

Future Super voting record – July 2018 – June 2019

Company	AGM	Resolution	Vote	Reason
Starbucks Corp.	March 2019	Adopt a policy on board diversity	Against	This resolution claimed bias against conservative ideology. The director qualifications matrix is already provided.
	March 2019	Report on sustainable packaging	For	This resolution, posted by As You Sow, sought additional disclosure on targets and initiatives to address plastic waste.
Novo Nordisk	March 2019	Reduce Insulin pricing	Against	This resolution sought to mandate a reduction in the cost of insulin and other products if ROE exceeded 7%. As this resolution would bind the board if successful and due to its prescriptive nature, the recommendation was to vote against it.
Adobe	March 2019	Undertake global pay gap reporting	For	This resolution sought to require Adobe to report on gender pay gaps across global operations to the level it reports its UK results (which are legal requirements).
Charter Communications	April 2019	Sustainability Reporting	For	This resolution required Charter Communications to improve the quality and depth of their reporting on sustainability issues, especially with respect to environmental and social policies and practices.
Cigna Corp	April 2019	Gender Pay gap reporting	For	This resolution requested Cigna Corp report on gender pay gaps across global, including US, operations to the level it reports its UK results.
Home Depot	May 2019	Prepare Employment Diversity Report and Report on Diversity Policies	For	Filed by the Congregation of Benedictine Sisters, the resolution requested the company report on its progress in increasing workplace diversity, and in particular what it is doing to progress participation of women and minorities at the company.
		Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The resolution sought a reduction in the total number of shares required to call a special meeting of the company from 15% of shares to 10% of company shares. This resolution would improve the ability of shareholders to influence the company on important matters between AGMs.

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		Report on Prison Labor in the Supply Chain	For	This resolution requested the company produce an annual report on the use of prison labour in its supply chain. Prison labour in a supply chain increases the risk of modern slavery.
Illinois Tool Works	May 2019	Adopt more comprehensive emission reduction targets	For	Filed by Trillium Asset Management, this proposal requested that ITW establish quantitative, company-wide targets for reduction in greenhouse gas emissions, in line with Paris Climate Agreement standards.
PayPal Holdings	May 2019	Report on Political Contributions	For	The Resolution sought an increase in PayPal's reporting and transparency on political contributions to be aligned with best practice by other large US companies.
		Amend Board Governance Documents to Define Human Rights Responsibilities	Against	This proposal requested the company specifically consider human rights risks as part of its board level decision making. We had recommended voting in for this resolution but unfortunately the deadline to vote was missed due to administrative delays.
BlackRock	May 2019	Report on Lobbying Payments and Policy	For	The Unitarian Universalist Association submitted this proposal requesting that the company report on its direct, indirect, and grassroots lobbying-related activities, policies, and oversight mechanisms. Of particular concern for the proposing shareholder was BlackRock's exposure to organisations that oppose climate change action, which is contrary to the stated views of BlackRock.
Charles Schwab Corp	May 2019	Disclose employment diversity metrics annually.	For	This proposal requested Charles Schwab Corp disclose gender and race diversity metrics, which should translate to better action and progress on improving diversity across all levels of the workforce.
Illumina, Inc.	May 2019	Report on political contributions	For	This resolution requested the company be transparent about its trade association memberships and contributions.
Netflix	June 2019	Report on political contributions	For	This resolution requested the company be transparent about its trade association memberships and political contributions.

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Tesla	June 2019	Establish Public Policy Committee	Against	This resolution requested that the board setup a public policy committee to address the complexity of the modern marketplace. We did not believe that such a committee, which would be comprised of board members, would be more able than the board in addressing these concerns.
SalesForce	June 2019	Disclose Board Diversity and Qualifications Matrix	Against	This resolution filed by a conservative lobby group requested that the company disclose to shareholders the ideologies of its current and potential board members. The filer argued that people with conservative political views are not represented enough in Silicon Valley based companies. Such forms of disclosure are not standard.
TJX Companies	June 2019	Report on Gender, Race, or Ethnicity Pay Equity	For	The proposal requested that the company report on its gender pay gap and its plan for reducing the pay gap, and to disclose data on race and ethnicity pay gap for comparable positions. The company has already started or committed to reporting on both these areas, but we support increased transparency and action on gender equity.
	June 2019	Report on Prison Labor in Supply Chain	For	The resolution requested additional reporting on the company's policies addressing the prevention of prison labour stating this would help shareholders assess the level of human rights risks that may be facing the company.
	June 2019	Report on Human Rights Risks in Operations and Supply Chain	For	This resolution requested that TJX report on the company's human rights due diligence process.
MasterCard	June 2019	Report on Gender Pay Gap	For	This resolution encouraged an increase of the transparency and accountability of Mastercard's diversity activities.

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	June 2019	Establish Human Rights Board Committee	Abstain	Future Super recommended voting for this resolution, but the responsible entity for the shares elected to abstain. The resolution sought to establish a committee that would monitor and respond to Human Rights and service and supply chain risks, particularly following Mastercard’s exposure to neo-Nazi exposure. Future Super contended the vote also signals dissatisfaction with current governance response to this risk.
Vertex Pharmaceuticals	June 2019	Report on Drug Pricing Risks and Executive Compensation	For	This report requested that Vertex Pharmaceuticals disclose how they consider the risks related to public concern over drug pricing increases in its executive compensation programs.
	June 2019	Report on political contributions	For	This resolution requires the company to be transparent about its trade association memberships and political contributions.