



## Iniciativa conjunta para una respuesta responsable para la emergencia del Coronavirus

Los fondos pensiones de empleo a nivel nacional firmantes como propietarios activos, se han adherido de forma conjunta con otros 195 inversores, a la iniciativa de ICCR (Interfaith Center for Corporate Responsibility).

Esta iniciativa quiere atenuar las consecuencias de COVID-19 a largo plazo, que aunque difíciles de concretar actualmente, conllevarán cambios profundos en nuestros sistemas sociales y financieros, reconociendo que la sostenibilidad de las empresas en las que invertimos determina el bienestar de sus partes interesadas, incluidos trabajadores, proveedores, clientes y las comunidades en las que operan.

También se identifica que millones de trabajadores se enfrentarán a dificultades imposibles mientras el COVID-19 por el cierre de escuelas, lugares de trabajo, transporte. Por estos motivos, como inversores socialmente responsables, los firmantes instan y motivan a las empresas a:

1. **Proporcionar permisos retribuidos y su extensión a cualquier modelo de relación laboral,**
2. **priorizar las políticas de seguridad y salud,**
3. **el mantenimiento del empleo,**
4. **el mantenimiento de las relaciones de proveedores y clientes**
5. **y la prudencia financiera (eliminación recompra de acciones), entre otras medidas adicionales.**



Plan de Pensiones Asociado  
de la Unión General de Trabajadores



Esta iniciativa refleja una preocupación de la parte social de los órganos de control de estos fondos (en este órgano hay miembros en representación de los partícipes, beneficiarios y empresas).

Aunque el objetivo fundamental de otros instrumentos de previsión social es la consecución de la rentabilidad suficiente para sus objetivos de prestación, no por ello, se debe renunciar a ejercer la responsabilidad social con respecto a partícipes y beneficiarios en particular y la sociedad en su conjunto, en general. Las inversiones y los mercados financieros tienen un impacto sobre la sociedad, como la crisis actual está demostrando; los fondos de pensiones de empleo han de actuar con responsabilidad para mitigar estos efectos.

# INFORMACIÓN COMPLETA INICIATIVA ICCR

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Add your name here <https://bit.ly/Investor-Covid-19>

We are 195 long-term institutional investors representing over \$4.7 trillion USD in assets under management with global exposure across capital markets. We recognize the long-term viability of the companies in which we invest is inextricably tied to the welfare of their stakeholders, including their employees, suppliers, customers and the communities in which they operate. As such, we call on these management teams and boards of directors to join us in facing this unprecedented threat. The long-term consequences of COVID-19 are difficult to imagine at this early stage. What we do know, however, is that the virus will strain all our global social and financial systems. Millions of working people will face impossible hardships as COVID-19 shuts down schools, workplaces, hourly employment, transportation and more. We also know that vulnerable communities are the most at risk as they have limited access to social safety nets and financial resources to weather this uncertain period.

While we all face considerable challenges in this environment, there are things we can do to protect our society and the companies we invest in from the worst potential outcomes, and that includes protecting workers. Board directors are accountable for long-term human capital management strategy; the companies they oversee have invested in their workforces and will be well served by having retained a well-trained and committed workforce when business operations are able to resume. Furthermore, the prospect of widespread unemployment will exacerbate the crisis and pose grave risks to basic social stability and the financial markets. Finally, in the face of this global humanitarian crisis we all benefit by coming together.

In that spirit, we urge the business community to take what steps they can and to consider the following steps in particular:

1. **Provide paid leave:** We urge companies to make emergency paid leave available to all employees, including temporary, part time, and subcontracted workers. Without paid leave, social distancing and self-isolation are not broadly possible.
2. **Prioritize health and safety:** Protecting worker and public safety is essential for maintaining business reputations, consumer confidence and the social license to operate, as well as staying operational. Workers should avoid or limit exposure to COVID-19 as much as possible. Potential measures include rotating shifts; remote work; enhanced protections, trainings or cleaning; adopting the occupational safety and health guidance, and closing locations, if necessary.

3. **Maintain employment:** We support companies taking every measure to retain workers as widespread unemployment will only exacerbate the current crisis. Retaining a well-trained and committed workforce will permit companies to resume operations as quickly as possible once the crisis is resolved. Companies considering layoffs should also be mindful of potential discriminatory impact and the risk for subsequent employment discrimination cases.
4. **Maintain supplier/customer relationships:** As much as possible, maintaining timely or prompt payments to suppliers and working with customers facing financial challenges will help to stabilize the economy, protect our communities and small businesses and ensure a stable supply chain is in place for business operations to resume normally in the future.
5. **Financial prudence:** During this period of market stress, we expect the highest level of ethical financial management and responsibility. As responsible investors, we recognize this may include companies' suspending share buybacks and showing support for the predicaments of their constituencies by limiting executive and senior management compensation for the duration of this crisis.

We hope companies and their boards will consider measures beyond these recommendations, particularly those that are faring well in these difficult times. Such measures may include childcare assistance, hazard pay, assistance in accessing government support programs, employer-paid health insurance for laid off workers, or deploying resources to address the current needs related to the pandemic. While we acknowledge many of these recommendations may be out of reach, over the last several years we have seen corporations show leadership by using their power as a force for tremendous good. This leadership is critically needed as we face COVID-19 together.

Signed:

**Domini Impact Investments LLC**

**Interfaith Center for Corporate Responsibility**

**Office of the New York City Comptroller Scott M. Stringer**

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**Achmea Investment Management**

**Addenda Capital**

**Adrian Dominican Sisters, Portfolio  
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**Alken Asset Management Ltd**

**American Baptist Home Mission Society**

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**ASN Bank / ASN Investment Funds**

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**Bell Asset Management**

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California Catholic Congregations for Responsible Investing  
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Chicago Teachers Pension Fund Christian Brothers Investment Services Church  
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Church of England Pensions Board  
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Committee on Mission Responsibility Through Investment of the Presbyterian Church U.S.A.  
CommonSpirit Health Communications  
Workers of America Community Capital Management, Inc.  
Congregation of Holy Cross, Moreau Province  
Congregation of Sisters of St. Agnes  
Congregation of St. Basil Congregation of St. Joseph  
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Sisters of Mary Reparatrix  
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the Holy Cross  
Sisters of the Holy Names of Jesus and  
Mary

Sisters of the Holy Names of Jesus and  
Mary U.S.-Ontario Province  
Sisters of the Presentation of the Blessed  
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