



JUST U.S. Large Cap Diversified Index (JULCD)

Q1 2020

What is the JULCD?

The JUST U.S. Large Cap Diversified Index (JULCD) is designed to track the performance of U.S. large-capitalization companies that most closely align with the American public's definition of just business behavior. The JULCD Index includes the top 50% of Russell 1000 companies ranked by JUST Capital by industry and is constructed to match the its industry weights.

What's unique about the JULCD?

The index reflects the values of the American public while providing diversified equity exposure.

TOP 10 JULCD CONSTITUENTS

AS OF MARCH 31, 2020

Compared to other companies ranked by JUST Capital, JULCD constituents

- Are 31% more likely to have conducted a pay equity analysis
- Pay a living wage to 18% more of their workers
- Are 2.9x more likely to have set a carbon target
- Emit 49% less carbon emissions per U.S. dollar of revenue
- Are 2.4x more likely to have apprenticeship programs
- Employ 2.2x as many U.S. workers
- Are 1.8x more likely to have a human rights policy
- Are 2.7x more likely to link executive remuneration and ESG risks

