

Policy on Freedom of Association

RESOLVED: Shareholders urge the Board of Directors of DoorDash to adopt and publicly disclose a policy on its commitment to respect the rights to freedom of association and collective bargaining in its operations, as reflected in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work (“Fundamental Principles”). The policy should:

- Be applicable to DoorDash direct operations and subsidiaries globally;
- Include a commitment to noninterference when employees and independent contractors exercise their right to form or join trade unions;
- Prohibit any member of management or agent of DoorDash from undermining the right to form or join trade unions or pressuring any employee and independent contractor from exercising this right;
- Describe the due diligence process DoorDash will use to identify, prevent, mitigate, and account for any violations of these rights, including how it will remedy any misaligned practices.

Supporting Statement: Freedom of association and collective bargaining are fundamental human rights protected by national and international legal standards, including the ILO Fundamental Principles and the UN Universal Declaration of Human Rights. Research has shown that freedom of association and collective bargaining can enhance shareholder value through improved health and safety, encouraging workforce training and skills development and increased productivity.

Currently, DoorDash does not have any formal policy commitments to respect the right to freedom of association, nor has it demonstrated how it would effectively operationalize such a commitment. The lack of such policy can negatively impact management’s and the Board’s ability to identify and mitigate these risks and stockholders’ understanding of their potential effect on stockholder value.

DoorDash has faced criticism related to its human capital and workforce practices, which includes independent contractors who have advocated for better compensation and benefits, and the ability to negotiate with DoorDash on policies like the setting of rates and tips. This advocacy has led to numerous unionization efforts by its independent contractors throughout the U.S.

With ongoing worker unrest among white-collar workers, DoorDash may face similar union activity like that at Apple, Alphabet, and Activision Blizzard. Recently, Microsoft adopted companywide Principles that recognize the importance of employer noninterference, and announced a “labor neutrality agreement” at Activision Blizzard which “reflects a fundamental belief ... that enabling workers to freely and fairly make a choice about union representation will benefit Microsoft and its employees...”.

Adoption of a policy that demonstrates Company's respect for labor rights would protect long-term shareholder value and disclosure of that policy would provide shareholders with greater transparency on these fundamental practices.