



Subject: Invitation to Respond – Amazon – Shareholder proposals
9 June 2023

The referenced shareholder proposals did not pass with a majority of the vote at this year's shareholder meeting, and those that were resubmitted secured lower votes in favor than last year. See [Amazon's Notice of 2023 Annual Meeting of Shareholders & Proxy Statement](#) (24 May 2023) for full responses to the referenced shareholder proposals.

Surveillance technology violating privacy rights

- Amazon is committed to the responsible use of our artificial intelligence and machine learning (AI/ML) products and services and other AWS services. We have been consistent and proactive in our efforts to address concerns and mitigate the risk of misuse through policy and advocacy efforts, customer contractual requirements and training, consultation with third party experts, and other policies and practices.
- For example, Credo AI, a company that specializes in responsible AI, performed a third-party evaluation, which supports that Rekognition performs well across demographic attributes. In 2020, we implemented a global moratorium on police use of Amazon Rekognition's facial comparison feature for criminal investigations. As part of an ongoing commitment to improving its products and services by soliciting feedback from community stakeholders and independent experts, Ring completed a civil rights and civil liberties audit with the Policing Project at New York University School of Law in 2021, during the course of which Ring implemented over one hundred changes to its products, policies, and legal processes. Ring continues to engage with community stakeholders and independent experts like the Center for Democracy and Technology.
- Over the six years that AWS has been offering Amazon Rekognition and the five years since we acquired Ring, we have been updating our technology and enhancing safeguards and have avoided or mitigated the risks and concerns expressed in shareholder proposals. AWS has not received a single verified report of Amazon Rekognition being used in the harmful manner posited in the proposal.
- Also see 2021 [civil rights and civil liberties audit](#) of Ring by the Policing Project, NYU School of Law.

Transparency on content governance for the Amazon.com e-commerce platform

- We publish reports on our handling of controversial products and content, law enforcement requests, and CSAM, as well as a separate transparency report for the streaming site Twitch.
- If we determine a product or content violates the law or our policies, we remove it immediately and may take other appropriate action, such as suspending or banning a seller's account.
- In our store, we proactively deploy sophisticated tools and dedicated personnel to strive to uniformly and consistently enforce compliance with our product and content policies
- Also see "[Amazon's approach to controversial products and content](#)" (updated 24 January 2023), and Twitch's 2022 [Transparency report](#).

Warehouse workers rights

- We have disclosed our recordable incident rate (RIR) and lost time incident rate (LTIR) data. Between 2019 and 2022, we saw our worldwide RIR improve by almost 24% and our LTIR improve by 53%.
- From 2021 to 2022, we improved our worldwide recordable incident rate by 11% and our lost time incident rate by 14%.
- Also see [Amazon's 2022 Safety, Health, and Well-Being Report](#).

Union rights

- We respect and support the rights to freedom of association and collective bargaining recognized by the United Nations and International Labor Organization.
- It is our employees' right to join, form, or not to join a labor organization of their own selection, without fear of reprisal, intimidation, or harassment. This right to choose or not choose union representation belongs exclusively to employees, not unions or employers.
- Unions met the minimum showing of support required for the National Labor Relations Board (NLRB) to schedule a representation vote at only four – a tiny fraction – of our U.S. locations. Amazon's last representation vote was in October 2022.
- *Also see [“Amazon's Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining”](#) (11 March 2022).*

Gender and racial pay

- In 2022, at Amazon, women globally and in the United States earned 99.6 cents and 99.5 cents, respectively, for every dollar that men earned performing the same jobs. In 2022, racial/ethnic minorities in the United States earned 99.5 cents for every dollar that white employees earned performing the same jobs.
- We annually publish gender and race representation information on our website, which includes representation by job type, such as field and customer support employees, corporate employees, and senior leaders, and we publish our consolidated EEO-1 reports.
- *Also see [Amazon's workforce data and EEO-1 consolidated reports](#).*

Animal welfare standards

- Whole Foods Market was ranked first and received an A+ grade in the Humane Society's Food Industry Scorecard and has received continued recognition for responsible sourcing and animal welfare from other trusted and reputable non-governmental organizations, including Mercy for Animals and Compassion in World Farming.
- The claims made by the proponent's representative against Sweet Stem Farms (which is not currently a Whole Foods Market supplier), Nellie's Free Range Eggs, Diestel Turkey Ranch, and Petaluma Egg Farms that are cited in the proposal could not be verified after thorough investigations.