

EXCLUSIONARY SCREENS



COAL EXTRACTION

Restrict companies that derive 20% or more of total potential carbon emissions of the thermal coal reserves owned by a company.



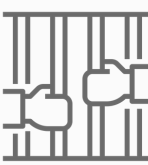
FIREARMS

Restrict companies that are engaged in the production of small arms ammunition or firearms, including pistols, revolvers, rifles, shotguns, or sub-machine guns.



OIL PRODUCTION VIA TAR SANDS

Restrict companies that derive 20% or more of total potential carbon emissions of the tar sands reserves owned by a company.



PRIVATE PRISON OPERATION

Restrict companies that derive 20% or more of total revenues from privately operated correctional facilities, including jails, prisons, penitentiaries, detention centers, prison camps and transfer centers.



TOBACCO

Restrict companies that:

- derive 20% or more of total revenues from the production of tobacco products, including cigarettes, cigars, pipe tobacco and smokeless tobacco products.
- own more than 20% of another company with substantial tobacco involvement.



WEAPONS PRODUCTION/MILITARY CONTRACTING

Restrict companies that:

- derive more than 10% of revenues from the sale of conventional weapons or weapons systems or derive more than 5% of revenues from that sale of nuclear weapons.
- own more than 20% of another company producing conventional or nuclear weapons.



ENVIRONMENTAL/GREENHOUSE GAS IMPACTS/RESPONSIBLE WATER USE

Restrict companies with poor environmental performance using the following methodology:

- Companies with an ESG Ratings environmental weight of 40% or higher are subject to the environment screen.
- Of the companies subject to the screen, restrict those that:
 - have an ESG Ratings environmental pillar score of 0-1.4
 - or have an ESG Rating carbon emissions score of 0-1
 - or have an Controversy Environmental Pillar "Red Flag"



WORKER SAFETY/HUMAN RIGHTS

Restrict companies with poor human rights performance using the following methodology:

- have an ESG Ratings Social Pillar score of 0-1.4
- or have an ESG Ratings Supply Chain Labor Standards score of 0-1
- or have an ESG Ratings Controversial Sourcing score of 0-1
- or have a Controversy Social Pillar "Red Flag"

Also restrict companies whose involvement in international conflict zones, including the Occupied Palestinian Territories, leads to direct violations of human rights.