 100 workers; in 2023, Amazon's overall injury rate was 6.5 injuries per 100 workers, amounting to an overall reduction of less than 2% in three years and falling short of the company's target of cutting its total injury rate in half by 2025.¹³

⁹ <https://www.thenation.com/article/economy/amazon-injury-rate/>

¹⁰ <https://www.nelp.org/app/uploads/2024/05/Amazons-Outsized-Role-5-1-24.pdf>

¹¹ <https://www.aboutamazon.com/news/company-news/2020-letter-to-shareholders>

¹² https://thesoc.org/wp-content/uploads/sites/342/SOC_Same-Day-Injury-Report-May-2024.pdf

¹³ https://thesoc.org/wp-content/uploads/sites/342/SOC_Same-Day-Injury-Report-May-2024.pdf