

SALESFORCE'S CLIMATE JUSTICE POLICY PRIORITIES

Climate change impacts every individual, company, city, and nation, but the costs weigh heaviest on the world's most vulnerable communities, amplifying global inequality. Salesforce recognizes that vulnerable communities have been and continue to be disproportionately impacted by climate change due to structural inequalities related to age, race, gender, color, national origin, income, location, and additional factors.

Those who are already vulnerable due to a range of historic and ongoing social, economic, and political factors have a lower capacity to prepare for, cope with, and recover from climate change impacts. We also seek to lift up youth voices, whose future will be most impacted by policies decided today.

OUR CLIMATE JUSTICE POLICY PRIORITIES WILL:

- 1. Ensure the Net Zero Transition Prioritizes Equality**
- 2. Promote Inclusive Decision-making**
- 3. Build Community Resilience**

1 Ensure the Net Zero Transition Prioritizes Equality

The transition to net zero must reduce inequalities rather than exacerbate them. At Salesforce, we will work to ensure that the social, environmental, and economic costs of the net zero transition are not borne disproportionately by those least responsible, and that there is a just and equitable distribution of the benefits and opportunities of a net zero economy. In many cases, this will mean ensuring that there is an economic and social safety net for vulnerable communities, and that policies to achieve the net zero transition do not further perpetuate existing burdens or create new ones.

Salesforce will therefore advocate for policies that:

- Facilitate the development and use of screening tools to help map and understand at-risk communities. The first step in addressing climate injustice is to understand the communities that are at risk. Developing and using analytical tools to help policymakers understand population characteristics, environmental burdens, and other impacts facing their communities is a critical first step in the process.
- Allocate 40% or more of clean energy and climate investments towards vulnerable communities. Carbon pricing programs and other climate investments should be structured so that the benefits of the net zero transition are guaranteed to flow to the most vulnerable communities. Prioritizing climate and clean energy investment opportunities that ensure a significant portion of investments flow towards vulnerable communities is a key way to promote equity.
- Establish workforce development programs to ensure vulnerable community members can find opportunities in the green economy workforce. Workforce development programs, including training, re-skilling, and job matching programs, public investment into workforce development programs, and recruitment and educational tools can all help to build the workforce of the 21st century.

2 Promote Inclusive Decision-making

Salesforce supports policies that aim to increase participation and engagement of vulnerable workers and communities at every level of decision-making. In addition, we support measures that help to equip these communities with the tools, knowledge, and technical resources to understand the implications of decisions and how to effectively engage. Engaging in the decision-making process includes all steps along the way – from needs assessment, to planning, implementation, enforcement, and evaluation.

Salesforce will advocate for policies that:

- Establish dedicated bodies or institutions on implementation, transparency, compliance, and accountability of climate justice programs. Groups with an official mandate, such as official task forces, can increase coordination across federal, state, tribal, and local governments and provide disadvantaged communities with opportunities to provide public input on climate and environmental justice concerns. Such formal groups can also help to ensure that equity programs and investments are allocated appropriately.
- Require decision making bodies to engage with vulnerable communities to ensure their voices are heard and incorporated into decisions. Consulting and partnering with vulnerable communities and workers can help to strengthen adaptive capacity and increase resilience by helping communities understand their greatest threats and needs

3 Build Community Resilience

Analyses project that the impacts of climate change will disproportionately impact vulnerable communities that are least able to anticipate, cope with, and recover from these impacts. Therefore, a just and equitable transition must ensure that marginalized communities have the resources, tools, and strategies needed to mitigate and adapt to the adverse physical and economic impacts of climate change.

Salesforce will support policies that:

- Prioritize adaptation planning for vulnerable communities. Undertaking climate vulnerability assessments, flood risk mapping exercises, and developing community preparedness plans can help communities strengthen their resilience to climate impacts and extreme weather events.
- Restoring natural ecosystems. Developing and restoring nature-based solutions to climate change, including wetland and mangrove restoration, can provide protection from flooding.
- Build physical resilience through infrastructure investments. Investments that improve energy system resilience, decrease reliance on fossil fuel-based energies can all help communities prepare for the impacts of climate change.

For more information, visit <http://salesforce.com/racial-equality>