

RESOLVED: Shareholders urge the Leadership Development and Compensation Committee (“Committee”) of the Amazon.com Board of Directors to prepare a report, prior to the 2022 annual meeting, at a reasonable cost and excluding proprietary and personal information, on the adequacy of Amazon’s efforts to reduce or mitigate health and safety risks from the coronavirus pandemic, including the Committee’s oversight thereof.

SUPPORTING STATEMENT

Amazon guarantees fast delivery. Even before the pandemic, this created a high-speed, high-stress work environment for Amazon’s warehouse and Whole Foods employees, and for contracted delivery drivers.

2020 shelter-in-place restrictions prompted online orders to surge, as consumers relied on companies offering convenient delivery options. The number of Amazon employees skyrocketed, and pressure to fill orders intensified.

Amazon’s global workforce reportedly increased by 427,300 to more than 1.2 million employees through October 2020, excluding 100,000 temporary workers hired for the holidays and approximately 500,000 contracted drivers worldwide.

Even pre-pandemic, long-term investors questioned the sustainability of Amazon’s business model, which emphasizes productivity, notwithstanding its reportedly negative effects on worker health and safety. A 2019 Center for Investigative Reporting (“CIR”) study analyzed Amazon’s OSHA reporting from 22 fulfillment centers and found extremely high injury rates — *more than twice the national warehouse rate*.

In 2020, CIR published new data indicating Amazon was understating the impact of its practices on worker health and safety. Other reports revealed:

- some warehouses were COVID-19 hotspots, raising concerns of sick workers spreading the virus, and
- the front-line employee turnover rate was double the industry average.

In addition, according to research in the *New England Journal of Medicine*, COVID-19 can stay on cardboard for up to 24 hours, raising questions about the risks if a sick driver delivers packages to multiple residences.

We were encouraged by Amazon’s announcements this year of their planned \$10 billion investment in 2020 for COVID-related workplace initiatives, but concerned about numerous media reports indicating that employees feared coming to work and worried for the safety of their community.

Investors, noting the disconnect between these media reports and management’s announced COVID-related initiatives, called on the Committee, fruitlessly, to report at the 2020 annual meeting on the performance metrics it used to oversee the effectiveness of Amazon’s COVID response.

We appreciated Amazon’s eventual disclosure that 19,816 U.S. employees had tested positive as an initial step, though the report provided limited insight into the effectiveness of Amazon’s COVID response. Independent scientists criticized it for not disclosing overall trends and for comparing infection rates for workers to the general population, which has proportionately more vulnerable individuals. The report also failed to identify hotspots, trends by job or facility category, or to discuss rates for delivery driver contractors.

The independent Committee is responsible for overseeing and monitoring human capital management, including workplace environment and safety. Independent and transparent oversight, including

scientifically valid data assessments, can help to ensure that Amazon's COVID investments produce outcomes beneficial for its employees and shareowners, and serve as a standard in the industry.

Please vote FOR this proposal