
CWC PROXY SEASON GUIDANCE



REPORTING ON LABOUR RIGHTS AT AMAZON.COM: EXPECTATIONS FROM THE GLOBAL UNIONS' COMMITTEE ON WORKERS' CAPITAL

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REPORTING ON LABOUR RIGHTS AT AMAZON.COM

We appreciate that Amazon.com, Inc. (“Amazon”) is planning to report on how it implements its commitments to freedom of association and collective bargaining. Since Amazon has not yet outlined just what it will include in its report, and, given our concerns regarding Amazon’s record on labour rights, we have articulated a set of expectations – in the form of questions – that, if fully and honestly answered, would render this report meaningful and useful for investors:

Governance and Oversight

Please describe the company’s commitment to respecting workers’ rights to freedom of association and collective bargaining (hereafter referred to as “labour rights”).

How does the company implement its commitment to respect labour rights for its direct employees and in its vendor, supplier, and contractor relationships across its value chains?

Does the company conduct ongoing due diligence to identify, prevent, mitigate and account for violations of labour rights?

Are there non-judicial grievance mechanisms in place for workers to raise complaints or concerns regarding labour rights violations?

What role, if any, does the Board of Directors play in providing oversight of the company’s observance of labour rights?

Can the company describe its lobbying and political spending activity in different jurisdictions related to legislation or regulation impacting labour rights?

Can the company describe how it approaches stakeholder engagement, including how it identifies stakeholders to engage with and how it ensures that this engagement is meaningful?

Freedom of Association

How is the company's commitment to the freedom of association of workers to organize and join trade unions communicated to the company's workforce?

Are employees and union representatives permitted to discuss union matters, wear union insignia, and distribute union literature in the workplace?

What are the company's policies regarding the workforce's use of company email systems and digital communication platforms to discuss union matters?

Does the company permit union stewards and trade union representatives to participate in new employee orientations and workforce training programs?

How does the company ensure freedom of association in countries that do not guarantee workers' rights according to the ITUC Global Rights Index?

How does the company ensure labour rights for non-employee direct operations workers and for supply-chain workers?

Collective Bargaining Rights

How has workers' freedom to negotiate collective bargaining agreements improved the terms and conditions of employment for the company's workforce?

What is the percentage and number of workers and facilities, by country, that are covered by enterprise-level and/or sectoral collective bargaining agreements?

Will the company disclose a summary description, by country, of the terms and conditions addressed by its collective bargaining agreements?

Can the company provide a country-by-country list of trade unions with whom the company has entered into collective bargaining agreements?

Has the company entered into a global framework agreement with a global union federation to ensure that labour rights are respected across jurisdictions?

Can the company describe the number of workers involved in and the location of any work stoppages or other workplace protests during the past year, and provide a summary of the disputed issues and how they were resolved?



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Union Avoidance Activities

Does the company actively seek to dissuade workers from forming trade unions in its employee communications, workplace signage, or digital messaging?

Does the company employ labour relations consultants or law firms as part of a union avoidance strategy, and if so, can the company disclose the recipients and payments?

Are company employees required to attend mandatory meetings regarding trade unions, and if so, are trade union representatives permitted to participate and speak?

What are the company's policies regarding employee privacy, workplace surveillance, and company information gathering regarding union organizing activities?

Will the company disclose legal proceedings and labour board complaints related to the company's respect for labour rights and how they were resolved?

Please note that this brief is for informational purposes only, and is not intended to provide, and should not be relied on for investment, legal, tax or accounting advice. Trustees should consult their own advisors and investment professionals to evaluate the merits and risks of any investment.



ABOUT THE GLOBAL UNIONS' COMMITTEE ON WORKERS' CAPITAL (CWC)

The Global Unions' Committee on Workers' Capital (CWC) is an international labour union network for dialogue and action on the responsible investment of workers' retirement savings. A joint initiative of the International Trade Union Confederation (ITUC), the Global Union Federations (GUFs), and the Trade Union Advisory Committee to the OECD (TUAC), the CWC has brought trade union representatives and worker-nominated trustees from across the world together since 1999. The pension fund board members who participate in the CWC network oversee the retirement savings of millions of workers.

For more information on the CWC, email info@workerscapital.org or visit www.workerscapital.org.