



An Everence Company

# Stewardship investing

## Core values

The following core values have been adopted to help guide the evaluation of a company's social performance, in an effort to implement the Praxis Investment Management philosophy of stewardship investing – as understood from the Anabaptist\* faith perspective. While few companies may reach the ideal in all aspects of social responsibility, these guidelines articulate our best expectations for corporate behavior.

In making investment decisions, Praxis strives to invest in companies that:

### Respect the dignity and value of all people.

Companies are expected to respect and support the basic human rights of all people to practice self-determination; to live free of fear, violence and intimidation; to lead healthy, well-nourished lives; and to have access to adequate shelter and sanitation.

In a diverse, global society, we expect that companies will respect the dignity of individuals and ethnic/cultural groups. Companies should treat all

people fairly, avoiding discrimination and stereotyping, and should seek to nurture and benefit from diversity in all aspects of corporate activity. We expect that companies will not attempt to benefit from the misfortunes of disadvantaged individuals or communities or from relationships with oppressive political regimes.

### Build a world at peace and free from violence.

We believe that violence, in all its forms, hinders the growth, prosperity and freedom of humankind. It has no place in corporate structures, practice or production. We desire companies to be engaged in products and services that support life – not those designed to kill, maim, or injure. The expansion of the world's military establishments is not a productive endeavor for humanity.

We will avoid those companies for whom weapons production and military support systems is a focus of their energy, resources, and market development. We expect companies to engage in activities that contribute

to healthy and peaceful relationships between individuals, communities, and nations. We expect companies to value the sanctity of human life, promote alternative forms of conflict resolution, and to commit to efforts that reduce violence and aggression in world culture.

### Demonstrate a concern for justice in a global society.

All people deserve opportunities to participate in social and economic prosperity. We expect companies to provide fair, sustainable compensation for all employees and subcontractors. Corporate efforts should extend opportunities to the disabled, the disadvantaged, and marginalized communities. Company behavior should be based on standards higher than minimum legal requirements.

We expect products and services to be offered with honesty and without discrimination. Individuals and communities should be involved in issues and decisions that affect their lives. We expect corporations to act on

*\*Anabaptist (literally “rebaptizers”) refers to a Christian movement paralleling the Protestant Reformation that emphasized adult baptism, Christian discipleship, peace, and careful reading of the Bible.*



a basis of shared prosperity, recognizing the value and contributions of all stakeholders in creating and sustaining lasting commercial success.

### Exhibit responsible management practices.

We expect a company to operate in an honest, trustworthy, compassionate, and responsible manner. We desire transparency and openness about company policies, finances, and behavior. We expect companies to value and empower all employees and to take all reasonable steps to ensure their health and safety.

The company should respect workers' rights to communicate with management, organize, and bargain collectively. We expect companies to negotiate and communicate in good faith and deal fairly and respectfully with all stakeholders.

The company should engage in responsible resource management and obey or exceed all relevant laws for environmental concerns, safety, and public disclosure. Companies should employ best practices of corporate governance, including board independence, board and executive compensation, and board diversity. It

is our desire for companies to avoid unnecessary litigation and to pursue alternatives where possible. We expect companies to be aggressively engaged in the marketplace, yet be respectful of their competitors and values-centered in their decision-making.

### Support and involve communities.

Communities – within a workforce, surrounding company facilities, or representing various ethnic, cultural or political groups – contribute directly and indirectly to the success of corporate endeavors. We believe a company is responsible to contribute its people, expertise and resources to the support and development of these communities.

Companies should actively, creatively, and aggressively engage in corporate charitable giving. Employee volunteerism, community involvement, and personal charitable giving should also be encouraged. We expect communities will be included in decision-making on issues that affect them prior to implementation.

Investments should be made that add value to local workforces, natural environments, and community

infrastructures. We expect companies to consider the impact their products and production methods have on efforts to build healthy, productive and sustainable communities. To this end, we will avoid companies materially engaged in the production of alcohol and tobacco, and the gaming industry.

### Practice environmental stewardship.

The natural environment is a finite resource, the inheritance of future generations and a gift from God. We expect companies to respect the limits of our natural resources and to work toward environmental sustainability. Companies should understand and mitigate the true environmental costs of production methods and bear a deep concern for the welfare of animals, avoiding animal testing, wherever possible.

We value a company's involvement in the environmental technology and services arena. We expect companies to engage in honest, transparent environmental reporting, to support respected environmental principles and to publicly promote the value of the environment.

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