

2004 Shareholder Resolution approved by the Advisory Committee on Corporate Social Responsibility (ACCSR)

Resolution:
A Global Set of Corporate Standards -- 2005

Whereas, our company, as a global corporation, faces numerous complex problems as the international context within which our company operates is becoming increasingly diverse as we enter the new millennium.

A poll on corporate social responsibility found that 60% of Americans that own shares say that a company's record on its broader social responsibilities influenced their decision to purchase or sell its shares. Respondents ranked "equal and fair treatment of all employees" more highly than "providing quality products at the lowest possible price" as a key expectation of corporate behavior. (EnviroNics International, 2/2001)

Companies are faced with important concerns in doing business in diverse countries. These concerns require management to address human rights, workers' right to organize and bargain collectively, non-discrimination in the workplace and sustainable community development. Companies should find effective ways to eliminate the use of child labor, forced labor, bribery and harmful environmental practices.

We believe global companies need to implement comprehensive codes, such as those found in the "Principles for Global Corporate Responsibility: Bench Marks for Measuring Business Performance," (www.bench-marks.org) developed by an international group of religious investors. In addition, the draft United Nations Norms on the Responsibilities of Transnational Corporations and Related Business Enterprises with Regard to Human Rights, provide guidance to companies on defining policies and implementation strategies to promote human rights within their sphere of influence (www.business-humanrights.org)

Our company should be in a position to assure shareholders that its employees are treated fairly and paid a sustainable living wage wherever they work in the global economy. A number of global companies are developing credible code enforcement mechanisms that include local independent monitors.

Improving the quality of life for employees and their communities can lead to increased productivity and enhance the bottom line for the company.

RESOLVED, the shareholders request the Board of Directors to review or amend, where applicable, its code or standards for its international operations and report a summary of this review to shareholders by October 2005.

SUPPORTING STATEMENT

We recommend the review include:

1. A description of policies which are designed to protect human rights – civil, political, social, cultural and economic – consistent with respect for human dignity, International Labor Organizations ' core labor standards.
2. A report of efforts to ensure that the company does not employ children under the age of fifteen, or younger than the age of completing compulsory education in the country of manufacture where such age is higher than fifteen.
3. A report of company policies ensuring that there is no use of forced labor, whether in the form of prison labor, indentured labor or bonded labor.
4. Establishment of consistent standards for workers' health and safety, practices for handling hazardous wastes and protection of the environment, as well as promoting a fair and dignified quality of life for workers and their communities.

We believe a company needs comprehensive global standards to guide its decisions in order to compete successfully in the 21st Century.