
Sustainability Ambassadors

At Amazon locations around the world, more than 4,500 employees join together as Sustainability Ambassadors—a grassroots organization of Amazonians working to expand the efforts of the global teams that work directly on managing Amazon’s environmental and social impacts. The Sustainability Ambassadors program started in 2017 with chapters in corporate offices and fulfillment centers in the U.S. and Europe. The program continues to expand, now with over 160 teams around the world.

Recognizing that global challenges require global participation, Sustainability Ambassadors seek opportunities to lead and collaborate, using their collective action to amplify and deliver on Amazon’s ambitious sustainability goals. Ambassadors raise awareness of sustainability as a practice for all Amazonians by delivering environmental education through on-site events. They lead projects and pilot initiatives within buildings and across communities, striving to make Amazon the most sustainable place to work.

Examples of initiatives include: diverting products from waste into donations for people in need; developing innovations in recycling programs to include new products and locations; setting up local commute options like carpool programs and bike to work challenges; conducting energy audits with local utilities and implementing new energy efficiency programs; organizing community cleanup events at local beaches, parks, and wetlands; and developing services aimed at helping customers meet their own sustainability goals.

Ambassadors based in our fulfillment centers and operations facilities focus on sustainability projects that help sites deliver on their carbon reduction goals. The program provides a community platform to share best practices and scale sustainability across our worldwide networks. In Poland, one Ambassador team collectively redesigned the waste segregation process in their fulfillment center, driving waste recycling rates up by over 40%.

Ambassadors in our corporate offices have a unique opportunity to launch ideas with data-driven analysis using Amazon technology. For example, after auditing waste at our global headquarters in Seattle, Ambassadors developed a proposal to improve waste sorting using DeepLens—a deep learning enabled video camera from Amazon Web Services. A team of Amazon employees built a dataset and model that used DeepLens’ object detection capabilities to identify the waste items being discarded and use built-in audio to tell people which bin to use for a given item.

The combination of ground-level action with scalable ideas and advanced technology makes Sustainability Ambassadors critical partners in achieving Amazon’s larger sustainability goals.



Diversity and Inclusion

We are continually looking for ways to further diversify our workforce and strengthen our culture of inclusion. [▶ amzn.to/diversity-inclusion](https://amzn.to/diversity-inclusion)



Photo taken prior to the COVID-19 pandemic

Building an Inclusive Culture

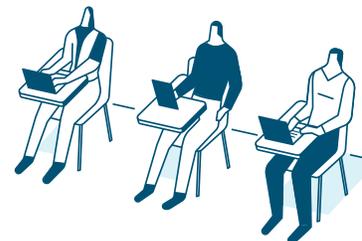
Amazon's culture of inclusion is reinforced within our 14 Leadership Principles.

[▶ amzn.to/inclusive-culture](https://amzn.to/inclusive-culture)

Empowering Diverse Entrepreneurs

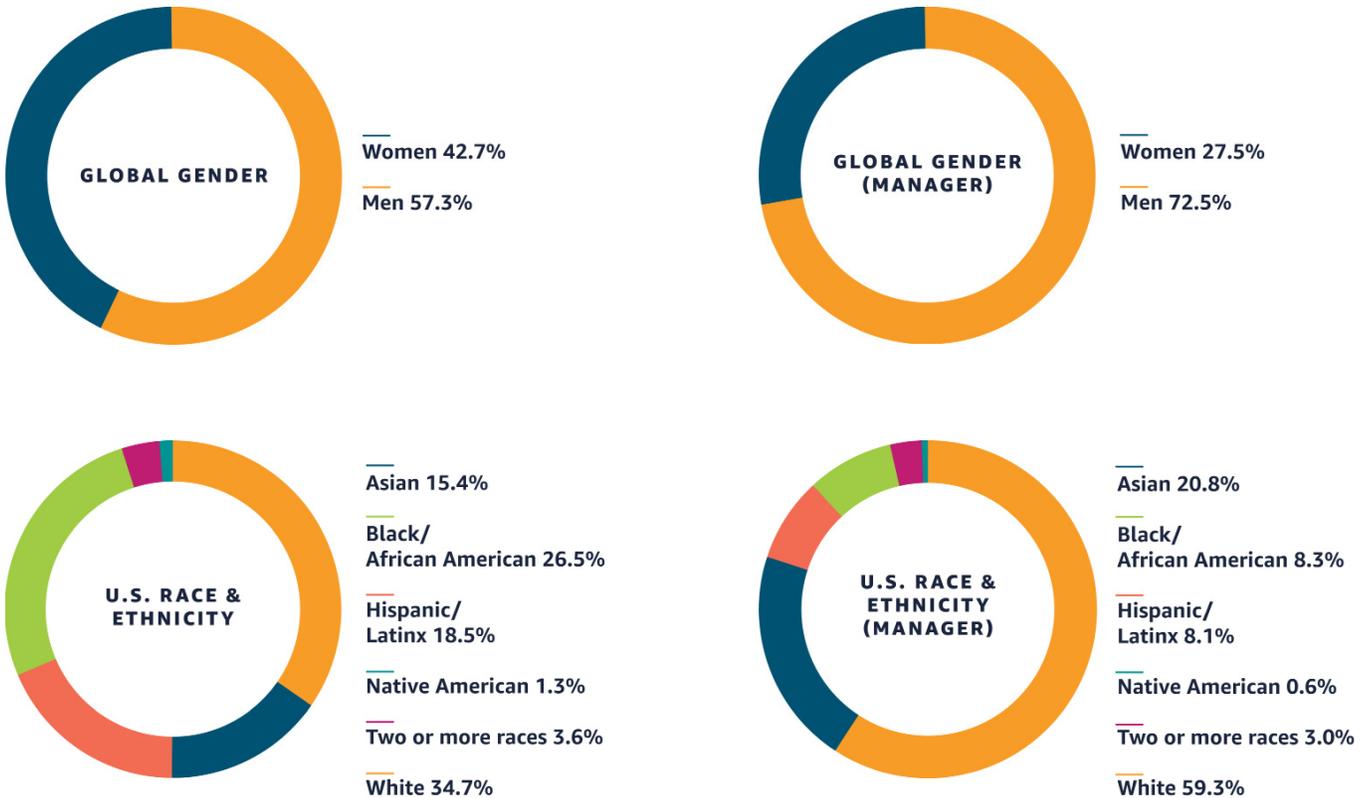
Amazon enables our sellers, creators, and builders from all backgrounds opportunities to follow their passion and find their best future.

[▶ amzn.to/diverse-entrepreneurs](https://amzn.to/diverse-entrepreneurs)



Our Workforce Data

Representation matters. We track the representation of women and underrepresented racial/ethnic minorities because we know that diversity helps us build better teams that are obsessed over our global customer base. Here is our global gender and U.S. race and ethnicity data as of December 31, 2019.



We have made year-over-year progress, but continue to strive for better representation across our various businesses.

Among Amazon's global employees, 42.7% identify as women and 57.3% identify as men. Among managers globally, 27.5% identify as women and 72.5% identify as men. In the U.S., 15.4% of Amazon employees identify as Asian, 26.5% as Black/African American, 18.5% as Hispanic/Latinx, 1.3% as Native American, 3.6% as two or more races, and 34.7% as White. Among managers in the U.S., 20.8% identify as Asian, 8.3% as Black/African American, 8.1% as Hispanic/Latinx, 0.6% as Native American, 3.0% as two or more races, and 59.3% as White.

A review of the compensation awarded in 2019 at Amazon, including both base and stock, shows that women earned 99.3 cents for every dollar that men earned performing the same jobs, and minorities earned 99.1 cents for every dollar that white employees earned performing these same jobs. We continue to prioritize pay equity.

Workplace Safety

Creating a culture of safety means listening to our associates as closely as we listen to our customers. > amzn.to/fc-safety



Photo taken prior to the COVID-19 pandemic

Amazon's Commitment to Workplace Safety

Ideas from every part of Amazon help us improve every day, and workplace safety is no exception.

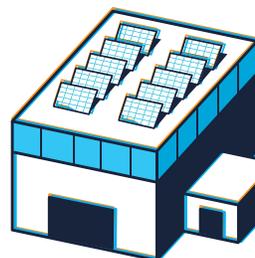
> amzn.to/workplace-safety

Tour an Amazon Fulfillment Center

Ever wonder how Amazon gets your packages to you so quickly? Come see the magic. > amzn.to/fc-tours

5 Things You Don't Know About Safety in Amazon Warehouses

How Amazon delivers products safer and faster. > amzn.to/fc-five-things



Employee Training on Human Trafficking

Amazon has made a strong commitment to combating human trafficking (also referred to as “modern slavery”) across our operations and supply chain in our annual Modern Day Slavery Statement, our California Supply Chain Transparency Act Statement, our key commitments to our supply chain due diligence, our Supply Chain Standards, and our Global Human Rights Principles. We do not tolerate the use of child labor, forced labor, or human trafficking in any form—including slave labor, prison labor, indentured servitude, or bonded labor—in our operations or value chain.

We’re raising awareness through employee training and partnerships.

As a global retail and technology company employing hundreds of thousands of workers around the world, we recognize the importance of raising awareness and training employees on relevant human rights and social responsibility issues. In 2019, we launched an employee training program in our logistics network on human trafficking and modern slavery. In the program’s first phase, we trained UK fulfillment network managers. In 2020, we will train employees across our entire global fulfillment network to recognize signs of modern slavery using localized scenarios.

The training focuses on raising awareness and teaching employees how to identify indicators of modern slavery and report concerns to appropriate authorities in a way that puts the interests of victims first. To develop the training, we relied on input from organizations with expertise in modern slavery, including Verité, a recognized leader in global labor protections, and incorporated videos and materials from the Gangmasters and Labor Abuse Authority (GLAA), a UK public labor rights organization. In 2020, we expanded our English training module to cover more languages, and are developing region-specific training for our global employees. Our global security operations team has immediate response protocols in the event of a suspected human trafficking related issue, regardless of where the issue arises.

In October 2019, we became an official corporate sponsor of Truckers Against Trafficking (TAT), an organization dedicated to combating human trafficking in the trucking industry, and began incorporating TAT training modules into trainings for our internal fleet of drivers to teach them how to identify and respond to potential victims of human trafficking. To date, we have trained over one hundred long-haul drivers. Our goal is to train 100% of our internal fleet of drivers on the Truckers Against Trafficking curriculum by 2020.

We’re operationalizing our commitment to prevent human trafficking.

Amazon prohibits human trafficking within our manufacturing and operations supply chains. As detailed in our Supply Chain Standards, “suppliers must not use forced labor—slave, prison, indentured, bonded, or otherwise. Amazon does not tolerate suppliers that traffic workers or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud.” We have due diligence programs across our operations and supply chain to identify and prevent forced labor, and we regularly assess compliance with our policies, including logistics and delivery service providers.

We’re constantly improving our approach.

Our social responsibility team regularly reviews and updates Amazon’s human trafficking prevention policies and updates executive leadership on our progress on human trafficking prevention initiatives throughout the year.

