

2016

ANNUAL REPORT

US SIF and US SIF Foundation



ABOUT US SIF & THE US SIF FOUNDATION

US SIF: The Forum for Sustainable and Responsible Investment (US SIF)^{G4-3} is the leading voice advancing sustainable, responsible and impact investing (SRI) across all asset classes.

Our mission is to rapidly shift investment practices towards sustainability, focusing on long-term investment and the generation of positive social and environmental impacts.

Our Vision:

Environmental, social and governance impacts are meaningfully assessed in all investment decisions resulting in a more sustainable and equitable society.

Our Values

To accomplish our work, we are guided by the following values:

COMMITMENT: We are dedicated to our mission and achieving results.

KNOWLEDGE: We provide resources that allow investors and the public to develop sustainable, responsible and impact investing expertise.

COLLABORATION: We pursue robust relationships with our members and value other collaborations that advance our mission.

INCLUSION: We actively seek and embrace diversity as a key component of our work.

ACCOUNTABILITY: Our actions are filtered through the prism of broad environmental and social sustainability, including transparent and high quality governance practices.

OPTIMISM: We pursue our strategic goals with a belief in our ability to advance systemic change.

Our Members and Structure

US SIF's members include investment management and advisory firms, mutual fund companies, research firms, financial planners and advisors, broker-dealers, community investing institutions, non-profit associations, and pension funds, foundations and other asset owners. ^{G4-8} US SIF is a 501(c)(6) organization. ^{G4-7}

The US SIF Foundation^{G4-3} is a 501(c)(3) organization. ^{G4-7} The Foundation supports the activities and purpose of US SIF, its sole member, by assuming the responsibilities for, and the management of, certain educational, research and programmatic activities.

About This Report

This annual^{G4-30} report covers the 2016 calendar year^{G4-28}, which also correlates to the fiscal year for US SIF and the US SIF Foundation.

As part of our commitment to broad-based sustainability in the financial markets and within our organizations, this annual report is an integrated report, incorporating sustainability and financial metrics based on the Global Reporting Initiative (GRI) G4 guidelines. GRI previously confirmed that the annual report for 2015^{G4-29} of US SIF and the US SIF Foundation was prepared according to the G4 Guidelines, and that the US SIF and US SIF Foundation annual reports for 2010 through 2014 were prepared according to the GRI 3.0 Guidelines. More information about GRI is available at www.globalreporting.org. A complete GRI Index appears at the end of this report.

We would like to hear what you think about this report. Please send us your comments and questions to info@ussif.org.^{G4-31}

Contact Us

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MESSAGE FROM THE CEO & CHAIR

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LISA N. WOLL
CEO



CRAIG METRICK
BOARD CHAIR

This annual report illustrates the accomplishments of US SIF and the US SIF Foundation in 2016. It presents our financial performance as well as the numerous activities we undertook to advance sustainable and impact investing, including research, policy and other program work, and to provide value to our members. Our activities reflect our strategic goals, as outlined in our [2016 – 2018 Strategic Plan](#):

- **INCREASE DEMAND:** Expand sustainable, responsible and impact investing across all asset classes.
- **DEFINE AND ENHANCE THE RIGOR OF THE FIELD:** Identify and disseminate information about best practices within the field and provide tools for practitioners to undertake a rigorous and comprehensive approach to SRI investing.
- **REMOVE BARRIERS:** Influence audiences outside of the financial industry (e.g., the media, policymakers and regulators) to create a supportive environment for SRI investing.

Our work takes place within a broad strategy meant to influence how a range of priority audiences think about and understand SRI investing.

US SIF and the US SIF Foundation had a strong financial year. On a consolidated basis, although membership dues remained the primary source of revenue (\$1,010,045), important additional sources were event revenue (\$464,140) and grants and donations (\$370,910). US SIF and the US SIF Foundation saw total net assets grow from \$636,432 at the start of the year to \$1,167,575 at the close.

The US SIF Foundation's Center for Sustainable Investment Education continued to serve investment professionals who seek expertise in the field of sustainable and impact investment. The Center provides both online and in-person offerings of its course, *Fundamentals of Sustainable and Impact Investment*, and a wealth of research and other resources.

In May, US SIF held its sixth annual conference, *Investing for the Next Generation*, in Washington, DC. The conference attracted more than 380 attendees and featured plenary and breakout sessions on issues ranging from bringing women to the table in private equity, corporate tax issues and investor risk, climate change and social justice, and embracing disruptive technologies.

US SIF focused on core public policy issues over the year, meeting with legislative and regulatory offices to increase familiarity with sustainable investment and advance priority issues. US SIF also organized a Capitol Hill Day to educate policymakers about sustainable, responsible and impact investment.

The sustainable investment community achieved a major policy success when the Department of Labor made the decision in December to update guidance related to shareholder engagement by ERISA-governed pension plans. The new guidance appropriately notes the positive role fiduciaries play through the exercise of shareholder rights.

Throughout the year, US SIF engaged media outlets and employed social media to share information on the sustainable, responsible and impact investing industry and to promote our publications and other initiatives.

G4-1 G4-2

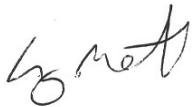
Our following on Twitter and Facebook grew by 33 percent and 65 percent respectively, and we received coverage in a range of outlets, including *CNBC*, *Barron's*, *The Boston Globe*, *The Huffington Post*, *Inc.com*, *InvestmentNews*, *MarketWatch* and *The Wall Street Journal*.

We thank our members for their support during 2016 and are excited for the year ahead. We also thank the members of our board for their service.^{G4-1}

Sincerely,



Lisa N. Woll, CEO



Craig Metrick, Board Chair

GOVERNANCE STRUCTURE & ACCOUNTABILITY

G4-34

The US SIF and US SIF Foundation boards of directors set organizational policies, adopt the annual budget and evaluate the Chief Executive Officer, among other duties. The boards of the two organizations are identical, except that each has a different chair. In 2016, the Chair of US SIF was Paul Hilton; the Chair of the US SIF Foundation was Justin Conway. The governance of US SIF is described below.

BOARD SIZE AND ELECTIONS: US SIF's board size is limited to a maximum of 17 directors and must have a minimum of nine. The majority is elected by the membership; in addition, the board may appoint up to four directors from among the membership to provide diversity relative to gender, race and ethnicity, expertise, industry network, geographical representation or for any other purpose. If a director steps down before his or her term is complete, a replacement may be appointed by a majority vote of the board of directors to serve out the term. One non-voting director seat is automatically assigned to US SIF's CEO.

TERM LENGTH AND LIMITS: The term of a director is three years. At-large directors and appointed directors are limited to two consecutive full terms of service, at which time they must cycle off the board. After a minimum of one year's absence, an ex-director is once again eligible to serve on the board and may run for election as an at-large director or fill one of the four appointed director seats.

CLASSIFIED BOARD: The at-large directors are elected in three staggered-term classes. The number of elected and appointed directors may be changed by an amendment of the organization's by-laws. However, no such amendment may reduce the term of any director then in office.

EXECUTIVE COMMITTEE: There are at least four executive members of the board who, with the CEO, comprise the board's executive committee. The chair is the principal officer of US SIF and presides at all meetings of the board of directors and the executive committee. The chair exercises general charge and supervision of the affairs of the organization, subject to the control of the board. The vice-chair performs the duty of the chair at the request of the chair or in the event of the chair's absence or disability. The secretary has general responsibility for US SIF's board documents, policies and minutes of board meetings, while the treasurer has general responsibility for US SIF's funds, financial records, property and securities. The bylaws provide the ability for the board to name additional officers.

BOARD DIVERSITY: In creating the slate for elected positions and in appointing directors, the board and its nominating committee seek to diversify the board in terms of gender, race, religion, ethnic origin, sexual orientation, geographic representation and business focus within the field of sustainable investing.

DIRECTOR COMPENSATION: Directors are not compensated for their time and are only reimbursed for expenses if approved by a majority vote of the board.

SEPARATION OF CHAIR AND CEO: The CEO is prohibited from serving as the chair of the board.

MEETINGS: The board holds at least three in-person meetings per year and held three in 2016. The board also held, by telephone, one meeting of the entire board.

DIRECTOR ATTENDANCE: Directors must attend at least two-thirds of all board meetings or risk being asked to resign.

COMMITTEES: There are two standing committees of the board defined in US SIF's bylaws: the executive committee and the nominating committee. For 2016, the executive committee members were: Paul Hilton

(Chair), Darragh Gallant (Vice Chair), Mark Regier (Secretary), Phil Kirshman (Treasurer) and Lisa Woll (CEO). The executive committee can approve changes to policies and other matters to ensure the smooth day-to-day operations of US SIF. However, the committee is not allowed to fill vacancies on the board or on any board committee, amend or repeal US SIF's bylaws, or take any action that affects more than 5 percent of US SIF's budget. It also needs to report all of its actions outside of ordinary business to the full board within 14 days. The nominating committee deals with vacant board seats and issues related to director elections. In 2016, its members were: Leslie Samuelrich (Chair), Andrew Behar, Paul Hilton, Nancy Reyes Mullins and Lisa Woll. In addition to these two committees, there were several other board committees. Lisa Woll is an ex officio member of all board committees.

AUDIT: Reviews US SIF's books and accounting practices [Michelle Clayman (Chair) and Nancy Reyes Mullins].

GOVERNANCE: Reviews and updates US SIF's governance practices [Darragh Gallant (Chair), Justin Conway, Alyssa Greenspan and Mark Regier].

401K TRUSTEES: Meets with the advisor provided by plan administrator Social(k) to review the performance and diversification provided by the funds offered under the US SIF plan, and to replace, retire or add funds to the lineup as appropriate [Andrew Behar, Alyssa Greenspan and Curtis Ravenel].

Additionally, a number of board members were also represented on the Conference Agenda Committee (see p. 10), Education Committee (see p. 17), and Research Committee (see p. 8). Several members of the board also serve on the Membership Committee, which assists with membership categories, dues and requirements, membership retention and recruitment efforts [Phil Kirshman (Chair), Darragh Gallant, Hilary Irby, Curtis Ravenel, Leslie Samuelrich and non-board members Jan Bryan, Bob Helmuth and Steven Prickett].

BY-LAWS: A full copy of US SIF's bylaws is available to members through the Member Center on the US SIF website.

ANNUAL REVIEW: The board conducts an annual self-review, led by the chair. The board sets annual goals as a body. All board members also set individual goals.

2016 BOARD ELECTIONS: US SIF conducted its 2016 election online for terms beginning in 2017. US SIF members voted in five new board members for three-year terms beginning in 2017:

- Steve Falci, Pax World Management
- Bruce Kahn, Sustainable Insight Capital Management
- Jonas Kron, Trillium Asset Management
- Craig Metrick, Cornerstone Capital Group
- Jackie VanderBrug, U.S. Trust, Bank of America Private Wealth Management

Alyssa Greenspan, Community Capital Management, was re-elected to a second three-year term. We also said thank you and farewell to our outgoing members: Meredith Benton, Director, Head of Client Relations, Sonen Capital; Paul Hilton, Partner, Trillium Asset Management, LLC; Hilary Irby, Executive Director, Head of Investing with Impact, Morgan Stanley; Phil Kirshman, Chief Investment Officer, Cornerstone Capital Group; and Curtis Ravenel, Global Head, Sustainability Group, Bloomberg, LP.

BOARD OF DIRECTORS



ANDREW BEHAR
CEO
As You Sow

MEREDITH BENTON
Director, Head of Client Relations
Sonen Capital, LLC

MICHELLE CLAYMAN
Managing Partner & CIO
New Amsterdam Partners

JUSTIN CONWAY
Chair, US SIF Foundation
Vice President, Investment
Partnerships
Calvert Foundation

DARRAGH GALLANT, VICE CHAIR*
Managing Director, U.S.
Sustainalytics

ALYSSA GREENSPAN
Chief Operating Officer
Community Capital
Management, Inc.

PAUL HILTON, CHAIR*
Partner
Trillium Asset
Management, LLC

HILARY IRBY
Executive Director, Head of
Investing with Impact
Morgan Stanley

PHIL KIRSHMAN, TREASURER*
Chief Investment Officer
Cornerstone Capital Investment
Management

NANCY REYES MULLINS
Founder and CEO
RI Strategy Consulting

CURTIS RAVENEL
Global Head, Sustainability Group
Bloomberg LP

MARK REGIER, SECRETARY*
Vice President of Stewardship
Investing, Director of Sales
Praxis Mutual Funds

LESLIE SAMUEL RICH
President
Green Century Capital
Management

LISA WOLL*
CEO
US SIF

**Executive Committee Member*



OUR WORK

The Following Sections Present Our Core Activities



RESEARCH & RESOURCES

US SIF

SRI MUTUAL FUND PERFORMANCE CHART: With data from US SIF member Bloomberg LP, US SIF updated its SRI Mutual Fund Performance Chart throughout 2016. This online chart offers data about US SIF members' funds—performance data, screening and shareholder advocacy information and account overviews—to investors and financial professionals.

SEPARATE ACCOUNT MANAGERS IN SUSTAINABLE AND RESPONSIBLE INVESTING: Throughout 2016, US SIF also updated its online chart of US SIF members offering separate accounts, a feature that enables institutional asset owners, family offices and high net worth individuals to find managers with expertise in sustainable and responsible investment strategies.

NEWSLETTER: US SIF's quarterly online newsletters allowed members to keep current on research, policy issues and new developments at US SIF.

US SIF Foundation

In 2016, the US SIF Foundation released three reports as part of its Center for Sustainable Investment Education.

FAMILY OFFICES: *Family Offices and Investing for Impact*, released in February, notes the abundant anecdotal evidence of the growing number of US family offices exploring ways to invest for impact. The report explains the reasons behind the upsurge in interest, highlights the investment strategies and sectors of interest that these families are exploring, and profiles nine family offices that are investing for impact. Drawing on interviews with family offices and other industry professionals, the guide offers recommendations and resources for family offices to get started in sustainable, responsible and impact investing across different asset classes.

RESEARCH COMMITTEE AT DECEMBER 2016

Catherine Banat
Meredith Benton
Molly Betournay
Sarah Cleveland
Sarah Cohn
Justin Conway
Amy Dine
Kimberly Gladman
Bruce Kahn
Tim Smith
Tom Woelfel

IMPACT: The second edition of the *Impact of Sustainable and Responsible Investment*, released in June, provides examples of how the sustainable, responsible and impact investment industry has: changed the investment industry and added options for investors; improved companies through active ownership and engagement; aided communities and individuals; and influenced public policy and developed organizations to promote sustainable investment.

TRENDS: The 2016 edition of the *Report on US Sustainable, Responsible and Impact Investing Trends*—the 11th in the series—was released in November. The “Trends Report” plays a critical role in defining how the media portrays the responsible investing industry and in advancing public understanding of the field. The 2016 edition identified:

- \$8.10 trillion in US-domiciled assets at the beginning of 2016 held by 477 institutional investors, 300 money managers and 1,043 community investment institutions that apply various environmental, social and governance criteria in their investment analysis and portfolio selection, and
- \$2.56 trillion in US-domiciled assets at the beginning of 2016 held by 225 institutional investors or money managers that filed or co-filed.

After eliminating double counting for assets involved in both strategies and for assets managed by money managers on behalf of institutional investors, the overall total of SRI assets at the beginning of 2016 was \$8.72 trillion, nearly 22 percent of the \$40.3 trillion in total assets under management tracked by Cerulli Associates. From 1995, when the US SIF Foundation first measured the size of the US sustainable and responsible investing market, to 2016, the SRI universe has increased nearly 14-fold, a compound annual growth rate of 13.25 percent.

The US SIF Foundation held a launch event hosted by Bloomberg LP in New York City, which was attended by approximately 100 US SIF members and other SRI practitioners. The event kicked off with highlights of the report from the project directors, Meg Voorhes of the US SIF Foundation and Joshua Humphreys of the Croatan Institute. US SIF Foundation CEO Lisa Woll then moderated a panel session with Ingrid Dyott (Neuberger Berman), Matt Patsky (Trillium Asset Management) and Fran Seegull (US Impact Investing Alliance). The report received coverage in *Bloomberg*, *Financial Advisor Magazine*, *Forbes*, *Foundation and Endowment Intelligence*, *Money Market Intelligence*, *the New York Times*, *Pensions & Investments* and *US News & World Report*, among many other news outlets.

We also held three webinars, co-hosted by CFA Institute, the Council of Institutional Investors and Morningstar, respectively, to publicize the key findings among audiences beyond our membership.

EVENTS & MEDIA

US SIF

ANNUAL CONFERENCE: In May, US SIF held its sixth annual conference, *Investing for the Next Generation*, in Washington, DC. Member-only programming included US SIF's annual meeting, Capitol Hill Day and working group meetings. It also featured a plenary spotlight on "Paths to Sustainable and Impact Investing Careers" as well as a member conversation about ESG ratings. The conference attracted more than 380 attendees, raised the profile of our organization and our industry in several media outlets, and provided plenary and breakout sessions on issues ranging from bringing women to the table in private equity, corporate tax issues and investor risk, and family offices and investing for impact. The conference featured plenary sessions that included US Secretary of Labor Thomas E. Perez, US Senator Sheldon Whitehouse, Deborah Winshel, BlackRock's Global Head of Impact Investing; and Theresa Whitmarsh, the Executive Director of the Washington State Investment Board. US SIF staff is grateful to the volunteer members of the Agenda Committee in 2016 for developing ideas for sessions and helping to identify speakers. We also thank our conference sponsors for their support.

SOCIAL MEDIA: US SIF continued to grow its social media presence. At the end of 2016, US SIF's Twitter feed counted 4,490 followers, compared with 3,381 followers at the end of 2015, and our following on Facebook increased from 1,110 to 1,829. US SIF also maintained a LinkedIn Group for its members and established a LinkedIn company page. US SIF used these channels to promote US SIF events, press releases and research, and developments in SRI.

CONFERENCE AGENDA COMMITTEE AT DECEMBER 2016:

Susan Babcock
Sarah Cleveland
Stu Dalheim
Noel Friedman

Nina Gardner
Erin Gray
Bruce Kahn
Jonas Kron

Carol Laible
Betsy Zeidman

SPONSORS OF THE CONFERENCE:

Aberdeen Asset Management
Arena Investments
Bank of America
Bloomberg
Breckenridge Capital Advisors
Calvert Foundation
Calvert Investments
Campbell Soup Company
Christian Brothers Investment Services (CBIS)
ClearBridge Investments
Cornerstone Capital Group
Dana Investment Advisors

Domini Social Investments
First Affirmative Financial Network
General Motors
Incapital
Iroquois Valley Farms
Morgan Stanley
MSCI ESG Research
Neuberger Berman
New Amsterdam Partners
North Sky Capital
Nuveen Investments
Parametric

Parnassus Investments
Pax World Investments
Progressive Asset Management
RBC
Sentinel Investments
Sustainalytics
Trillium Asset Management
Vigeo Eiris

Responsible Investor was the conference media sponsor.

MEDIA RELATED: US SIF or the US SIF Foundation issued 14 press releases and statements in 2016 on US SIF's programs, research and public policy priorities. US SIF staff was quoted and US SIF Foundation data were included in a variety of outlets, including *Bloomberg*, *Financial Advisor Magazine*, *Forbes*, *Foundation and Endowment Intelligence*, *Money Market Intelligence*, *The New York Times*, *Pensions & Investments* and *US News & World Report*, among others. Lisa Woll co-authored an opinion piece for *MarketWatch* titled "Give Stockholders Better Tools to be Socially Responsible Investors."

MEMBER RECEPTIONS: US SIF held receptions in 2016 for current and prospective members in Boston, Chicago, Denver, San Diego, San Francisco, Los Angeles and New York City.

US SIF Foundation

MEMBER WEBINARS: As part of its effort to expand educational and professional development opportunities, the US SIF Foundation held several webinars for members in 2016. Topics included:

- Carbon Tax: What Investors & Business Leaders Should Know, a joint webinar with American Sustainable Business Council featuring US Senator Brian Schatz of Hawai'i
- ESG Ratings of Global Mutual Funds
- Policy and Advocacy Training for Capitol Hill Day
- Highlights from the *Report on US Sustainable, Responsible and Impact Investing Trends 2016*

PUBLIC POLICY

US SIF

The following table summarizes US SIF's actions in support of its six policy priorities in 2016 and the outcomes of these efforts. For more information, please visit www.ussif.org/policy.

GOAL	ACTIONS AND OUTCOMES
Educate legislators and regulators about sustainable and impact investing	<p>US SIF hosted Capitol Hill Day on May 23 during the 2016 Annual Conference to educate policymakers about sustainable, responsible and impact investing. Over 45 members participated. In addition to meetings with Congressional offices, US SIF and several members met with senior White House officials to discuss the Obama Administration's priorities on climate change, corporate political spending disclosure and campaign finance.</p> <p>US SIF also met with congressional staff at other points throughout the year.</p> <p>Finally, US SIF held meetings with SEC Commissioner Kara Stein and senior staff at the US Securities and Exchange Commission (SEC) and participated in White House meetings organized by American Sustainable Business Council's SustyBiz Annual Summit and an investor advocacy day hosted by Ceres.</p>

GOAL	ACTIONS AND OUTCOMES
Require publicly traded companies to disclose their political contributions and support efforts to provide the public with greater information about campaign expenditures	<p>In response to the <i>Citizens United v. Federal Election Commission</i> decision, US SIF and many others have supported a 2011 petition to the SEC requesting it to require publicly traded companies to disclose their use of corporate resources for political purposes. Despite more than a million comments supporting the petition, the SEC has not acted. In March, US SIF contacted Members of Congress asking them to support a letter drafted by Representatives Michael Capuano (D-MA) and Chris Van Hollen (D-MD) requesting the Subcommittee on Financial Services and General Government to keep the FY2017 budget free from riders or any language that would limit the SEC's ability to work on a corporate political spending disclosure rule.</p>

GOAL	ACTIONS AND OUTCOMES
Support climate change legislation and regulation, including rules to curb greenhouse gas emissions from coal- and oil-fired electric generating units	<p>In 2016, US SIF participated at a meeting with the White House Council on Environmental Quality on Community Development Finance Institutions and Climate Resilience. US SIF also co-hosted a webinar on a federal carbon tax with the American Sustainable Business Council (ASBC). Guest speaker Senator Brian Schatz (D-HI) discussed a carbon tax bill co-sponsored with Senator Sheldon Whitehouse (D-RI).</p>

GOAL

Support rulemaking under *The Dodd-Frank Wall Street Financial Reform and Consumer Protection Act of 2010* (Dodd-Frank Act)

ACTIONS AND OUTCOMES

On June 27, after extensive engagement by US SIF in coalition with investors and civil society organizations, the SEC issued its final rule on the disclosure of payments by publicly-traded companies that extract natural resources, as required by Section 1504 of the Dodd-Frank Act. US SIF issued a press release applauding the rule, which aligns with the payment transparency rules in other countries, including those adopted in the European Union and Canada.

After the 2016 elections, US SIF and its members have monitored efforts by the new Administration and Congress to roll back Dodd-Frank, including voiding the payment transparency rule, as well as limiting the SEC's ability to implement and enforce the conflict minerals rule, the pay ratio disclosure rule and the guidance relating to climate-change risks.

GOAL

Urge the SEC to require corporate ESG disclosure and avoid any weakening or rollback of corporate disclosure

ACTIONS AND OUTCOMES

In 2016, US SIF and its members met with Commissioners and senior staff about requiring greater ESG disclosure. In 2016, US SIF submitted a comment letter to the SEC on the agency's Concept Release on *Business and Financial Disclosures Required by Regulation S-K*. We commented on many sections of the Release, including questions on sustainability disclosure. We issued a joint press release with the Interfaith Center on Corporate Responsibility (ICCR) on the Concept Release.

Additionally, US SIF co-sponsored an event and a document with the Center for American Progress reviewing the responses to Regulation S-K.

GOAL

Persuade the US Department of Labor to rescind or substantially revise its 2008 bulletins on Economically Targeted Investments and on Shareholder Rights

ACTIONS AND OUTCOMES

On December 29, after years of work by US SIF and its members, the US Department of Labor rescinded Interpretive Bulletin 2008-2 relating to the Exercise of Shareholder Rights and replaced it with [Interpretive Bulletin 2016-01](#). US SIF supported this change as IB 2008-2 was not only inconsistent with prior guidance, but may have discouraged ERISA plan fiduciaries from exercising their shareholder rights. The guidance appropriately notes the positive role fiduciaries play through the exercise of shareholder rights. Additionally, this guidance also reinforces the language of [IB 2015-1](#) on economically targeted investments, which clarified that environmental, social and governance impacts can be intrinsic to the market value of an investment.

POLICY COMMITTEE AT DECEMBER 2016

Tim Smith (chair)
Stu Dalheim
Bennett Freeman
Julie Fox Gorte
Adam Kanzer
Michael Kramer
Jonas Kron
Leslie Samuelrich
Wayne Silby
Betsy Zeidman
Lisa Woll

In addition to the above longstanding priorities, US SIF signed a letter drafted by the Council of Institutional Investors to the US Senate Banking Committee opposing legislation in the House of Representatives that would tighten regulation of proxy advisory firms. Moreover, US SIF submitted a comment letter to the US Department of Labor on its Proposed Revision of Annual Information Return/ Reports and Proposed Rules Regarding Annual Reporting and Disclosure (Form 5500). Form 5500 is required to be filed by each pension and other employee benefit plan concerning, among other things, the financial condition and operations of the plan. US SIF supported the proposed rule and believe that it will improve transparency of employee benefit plans.

Finally, in the post-election climate, US SIF, its Policy Committee and members started to assess the impact of the election on our work on sustainable, responsible and impact investing. In November, US SIF convened a strategy call with key field-building sustainable investment and business organizations to discuss individual and shared priorities and the impact of the recent election.

OTHER PROGRAMS

The program work of US SIF and the US SIF Foundation is largely carried out by staff, but also receives support from members who volunteered their time on committees and member-led working groups in 2016. In June, US SIF as a part of its 2016-2018 Strategic Plan phased out working groups and created two new committees: the Company Calls Committee and Member Programming Committee.

US SIF

COMPANY CALLS COMMITTEE: US SIF established the Company Calls Committee (CCC) in July 2016. The purpose of the CCC is to organize due diligence calls with publicly traded companies for US SIF members. These calls provide US SIF members valuable opportunities to speak with company representatives about their companies' environmental, social and governance practices and performance. The committee serves as a resource to companies by providing a point of contact into the sustainable investment analyst community.

SUSTAINABLE INVESTMENT RESEARCH ANALYST NETWORK (SIRAN): In 2016, the Sustainable Investment Research Analyst Network (SIRAN), a member network that was phased out in June, organized a cyber security call discussing why investors should care about cyber security and questions they should ask about cyber risks and incidents. SIRAN also held a company call with Microsoft, giving analysts within the SRI community the opportunity to question corporate representatives about sustainability challenges and opportunities at the company. In addition, SIRAN and the International Working Group (IWG) jointly organized an afternoon session for their members during the US SIF annual conference (see more under International Working Group section).

US SIF Foundation

GLOBAL SUSTAINABLE INVESTMENT ALLIANCE (GSIA): The US SIF Foundation is a founding member of and is actively involved with the Global Sustainable Investment Alliance, a collaboration of the six largest sustainable investment membership organizations around the world. CEO Lisa Woll attended GSIA's sixth annual meeting in London in March.

MEMBER PROGRAMMING COMMITTEE: The Member Programming Committee was created in July 2016 to provide input and assistance to US SIF and the US SIF Foundation on programming for members. The Committee helps organize programs for the Member Day portion of US SIF's annual conference and other convenings and webinars.

COMMUNITY INVESTING WORKING GROUP (CIWG): The CIWG hosted a webinar in January 2016 entitled Global Community Investments Meet Global Needs. The webinar set the stage with an overview of the history and

COMPANY CALLS COMMITTEE AT DECEMBER 2016

Levi Stewart (chair)
Lou Coppola
Benedict Buckley
Samantha Sue Ping
Carly Greenberg
Beth Williamson
Dayna Linley-Jones
Glen Yelton

SIRAN STEERING COMMITTEE AT JUNE 2016

Matthew Barg
Shadé Brown
Dayna Linley-Jones
Mike Lombardo
Nandana Mewada
Samantha Sue Ping
Leah Turino
Mariela Vargova

MEMBER PROGRAMMING COMMITTEE AT DECEMBER 2016

Molly Betournay
Ingrid Dyott
Amy Farrell
Stacy Gooch
Donna Katzin
Michael Kramer
Ken Locklin
Nick Pelosi
Liz Sessler
Mariela Vargova
Mike Wallace

scale of international community investing, as well as recent trends and resources. At the 2016 US SIF Annual Conference, the CIWG hosted a session on the impact of fintech and crowdfunding on economically-excluded communities.

INDIGENOUS PEOPLES WORKING GROUP (IPWG): The IPWG held monthly steering committee calls to discuss important issues at the intersection of indigenous peoples and sustainable and responsible investing.

INTERNATIONAL WORKING GROUP (IWG): During US SIF's annual conference, the International Working Group and SIRAN organized an afternoon event on "Governance: Evolving Approaches and Investor Insights." Four panel sessions covered: the evolution of "good" governance; ownership structure and its impact on performance; executive compensation: shifting from historical pay for performance to incentive analysis; and moving from governance to board culture and risk tolerance.

WORKING GROUP STEERING COMMITTEE MEMBERS AT JUNE 2016

CIWG STEERING COMMITTEE

Liz Sessler (chair)
Karin Chamberlain
Paige Chapel
Justin Conway
Georgette Frazer
William Jacobsen
Jeannine Jacokes
Donna Katzin
Stuart Krengel
Anne Lawson
Andy Loving
Joe Porter
Liz Rogers
Michael Swack

IPWG STEERING COMMITTEE

Jan Bryan (co-chair)
Susan White (co-chair)
Steven Heim
Stephanie Leighton
Reed Montague

IWG STEERING COMMITTEE

Molly Betournay (co-chair)
Tony Campos (co-chair)
Simon Billenness
Lisa Hayles
Sonia Kowal
Ken Locklin
Urvi Mehta
Mariela Vargova
Ariane de Vienne
Rob Wilson
Shane Yonston

PROFESSIONAL EDUCATION

US SIF Foundation

The Center for Sustainable Investment Education, housed in the US SIF Foundation, serves the growing need of investment professionals in the United States to gain expertise in the field of sustainable, responsible and impact investment. The Center provides education, research and thought leadership on sustainable investment.

ONLINE COURSE: The Center's online course for financial advisors and other investment professionals who are new to SRI, Fundamentals of Sustainable and Impact Investment, takes approximately three hours to complete and is self-paced. Completion of the course results in a certificate, three CFP® Board and CFA Institute continuing education credits, as well as three hours of CE credit towards IMCA's CIMA®, CIMC® and CPWA® certifications.

IN-PERSON COURSES: The US SIF Foundation delivered two in-person trainings based on the Fundamentals course during the year. The first was held at the US SIF conference in Washington, DC; the second was held at the SRI Conference in Denver in November. Participants who completed the trainings received a certificate and the continuing education credits described above for the online course.

EDUCATION COMMITTEE AT DECEMBER 2016

Michael Lent (co-chair)
Craig Metrick (co-chair)
Michelle Clayman
Sarah Cleveland
Peter Coffin
Ingrid Dyott
Paul Ellis
Noel Friedman
Darby Hobbs
Hillary Irby
Bruce Kahn
Phil Kirshman
Curtis Ravenel
Jeffrey Suyematsu
Lisa Woll



OUR COMMITMENT TO SUSTAINABILITY

The following section presents our commitment to our employees and to sustainability



POLICIES

G4-56 G4-DMA G4-EN19

Below is an overview of US SIF's environmental, employee and other social policies.

STAFF TRAVEL: US SIF policy strongly encourages staff to use bicycles, public transportation or shared rides whenever possible when commuting to work or travelling on US SIF business. US SIF participates in the Washington Metropolitan Area Transit Authority's SmartBenefits program, which allows employees to pay for public transportation expenses with pre-tax income. US SIF's central office location, adjacent to four major subway lines and bus transportation, as well as a metropolitan private shared bike service, provides incentive for its employees to use public transportation, and all of them did in 2016. On business travel, train use is promoted over air travel for short trips. Detailed information on staff travel appears in the analysis of the organization's carbon footprint in the environmental practices section below.

RECYCLING AND WASTE REDUCTION: US SIF recycles office paper, cardboard, drink containers and other items, including toner cartridges for its printers. It also uses partially recycled paper. US SIF donates or responsibly recycles all used electronic equipment. US SIF staff and guests use non-disposable glasses, plates and utensils, and US SIF staff composts its coffee grounds. US SIF offers electronic versions of all of its marketing, research reports and other print materials to minimize paper use and limits print materials whenever possible. More information on US SIF's paper use appears in the environmental practices section.

ENVIRONMENTAL CONSIDERATIONS FOR EVENTS: US SIF considers the sustainability initiatives of the prospective venues it reviews during the site selection process for conferences. These considerations include energy efficiency, use of renewable energy, green building certifications, water use, recycling and waste management, use of local organic food, food donations, stakeholder relations and labor practices. US SIF also weighs whether a site is compliant with the Green Hotel Initiative and whether it has calculated its carbon footprint with the goal of reducing its greenhouse gas emissions. At event venues, US SIF encourages attendees to recycle and makes recycling as easy as possible. It also seeks sustainable, organic and fair trade products in menu selections and avoids using bottled water at its events.

EEO POLICY: US SIF's anti-bias policy states that it "shall not discriminate and shall take affirmative action to ensure that it conducts all business without regard to a person's race, color, religion, gender, age, affectional or sexual orientation, marital or familial status, national origin, ancestry, non-job related disability, veteran status or other unlawful bases." As an organization based in the District of Columbia, US SIF also is prohibited from discriminating in employment based on gender identity.

EMPLOYEE BENEFITS: US SIF offers employees a group health and dental plan and subsidizes the premiums for employees working full-time. It also provides a 401(k) plan, matches contributions up to 5 percent of an employee's annual salary before taxes and offers SRI and other investment options through Social(k). US SIF provides sick, vacation and personal leave to all employees, as well as disability and life insurance. Employees may also elect to make pre-tax contributions to participate in the SmartBenefits program offered by the local transportation authority and in a flexible spending account program for medical and child care expenses.

US SIF also offers the opportunity to apply for a one to three week sabbatical to all employees at the conclusion of each five years of full-time employment. Unlike vacation or other types of paid leave, the objective of the sabbatical leave is to provide staff with the opportunity to enjoy a period of time away from the day to day demands of their jobs in order to concentrate on a work-related project and to develop further professionally.

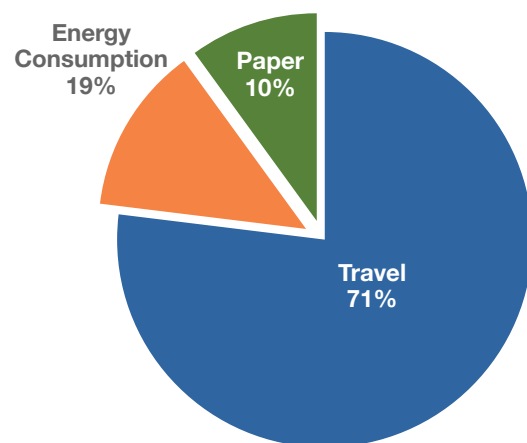
POLITICAL CONTRIBUTIONS: US SIF does not make political contributions or endorse candidates for public office.

ENVIRONMENTAL FOOTPRINT

G4-DMA

Below is an overview of some of US SIF’s environmental practices. (Governance was covered on pages x–x). Additional information appears in the GRI Index at the end of this report.

As advised by the Global Reporting Initiative, US SIF used the Greenhouse Gas Protocol (GHG Protocol) developed by the World Resources Institute and the World Business Council for Sustainable Development to calculate its greenhouse gas emissions. In particular, it used the GHG Protocol’s guidance for small, office-based businesses: *Working 9 to 5 on Climate Change*. US SIF has no direct emissions. Under the GHG Protocol, all of US SIF’s emissions are indirect “Scope Three” emissions as US SIF does not own its office space and does not own corporate cars or jets. US SIF focused measurements of its indirect emissions in four primary areas: employee commuting, business travel, office energy consumption and paper use.



US SIF 2016 CARBON FOOTPRINT SUMMARY

EMPLOYEE DAILY COMMUTE AND TRAVEL: In 2016, US SIF employed nine staff members, although only four staff members were full-time employees (FTEs) through the entire calendar year. All US SIF employees used public transportation to commute in 2016, except for one employee who walked to and from work. Two employees used car travel for a portion of their commute to get to the subway, while three employees spent at least one day of the week working from home. Each US SIF staff member was granted three to five weeks of vacation leave per year, in addition to sick leave, as well as the equivalent of two weeks federal holiday leave. Therefore, total miles are based on a 46-week work year, unless noted otherwise in the table below.

2016 EMPLOYEE COMMUTING PATTERNS

EMPLOYEE	NO. OF COMMUTING DAYS (PER WEEK)	CAR MILES (PER DAY)	BUS MILES (PER DAY)	LIGHT RAIL MILES (PER DAY)	TRAIN (DC METRO) MILES (PER DAY)	WALK/BIKE MILES (PER DAY)
#1	3	6	0	0	14	0.5
#2	4	0	0	0	13	1
#3	4	2	0	0	14	0.1
#4 (41 weeks FTE)	5	0	0	0	4	1.5
#5 (50 weeks FTE)	5	0	0	0	0.6	2.4
#6	5	0	0	0	0	1.6
#7 (33 weeks FTE)	4	0	0	0	32	1.5
#8 (39 weeks FTE)	5	0	0	0	14	2.4
#9 (10 weeks FTE)	5	0	0	0	14	1.3
Total Miles Per Day	—	8	0	0	105.6	12.3
Total for 2016	—	1,196	0	0	18,127	2,420

EMPLOYEE BUSINESS-RELATED TRAVEL: US SIF employees are required to file trip reports for all business-related travel. Using these reports, US SIF was able to calculate mileage for all types of travel, except some car travel completed without receipts from car rental companies and some travel by public transport. Whenever possible, mileage estimates were made using Google maps and other methods to arrive at the totals in the accompanying table.

2016 EMPLOYEE BUSINESS-RELATED TRAVEL

AIR MILES	TRAIN/SUBWAY MILES	BUS MILES	CAR MILES
43,340	5,297	0	485

TOTAL CARBON FOOTPRINT OF US SIF TRAVEL: Based on the total number of miles traveled, we calculated the total number of carbon emissions, in carbon dioxide equivalent (CO₂-e), each mode of transportation produced with emission factors from the Department of Energy’s Energy Information Administration. As expected, the greatest factor to US SIF’s total carbon footprint was traveling via airplane, followed by train and car. (No travel occurred by bus.). In total, the carbon footprint of US SIF’s travel was 11.87 metric tons of carbon dioxide equivalent, up from 10.41 metric tons in 2015.

2016 TOTAL CARBON EMISSIONS FROM TRAVEL

MODE OF TRANSPORTATION	TOTAL MILES TRAVELED	EMISSIONS FACTOR	TOTAL CO ₂ -E (METRIC TONS)
Air	43,340	0.00019	8.235
Train	23,424	0.00013	3.045
Bus	—	0.00005	—
Car	1,681	0.00035	0.588
Total for 2016			11.87

OFFICE ENERGY CONSUMPTION: US SIF leased office space in the KITA Building, located at 1660 L Street NW, Suite 306, Washington, DC 20036, during 2016. The KITA Building used 2,024,049 kilowatt hours (kWh) of electricity for its 135,061 square feet or just under 15 kWh per square foot during the year. US SIF occupies 2,132 square feet of space. Based on these assumptions, we estimate that US SIF used an annual total of 31,950 kWh.

Using the average emissions factor for our region (0.0001002 metric tons of carbon dioxide equivalent per kilowatt hour per the Environmental Protection Agency), we estimated that the carbon footprint for the US SIF office from electricity use was 3.20 metric tons of CO₂-e in 2016, up from 2.95 metric tons in 2015. Our estimates do not account for US SIF’s use of common areas in the building.

PAPER CONSUMPTION: US SIF used the approximate equivalent of 350 reams of paper in the production of marketing materials, reports, business cards and day-to-day office paper consumption. The average weight of a ream of paper is 2.6 kilograms per ream, and the carbon footprint for recycled content, which US SIF used,

is 1.907 kilograms of CO₂-e per kilogram of paper consumed. Using these assumptions, the carbon footprint of US SIF's paper use was 1.735 metric tons of CO₂-e, up from 0.495 metric tons in 2015. The reason for the increase in paper consumption in 2016 is likely because US SIF Foundation produced three reports in 2016 with 221 pages total, compared to two reports in 2015 with 84 pages in total.

TOTAL CARBON FOOTPRINT: Based on our calculations and assumptions, US SIF's carbon footprint is the equivalent of 16.805 metric tons of CO₂-e, or 2.29 metric tons per full-time staff equivalent. In 2016, US SIF's total carbon footprint was mainly due to traveling (71 percent of total emissions), followed by energy usage (19 percent), and paper use (10 percent).

YEAR	2016	2015	2014	2013	2012
Carbon Footprint (metric ton/FTE)	2.292	2.120	1.966	2.541	2.085

STAFF



LISA WOLL
CEO



FARZANA HOQUE
Manager of Research
and Programs



ALYA KAYAL
Director of Programs
and Policy



MARY LIANG
Program Assistant



ADAM SICKLE
Administrative and
Operations Coordinator



MICHAEL YOUNG
Manager of Education
Programs



MEG VOORHES
Director of Research

2016 AUDITED FINANCIALS



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WASHINGTON, DC 20036
(T) 202.822.0717
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Independent Auditors' Report

To the Board of Directors
US SIF: The Forum for Sustainable and Responsible
Investment and US SIF Foundation
Washington, D.C.

We have audited the accompanying consolidated financial statements of US SIF: The Forum for Sustainable and Responsible Investment and US SIF Foundation (collectively referred to as the Organization), which comprise the consolidated statement of financial position as of December 31, 2016, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2016, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.



To the Board of Directors
US SIF: The Forum for Sustainable and
Responsible Investment and
US SIF Foundation

Report on Summarized Comparative Information

We have previously audited the Organization's 2015 consolidated financial statements, and we expressed an unmodified audit opinion on those consolidated financial statements in our report dated May 22, 2016. In our opinion, the summarized comparative information presented herein as and for the year ended December 31, 2015, is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.

Councilor, Buchanan + Mitchell, P.C.

Washington, D.C.
May 9, 2017

Certified Public Accountants

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2016**

(WITH SUMMARIZED FINANCIAL INFORMATION AS OF DECEMBER 31, 2015)

	2016	2015
Assets		
Current Assets		
Cash and Cash Equivalents	\$ 1,482,276	\$ 1,044,133
Accounts Receivable	11,000	-
Prepaid Expenses	45,025	10,677
Total Current Assets	1,538,301	1,054,810
Property and Equipment		
Equipment	22,452	18,056
Accumulated Depreciation and Amortization	(17,489)	(15,133)
Total Property and Equipment	4,963	2,923
Security Deposit	9,754	9,754
Total Assets	\$ 1,553,018	\$ 1,067,487
Liabilities and Net Assets		
Current Liabilities		
Accounts Payable and Accrued Expenses	\$ 70,853	\$ 65,812
Deferred Revenue	264,135	313,720
Deferred Rent	3,962	1,068
Total Current Liabilities	338,950	380,600
Deferred Rent, Net of Current Portion	44,765	48,727
Sublease Security Deposit	1,728	1,728
Total Liabilities	385,443	431,055
Net Assets		
Unrestricted	1,047,575	636,432
Temporarily Restricted	120,000	-
Total Net Assets	1,167,575	636,432
Total Liabilities and Net Assets	\$ 1,553,018	\$ 1,067,487

See accompanying Notes to Consolidated Financial Statements.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATED STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2016
(WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2015)**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>2016 Total</u>	<u>2015 Total</u>
Revenues				
Membership Dues	\$ 1,010,045	\$ -	\$ 1,010,045	\$ 905,654
Contributions	250,910	120,000	370,910	154,695
Sponsorship, Other than Events	162,000	-	162,000	6,475
Event Related Income	464,140	-	464,140	494,180
Interest Income	666	-	666	560
Course Registration	18,972	-	18,972	28,695
Publications	5,500	-	5,500	9,175
Other Revenue	36,870	-	36,870	16,517
	<u>1,949,103</u>	<u>120,000</u>	<u>2,069,103</u>	<u>1,615,951</u>
Expenses				
Program Services	1,408,381	-	1,408,381	1,393,897
Management and General	109,257	-	109,257	103,993
Membership Development	-	-	-	-
Fundraising	20,322	-	20,322	14,463
	<u>1,537,960</u>	<u>-</u>	<u>1,537,960</u>	<u>1,512,353</u>
Change in Net Assets	411,143	120,000	531,143	103,598
Net Assets, Beginning of Year	<u>636,432</u>	<u>-</u>	<u>636,432</u>	<u>532,834</u>
Net Assets, End of Year	<u><u>\$ 1,047,575</u></u>	<u><u>\$ 120,000</u></u>	<u><u>\$ 1,167,575</u></u>	<u><u>\$ 636,432</u></u>

See accompanying Notes to Consolidated Financial Statements.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2016**

(WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2015)

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>2016 Total</u>	<u>2015 Total</u>
Salaries	\$ 604,812	\$ 68,591	\$ 12,511	\$ 685,914	\$ 591,956
Employee Benefits and Payroll Taxes	96,451	10,932	1,944	109,327	99,980
Payroll and Benefits Administration	5,061	574	105	5,740	7,362
Consulting	304,040	11,655	2,372	318,067	387,965
Office Expenses	187,169	15,648	2,944	205,761	162,133
SIF - Sponsored Events	163,857	-	-	163,857	216,892
Staff Meals, Lodging, and Travel	29,868	375	168	30,411	29,501
Financial Services and Fees	14,994	1,255	231	16,480	14,795
Miscellaneous	2,129	227	47	2,403	1,769
Total Expenses	\$ 1,408,381	\$ 109,257	\$ 20,322	\$ 1,537,960	\$ 1,512,353

See accompanying Notes to Consolidated Financial Statements.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2016
(WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2015)**

	<u>2016</u>	<u>2015</u>
Cash Flows from Operating Activities		
Change in Net Assets	\$ 531,143	\$ 103,598
Adjustments to Reconcile Change in Net Assets to Net Cash Provided by Operating Activities		
Depreciation and Amortization	2,356	2,289
Increase in Accounts Receivable	(11,000)	-
(Increase) Decrease in Prepaid Expenses	(34,348)	20,849
Decrease in Security Deposit	-	5,313
Increase (Decrease) in Accounts Payable and Accrued Expenses	5,041	(13,134)
(Decrease) Increase in Deferred Revenue	(49,585)	151,792
(Decrease) Increase in Deferred Rent	(1,068)	2,015
Decrease in Sublease Security Deposit	-	(760)
	<u>442,539</u>	<u>271,962</u>
Net Cash Provided by Operating Activities	442,539	271,962
Cash Flows from Investing Activities		
Purchases of Property and Equipment	(4,396)	-
	<u>(4,396)</u>	<u>-</u>
Net Cash Used in Investing Activities	(4,396)	-
Net Increase in Cash and Cash Equivalents	438,143	271,962
Cash and Cash Equivalents, Beginning of Year	<u>1,044,133</u>	<u>772,171</u>
Cash and Cash Equivalents, End of Year	<u><u>\$ 1,482,276</u></u>	<u><u>\$ 1,044,133</u></u>

See accompanying Notes to Consolidated Financial Statements.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2016**

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization and Principles of Consolidation

US SIF: The Forum for Sustainable and Responsible Investment (formerly Social Investment Forum, Ltd.) (US SIF) is a nonprofit organization incorporated under the laws of New York in November 1984. The objective and purpose of the US SIF is to advance investment practices that consider environmental, social, and corporate governance criteria to generate long-term competitive financial returns and positive societal impact.

US SIF Foundation (formerly Social Investment Forum Foundation, Inc.) (the Foundation) is a nonprofit organization incorporated under the laws of Massachusetts in June 1989. The objective and purpose of the Foundation is to support the activities and purpose of the US SIF by assuming the responsibilities for, and the management of, certain educational and research activities.

The US SIF and the Foundation (collectively referred to as the Organization) share staff and board members and the US SIF is the sole member of the Foundation.

The consolidated financial statements include the accounts of the US SIF and the Foundation. All interorganization balances have been eliminated in consolidation.

The Organization is funded primarily by member dues, contributions, and event and sponsorship revenues.

The Organization's programs include the publication of reports and resource guides, professional education courses, and events, seminars, and forums relating to the concept of sustainable and responsible investing and business practices.

Basis of Accounting

The accompanying consolidated financial statements are presented on the accrual basis of accounting. Consequently, revenue is recognized when earned and expenses when incurred.

Income Tax

The US SIF is a membership association and is exempt from federal and state income taxes under Section 501(c)(6) of the Internal Revenue Code. The Foundation is a supporting organization to the US SIF and is exempt from federal and state income taxes under Section 501(c)(3) of the Internal Revenue Code.

The Organization requires that a tax position be recognized or derecognized based on a "more-likely-than-not" threshold. This applies to positions taken or expected to be taken in a tax return. The Organization does not believe its consolidated financial statements include, or reflect, any uncertain tax positions.

The US SIF and the Foundation's Form 990, *Return of Organization Exempt from Income Tax*, are subject to examination by the taxing authorities generally for three years after filing.

US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2016

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents

The Organization considers all amounts in the checking and operating accounts as cash and cash equivalents.

Accounts Receivable

Accounts receivable consist primarily of amounts due for sponsorship. Management reviews the collectability of the receivables on a regular basis and no reserve for doubtful accounts has been established because management expects to collect accounts receivable in full.

Property and Equipment

The Organization capitalizes all property and equipment acquisitions of \$1,000 and above. Property and equipment are recorded at cost, if purchased, or fair market value at date of donation, if contributed. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets.

Functional Expense Allocation

The costs of providing various programs and other activities have been summarized on a functional basis in the consolidated statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Contributions

Contributions are recorded in unrestricted, temporarily restricted, or permanently restricted net assets, depending on the existence and/or nature of any donor restrictions. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the consolidated statement of activities as net assets released from restrictions. Temporarily restricted contributions are recorded as unrestricted if the restriction is met in the same accounting period as the contribution is received.

Estimates

The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts and disclosure. Actual results could differ from those estimates.

Deferred Revenue

Deferred revenue consists of membership dues and sponsorship revenue received in advance of the applicable calendar year or event.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2016**

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Reclassification

Certain 2015 amounts have been reclassified for comparative purposes.

Prior Year Information

The consolidated financial statements include certain prior year summarized comparative totals as of and for the year ended December 31, 2015. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's consolidated financial statements for the year ended December 31, 2015, from which the summarized information was derived.

2. PENSION PLAN

The Organization maintains a 401(k) plan (the Plan) for all eligible employees. Under the terms of the Plan, the Organization makes a safe harbor match and a discretionary contribution for eligible employees participating in the Plan. All employees are eligible to participate upon employment. For the year ended December 31, 2016, the Organization made contributions of approximately \$30,400 to the Plan.

3. LEASE COMMITMENTS

The Organization conducts their operations from a leased facility. The current lease expires on November 30, 2021. In the normal course of operations, operating leases are generally renewed or replaced by other leases. Under the terms of the lease, the base rent increases annually based on scheduled increases provided for in the lease. Under generally accepted accounting principles in the United States of America (GAAP) all rental payments, including fixed rent increases, are recognized on a straight-line basis over the term of the lease.

Future minimum rental payments required under the operating lease are as follows:

<u>For the Years Ending December 31,</u>	<u>Amount</u>
2017	\$ 118,630
2018	121,596
2019	124,636
2020	127,752
2021	119,899
Total	<u>\$ 612,513</u>

Rent expense for the Organization for the year ended December 31, 2016, was approximately \$130,700. During 2016, the Organization subleased office space and received rental income of approximately \$20,900 under the sublease agreement. The sublease agreement ends on September 21, 2017.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2016**

4. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets were available for the following purposes at December 31, 2016:

<u>Description</u>	<u>Amount</u>
Sustainable and Impact Investing Website	\$ 100,000
Global Sustainable Investment Review	20,000
Total Temporarily Restricted Net Assets	\$ 120,000

5. COMMITMENTS

During 2016, the Organization entered in to a contract for hotel and conference space for a 2017 conference. The contract contains a clause whereby the Organization is liable for liquidated damages in the event of cancellation based upon a percentage of the contract price determined by the length of time between the cancellation and the event date. Management does not believe any cancellation under this contract will occur and result in a material impact on the consolidated financial statements.

6. CONCENTRATIONS

The Organization maintains bank accounts at financial institutions which at times during the year exceeded the Federal Deposit Insurance Corporation limit. Management believes the risk in these situations to be minimal.

Approximately 86% of the \$370,910 contributions revenue was received from two donors during the year ended December 31, 2016.

7. EMPLOYMENT CONTRACT

During 2014, the Organization entered in to a three year employment agreement (Agreement) with its Chief Executive Officer (CEO), which automatically renews for two years in the absence of termination by either the Organization or CEO. If the CEO is terminated for any reason other than cause, as defined in the Agreement, the Organization shall comply with the terms stipulated in the Agreement.

8. SUBSEQUENT EVENTS

Subsequent events were evaluated through May 9, 2017, which is the date the consolidated financial statements were available to be issued.

Independent Auditors' Report on Consolidating Information

To the Board of Directors
US SIF: The Forum for Sustainable and Responsible
Investment and US SIF Foundation
Washington, D.C.

We have audited the consolidated financial statements of US SIF: The Forum for Sustainable and Responsible Investment and US SIF Foundation for the year ended December 31, 2016, and our report thereon dated May 9, 2017, which expressed an unmodified opinion on those consolidated financial statements, appears on pages 3-4. Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating information on pages 14-15 is presented for purposes of additional analysis of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The consolidating information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the consolidating information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Councilor, Buchanan & Mitchell, P.C.

Washington, D.C.
May 9, 2017

Certified Public Accountants

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2016**

	<u>US SIF The Forum</u>	<u>US SIF Foundation</u>	<u>Eliminating Entries</u>	<u>Consolidated Total</u>
Assets				
Current Assets				
Cash and Cash Equivalents	\$ 955,805	\$ 526,471	\$ -	\$ 1,482,276
Due from US SIF Foundation	130,667	-	(130,667)	-
Accounts Receivable	8,000	3,000	-	11,000
Prepaid Expenses	45,025	-	-	45,025
Total Current Assets	<u>1,139,497</u>	<u>529,471</u>	<u>(130,667)</u>	<u>1,538,301</u>
Property and Equipment				
Equipment	22,452	-	-	22,452
Accumulated Depreciation and Amortization	<u>(17,489)</u>	<u>-</u>	<u>-</u>	<u>(17,489)</u>
Total Property and Equipment	4,963	-	-	4,963
Security Deposit	<u>9,754</u>	<u>-</u>	<u>-</u>	<u>9,754</u>
Total Assets	<u><u>\$ 1,154,214</u></u>	<u><u>\$ 529,471</u></u>	<u><u>\$ (130,667)</u></u>	<u><u>\$ 1,553,018</u></u>
Liabilities and Net Assets				
Current Liabilities				
Accounts Payable and Accrued Expenses	\$ 51,748	\$ 19,105	\$ -	\$ 70,853
Due to US SIF Forum	-	130,667	(130,667)	-
Deferred Revenue	264,135	-	-	264,135
Deferred Rent	<u>3,962</u>	<u>-</u>	<u>-</u>	<u>3,962</u>
Total Current Liabilities	319,845	149,772	(130,667)	338,950
Deferred Rent, Net of Current Portion	44,765	-	-	44,765
Sublease Security Deposit	<u>1,728</u>	<u>-</u>	<u>-</u>	<u>1,728</u>
Total Liabilities	366,338	149,772	(130,667)	385,443
Net Assets				
Unrestricted	787,876	259,699	-	1,047,575
Temporarily Restricted	<u>-</u>	<u>120,000</u>	<u>-</u>	<u>120,000</u>
Total Net Assets	<u>787,876</u>	<u>379,699</u>	<u>-</u>	<u>1,167,575</u>
Total Liabilities and Net Assets	<u><u>\$ 1,154,214</u></u>	<u><u>\$ 529,471</u></u>	<u><u>\$ (130,667)</u></u>	<u><u>\$ 1,553,018</u></u>

See Independent Auditors' Report on Consolidating Information.

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATING STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2016**

	US SIF The Forum	US SIF Foundation	Eliminating Entries	Consolidated Total
Revenues				
Membership Dues	\$ 771,992	\$ 238,053	\$ -	\$ 1,010,045
Contributions	-	370,910	-	370,910
Sponsorship, Other than Events	-	162,000	-	162,000
Event Related Income	464,140	-	-	464,140
Interest Income	148	518	-	666
Course Registration	-	18,972	-	18,972
Publications	-	5,500	-	5,500
Other Revenue	21,636	15,234	-	36,870
Total Revenues	1,257,916	811,187	-	2,069,103
Expenses				
Salaries	435,703	250,211	-	685,914
Employee Benefits and Payroll Taxes	70,446	38,881	-	109,327
Payroll and Benefits Administration	3,643	2,097	-	5,740
Consulting	136,652	181,415	-	318,067
Office Expenses	121,506	84,255	-	205,761
SIF - Sponsored Events	160,966	2,891	-	163,857
Staff Meals, Lodging, and Travel	18,921	11,490	-	30,411
Financial Services and Fees	11,835	4,645	-	16,480
Miscellaneous	1,464	939	-	2,403
Total Expenses	961,136	576,824	-	1,537,960
Change in Net Assets	296,780	234,363	-	531,143
Net Assets, Beginning of Year	491,096	145,336	-	636,432
Net Assets, End of Year	\$ 787,876	\$ 379,699	\$ -	\$ 1,167,575

See Independent Auditors' Report on Consolidating Information.

GRI CONTENT INDEX

US SIF is including the following GRI Index using the G4 Guidelines to assist readers in locating particular information on US SIF pertaining to the GRI's indicators.

GENERAL STANDARD DISCLOSURES		
GENERAL STANDARD DISCLOSURES	PAGE NUMBER OR COMMENT	DESCRIPTION
STRATEGY AND ANALYSIS		
G4-1	2-3	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.
G4-2	2-3	Description of key impacts, risks, and opportunities.
ORGANIZATIONAL PROFILE		
G4-3	ii	Name of the organization.
G4-4	US SIF advances sustainable responsible and impact investing across all asset classes. It also provides services to its members, creates external knowledge of SRI through research, media, policy engagement and professional education, and holds conferences and other types of in-person and virtual events to inform its members and others. It conducts much of its research, program and public education efforts through the US SIF Foundation.	Primary brands, products, and services.
G4-5	ii	Location of the organization's headquarters.
G4-6	ii	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.
G4-7	ii	Nature of ownership and legal form.
G4-8	ii	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).
G4-9	Six full-time and one part-time employees, and 276 members at the end of 2016; see financials on page 37.	Scale of reporting organization, including: <ul style="list-style-type: none"> • Total number of employees; • Total number of operations; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided.

G4-10	At year-end 2016, there were six full-time employees and one part-time employee in Washington, DC, performing administrative, managerial, research, writing and policy work. Five were female and two were male and all were based in Washington, DC.	Total number of employees by employment contract and gender; Total number of permanent employees by employment type and gender; Total workforce by employees and supervised workers and by gender; Total workforce by region and gender; Whether a substantial portion of the organizations' work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; and Any significant variation in employment numbers.
G4-11	Zero	Percentage of total employees covered by collective bargaining agreements.
G4-12	Our supply chain primarily involved office operations and programmatic activities. Whenever possible, US SIF sources sustainable materials, such as recycled office paper. US SIF also hires external consultants to support certain programs.	The organization's supply chain.
G4-13	None	Significant changes during the reporting period regarding its size, structure, ownership, or supply change, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in operations, including facility openings, closings, and expansions; • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); and • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.
G4-14	The precautionary principle is not addressed by the organization.	Whether and how the precautionary approach or principle is addressed by the organization.
G4-15	While not a signatory to other initiatives, US SIF frequently works in partnership with other members of the Global Sustainable Investment Alliance, as well as Ceres, the Interfaith Center on Corporate Responsibility, the Investor Network on Climate Risk and the UN Principles for Responsible Investment. US SIF also has coordinated policy work with Americans for Financial Reform, the Council of Institutional Investors and other organizations.	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.
G4-16	See above. Note that while US SIF is involved in the above organizations and participates in several of their initiatives, it does not have positions on their governance bodies.	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • holds positions on the governance body; • participates in projects or committees; • provides substantive funding beyond routine membership dues; • views membership as strategic.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	US SIF and the US SIF Foundation; none	List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.
G4-18	Staff review	Process for defining report content and the Aspect Boundaries. Explain how the organization has implemented the Reporting Principles for Defining Report Content.
G4-19	Affected Stakeholder Engagement; Coordination; Diversity and Equal Opportunity; Emissions; Employment; Feedback, Complaints and Actions; Public Awareness and Advocacy	All the material Aspects identified in the process for defining report content.
G4-20	Entire organization	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.
G4-21	None	State any specific limitations on the scope or boundary of the report.
G4-22	None	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.
G4-23	None	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.

STAKEHOLDER ENGAGEMENT

G4-24	<p>US SIF's primary stakeholders are its members. A list of members is available at http://www.ussif.org/institutions</p> <p>US SIF's other primary stakeholders are its employees. US SIF staff set goals for the year and are evaluated against those goals. The board annually evaluates the CEO's performance.</p> <p>US SIF also conducts policy work in Washington, DC, and therefore regularly meets with members of Congress and their staffs, in addition to officials of several regulatory organizations within the US government, including the Environmental Protection Agency, the Department of Labor and the Securities and Exchange Commission.</p>	List of stakeholder groups engaged by the organization.
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G4-25	<p>Members: US SIF is a membership association and its mission, strategy and operating plans are largely developed in consultation with the board. Members—through their dues and sponsorship of key programs—provide a significant portion of US SIF’s annual revenues and they also play key roles on committees.</p> <p>Non-Members:</p> <ul style="list-style-type: none"> • Financial Professionals: Non-members in the finance field are the key audience for US SIF convenings, research, education and other initiatives. • Other sustainable and impact investment organizations: US SIF dialogues and engages with similar institutions in order to coordinate and amplify the work of all. • Employees: US SIF would not be able to fulfill its mission, strategic objectives and operating plan without its employees. • Legislators and regulators: In order to advance responsible investing practices, it is necessary at times to advocate for legislative and regulatory changes, and to educate policymakers on these issues. • Media: In order to advance responsible investing practices, it is necessary to engage with and educate journalists on these issues. 	Basis for identification and selection of stakeholders with whom to engage.
G4-26	<p>US SIF engages all of its members through its communications, including electronic discussion groups and reports, as well as events, including teleconferences, conferences and member receptions. US SIF also holds an annual in-person meeting for its members and surveys its members periodically on their evaluation of US SIF’s services and priorities. US SIF also engages with a broader group of investors to educate them about sustainable and impact investing.</p>	Organization’s approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.
G4-27	<p>US SIF’s staff and members, through participation in various committees and working groups, and by responding to member surveys, can identify and work on key topics and initiatives. For examples, members have provided ideas and feedback concerning our research, policy initiatives, and annual conference speakers and sessions.</p>	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.

REPORT PROFILE

G4-28	Calendar year 2016	Reporting period (such as fiscal or calendar year) for information provided.
G4-29	2015	Date of most recent previous report (if any).
G4-30	Annual	Reporting cycle (annual, biennial, etc.).

G4-31	ii	Contact point for questions regarding the report or its contents.
G4-32	Core	Report the 'in accordance' option the organization has chosen. Report the GRI Context Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured.
G4-33	The financial information presented was audited by an independent accounting firm. US SIF does not submit the other portions of the report for independent verification.	Organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Report the relationship between the organization and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.

GOVERNANCE

G4-34	4-5	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social impacts.
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ETHICS AND INTEGRITY

G4-56	See the policies section of this report on page 20. See also US SIF's mission statement, vision and values on page ii.	The organization's values, principle, standards and norms of behavior such as codes of conduct and codes of ethics.
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SPECIFIC STANDARD DISCLOSURES

DMA AND INDICATORS

PAGE NUMBER OR COMMENT

DESCRIPTION

CATEGORY: ECONOMIC

Material Aspect: Resource Allocation (NGO Sector Disclosures)

G4-DMA	US SIF's accounting systems ensure that it allocates funding to the proper programs, and it records transactions based on GAAP	List standards used for tracking and allocating resources.
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Material Aspect: Ethical Fundraising (NGO Sector Disclosures)

NGO8	See financial section of this report on pages 25-37. The donors providing more than \$5,000 annually are listed in US SIF and the US SIF Foundation's 900 filings to the Internal Revenue Service. These are available online via Guidestar.	Breakdown of funding received by source, including listing of 5 largest donors.
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CATEGORY: ENVIRONMENTAL

Material Aspect: Energy and Emissions

G4-DMA	See discussion on policies and environmental footprint on pages 20-23.	Energy and Emissions
G4-EN1	US SIF and US SIF Foundation jointly used approximately 350 reams of paper in 2016.	Materials used by weight or volume. See Indicator Protocol for guidance on calculation.

G4-EN2	100 percent of the paper used at US SIF contains recycled content. US SIF also recycles all paper, toner cartridges and electronic equipment.	Percentage of materials used that are recycled input materials
G4-EN3	None; Electricity: 31,980 kWh gigajoules	Direct energy consumption by primary energy source. Indirect energy consumption by primary source.
G4-EN6	It is US SIF office procedure to turn off all lights and non-dedicated server computer equipment every evening. The office building owner has installed fluorescent and compact-fluorescent bulbs that are activated by motion sensors to conserve energy in offices and many common areas.	Energy saved due to conservation and efficiency improvements. Initiatives to reduce indirect energy consumption and reductions achieved.
G4-EN16	Based on our calculations and assumptions, US SIF's and US SIF Foundation's combined carbon footprint is the equivalent of 16.805 metric tons of CO2-e.	Total direct and indirect greenhouse gas emissions by weight.
G4-EN17	Not applicable	Other relevant indirect greenhouse gas emissions by weight.
G4-EN19	US SIF staff strives to conserve energy and reduce consumption of paper products. US SIF's conference programs also seek environmentally responsible venues. US SIF participates in the Washington Metropolitan Area Transit Authorities' Smart Benefits program to encourage its staff to use public transportation, and US SIF staff all rode public transportation to work or walked during 2016. (Also see policies and environmental footprint on pages 20–23.)	Initiatives to reduce greenhouse gas emissions and reductions achieved.

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Material Aspect: Employment

G4-DMA	US SIF supports the ILO's core conventions as enshrined in the ILO's Fundamental Principles and Rights at Work. Also, see organizational policies and practices on page 20.	Employment
G4-LA1	Three employees joined US SIF: one female between 20 to 29 years of age, one male between 20 to 29 years of age and one male between 40 and 49. Two employees left US SIF in 2016: one female between 30 and 39 years of age and one female between 40 and 49 years of age. All employees were based in the Washington, DC metro area.	Total number and rate of employee turnover by age group, gender, and region.
G4-LA2	Employer-subsidized health, disability and dental insurance, and sabbatical benefits are available to all employees who work at least 30 hours a week.	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

Material Aspect: Training and Education

G4-LA9	Senior US SIF staff train and mentor junior staff weekly. Staff members, from time to time, are given the opportunity to attend conferences, classes and other types of trainings to enhance their professional development. Staff goals include a plan for professional growth. Both senior and junior staff average ten hours per employee per year in training as defined by GRI.	Average hours of training per year per employee by employee category.
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G4-LA10	US SIF staff undergo annual reviews and set goals for each year that are regularly monitored, including goals that will help them advance professionally. US SIF also has a sabbatical leave policy offering employees the opportunity to apply for a one to three week sabbatical following five years of continuous full-time service, with full salary and benefits.	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
G4-LA11	100 percent	Percentage of employees receiving regular performance and career development reviews.

Material Aspect: Diversity and Equal Opportunity

G4-DMA	US SIF's anti-bias policy states that it "shall not discriminate and shall take affirmative action to ensure that it conducts all business without regard to a person's race, color, religion, gender, age, affectional or sexual orientation, marital or familial status, national origin, ancestry, non-job related disability, veteran status or other unlawful bases." As an organization based in the District of Columbia, US SIF also is prohibited from discriminating in employment based on gender identity.	Diversity and Equal Opportunity
G4-LA12	Board: Six white women, one Latina woman and seven white men at the end of 2016. Staff: Two white women, three Asian women and two white men at the end of 2016. At the end of 2016, 2 employees were 20 to 29 years of age, 1 employee was 30 to 39 years of age, 1 was 40 to 49 years of age, 2 were 50 to 59 years of age and 1 was 60 to 69 years of age.	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.

SUB-CATEGORY: PRODUCT RESPONSIBILITY

Material Aspect: Affected Stakeholder Engagement (NGO Sector Disclosures)

G4-DMA	Members have input US SIF's policies and programs through several channels: board representation, annual in-person meeting, periodic surveys on events and other priorities, and contracting US SIF staff directly. See the governance section on this report on pages 4-5 for more information on the representation of key member groups on the board.	Involvement of affected stakeholder groups, (as per the organization's mission statement), in the design, implementation, monitoring and evaluation of policies and programs.
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Material Aspect: Feedback, Complaints and Action (NGO Sector Disclosures)

G4-DMA	As mentioned earlier, US SIF elicits regular feedback from its members through its electronic discussion groups, annual meeting and occasional surveys. When writing a new strategic plan, which it does every three years, it also elicits member feedback. As a result of this input, US SIF's board approves strategic goals for the organization as part of a three-year plan, which is then implemented through an annual operating plan. The 2016-2018 strategic plan is available to members through US SIF's member center, as are the recent annual reports of US SIF and the US SIF Foundation.	Feedback and complaints mechanism in relation to programs and policies and responsive actions taken, including self-noted breaches of policies.
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Material Aspect: Public Awareness and Advocacy (NGO Sector Disclosures)

G4-DMA	See the public policy portion of this report on pages 12-14. Comment letters on policy issues written by US SIF and sent to various bodies are available on the public side of our website at ussif.org/policy letters. US SIF's policy committee and board approve US SIF policy priorities and positions.	Process to formulate, communicate, implement and change your advocacy positions and public awareness
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Material Aspect: Coordination (NGO Sector Disclosures)

G4-DMA

US SIF's staff, and at times its board and policy committee, approve US SIF's coordination of activities with other organizations.

Processes to take into account and coordinate with the activities of other actors.



The Forum for Sustainable and Responsible Investment

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