

SOCIAL IMPACT POOL POLICY STATEMENT

The goal of the Investment Program is to achieve a total rate of return that will allow the Foundation to respond to today's needs and provide the long-term growth necessary to respond to future needs. The investment objectives are to retain (at a minimum) and when possible increase the purchasing power of funds, while at the same time producing a reasonable return for distribution to meet current community needs. The Social Impact Pool seeks to invest in companies that have strong records along three pillars: Environment, Social Responsibility and Governance (ESG). The basic criteria companies must meet to be included in the Social Impact Pool are stated below. Investments may be made either in separately managed accounts or through commingled vehicles that apply ESG analysis similar to the manner stated below.

Environment

The fund will request that its investment managers seek companies that are positively addressing the following environmental themes:

- Climate change
- Optimal use of Natural Resources
- Reducing pollution and waste
- Harnessing environmental opportunities

Social

The fund will request that its investment managers invest in companies that demonstrate the principles of good social responsibility including addressing issues relating to the following:

- Appropriate use of Human Capital
- Active Reduction of Product Liability
- Stakeholder Opposition
- Seizing opportunities to increase social responsibility

Governance

The fund will request that its investment managers invest in companies that are employing good principles of corporate governance and corporate behavior, including addressing issues such as the following:

- Board independence
- Equitable pay, especially executive compensation
- Ownership structure
- Transparent and Compliant Accounting
- Business Ethics
- Anti- competitive practices
- Corruption
- Financial System Instability

Voting Proxies

As appropriate, the Fund shall request that fund managers vote shareholder resolutions in accordance with the above criteria.