

May 17, 2022

**Dear Amazon Board Members and Shareholders,**

Human Impact Partners (HIP) is a national non-profit seeking to improve health and well-being for all. We are made up of public health practitioners and researchers, and firmly believe that all people deserve a work environment in which their health and safety are valued and protected.

Last November, [HIP and over 200 public health organizations and practitioners wrote to Amazon CEO](#), Andy Jassy, expressing concern over the company's dangerous workplace practices, including policies like "rate" and "TOT" that put Amazon workers at risk every day. Unfortunately, HIP has since not received a response from Andy Jassy, and Amazon's health and safety crisis has continued.

Last month, [a new analysis of the Occupational Safety and Health Administration \(OSHA\) injury data](#) demonstrated the cost of the company's inaction on workers' health. In 2021, injury rates at Amazon rose nearly 20%, and Amazon workers were more than twice as likely to get seriously injured than workers at non-Amazon warehouses. As a result of the company's injury crisis, legislators, regulators, and the public are now echoing what workers and public health experts have been saying: Amazon's workplace practices, such as productivity quotas and constant surveillance, are unsustainable and unsafe.

This spring, Amazon's shareholders are joining the conversation by raising issues of workplace health and safety for consideration at the company's annual meeting on May 25th, including:

- A shareholder [resolution](#) calling for an independent audit on Amazon warehouse working conditions;
- A shareholder [resolution](#) calling for a report on whether Amazon's health and safety practices produce racial and gender disparities in workplace injury rates;
- A "Vote No" [campaign](#) targeting Amazon Directors Judith McGrath and Daniel Huttenlocher, over their poor record overseeing Amazon's workplace health and safety issues; and
- A floor [proposal](#) calling for an end to workplace productivity quotas and surveillance at Amazon.

This last proposal particularly echoes the concerns raised in our previous letter to Andy Jassy over the way in which productivity quotas and surveillance drive workplace injuries at Amazon. HIP recently did [a study on the health impacts of pace of work and quotas](#) on Amazon warehouse workers and delivery drivers in California and found that the inhumane pace of work at Amazon, coupled with the constant surveillance of workers, is taking a heavy toll on the physical health and mental well-being of both warehouse workers and delivery drivers.

HIP strongly supports these shareholder actions which call on Amazon to address many of the workplace practices that we, as public health practitioners, know lead to inequitable health outcomes for women and workers of color. Amazon has the opportunity to set the standard for working conditions across the country. As the Annual Meeting approaches, we ask that shareholders and the company's directors take seriously the recommendations of workers, public health practitioners, and shareholders. By ending unsafe workplace practices across Amazon's distribution network, Amazon can ensure that workers and their families can live healthier lives.

Sincerely,



**Lili Farhang, MPH**  
Co-Director  
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**Solange Gould, DrPH, MPH**  
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