**JOINT INVESTOR STATEMENT ON   
CORPORATE DISABILITY INCLUSION**

As investors representing over $5.79 trillion in assets under management, we believe companies must do more to include people with disabilities in the workforce. We want our portfolio companies to create sustainable, long-term value; this requires a workforce with a wide range of viewpoints, skills, abilities, and experiences. We believe, and research has demonstrated, that embracing inclusiveness is increasingly critical to the long-term success of corporations in the global marketplace.

According to *The Disability Inclusion Imperative,* a 2023 report published by Accenture and Disability:IN, companies that have led on key disability inclusion criteria during that time have realized 1.6x more revenue, 2.6x more net income, and 2x more economic profit than other participants in Disability:IN’s annual benchmark survey. They are also 25% more likely to outperform on productivity compared to their industry peers that have not participated in the survey, measured as revenue per employee.

In July 2018, 29% of working age people with disabilities were employed. Fast forward to July 2023 and the employment rate has increased to 37%. However, serious gaps persist when comparing employment levels of people with and without disabilities. Despite the increased employment rate of persons with disabilities, the labor force participation rate for persons with disabilities in 2023 is approximately half that of their counterparts without disabilities.

As investors, we seek to encourage our portfolio companies to capitalize on the opportunities of disability inclusion. To start, companies should analyze their disability inclusion policies through a third-party benchmarking tool such as the Disability Index. Tools like the index can provide companies a comprehensive assessment of their disability inclusion practices and identify opportunities to gain a competitive advantage by improving those practices.

We believe companies should adopt the following best practices:

* Ensure their public-facing inclusion and anti-discrimination statements specifically mention people with disabilities
* Establish a public, company-wide hiring goal for qualified candidates with disabilities and measure progress on achieving that goal
* Release a public statement from a senior executive (within first two layers of CEO), supporting a disability-focused employee resource group
* Ensure the company’s disability accommodation policy is available to all employees and can be accessed in more than one way
* Develop a supplier inclusion program to include Disability-Owned Business Enterprises (DOBE®), Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE™), and Veteran Disability-Owned Business Enterprises (V-DOBE™) and
* Audit the compliance of both internal and external websites under World Wide Web Consortium’s Web Content Accessibility Guidelines 2.1 (W3C WCAG2.1).

We recognize that corporate disability inclusion will not be achieved overnight. However, we believe the competitive advantages companies realize from such inclusion contribute to long-term sustainability. As such, we strongly encourage our portfolio companies to strive to adopt the best practices identified above.

Signed,

1. **Bank of America**
2. **TD Bank**, America’s Most Convenient Bank
3. **Voya Financial, Inc.**
4. **SOC Investment Group**
5. **California State Teachers Retirement System (CalSTRS)**
6. Thomas P. DiNapoli, **New York State Comptroller**
7. Brad Lander, **New York City Comptroller**
8. Tobias Read, **Oregon State Treasurer**
9. **SHARE**
10. Erik Russell, **Connecticut State Treasurer**
11. Michael W. Frerichs, **Illinois State Treasurer**
12. Deborah B. Goldberg, **Massachusetts State Treasurer**
13. **Pennsylvania State Treasurer**
14. Thomas “Thom” Williams, Executive Director, **Employees’ Retirement System of the State of Hawaii**
15. **American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)**
16. **Pension Fund PWRI, The Netherlands**
17. **Boston Trust Walden**
18. **Rhode Island State Treasurer**
19. **District of Columbia Retirement Board**
20. **Vermont State Treasurer**
21. Brian Bodager, Chief Executive Officer, **The Pension Boards-UCC, Inc.**
22. Matthew W. Patsky, Chief Executive Officer, **Trillium Asset Management LLC**
23. **Boston Common Asset Management**
24. Carole Laible, Chief Executive Officer, **Domini Impact Investments LLC**
25. **Avera Health**
26. Matt Nacard, Chief Executive Officer, **Ethical Partners Fund Management**
27. Dr. Jeffrey Haggray, Executive Director, **American Baptist Home Mission Societies**
28. **JLens**
29. **Sisters of Charity of the Blessed Virgin Mary**
30. **Congregation of Sisters of St. Agnes**
31. **Sisters of the Presentation of the Blessed Virgin Mary of Aberdeen SD**