



November 27, 2018

Nancy Laben
Chief Legal Officer and Secretary
Booz Allen Hamilton
8283 Greensboro Drive
McLean, Virginia 22102

Dear Ms. Laben:

As a socially responsible investors, we seek to avoid investments for our clients that may be contributing to societal harm.

Therefore, we read with great concern reports that Booz Allen, as part of its contract with the government of Saudi Arabia, has assisted in training Saudi sailors who participate in the blockade of Yemen, which is facing mass starvation and cholera outbreaks. In addition, Booz Allen signed an agreement with Saudi Arabia to "help train the kingdom's growing ranks of cyberfighters," whose operations can be used to intimidate and silence critics globally.

One report noted that although the murder of *Washington Post* journalist Jamal Khashoggi "prompted investors from around the globe to distance themselves from the Saudi government, Booz Allen and its competitors McKinsey & Company and Boston Consulting Group have stayed close after playing critical roles in Prince Mohammed [bin Salman]'s drive to consolidate power." ("Consulting Firms Keep Lucrative Saudi Alliance, Shaping Crown Prince's Vision," *The New York Times*, November 4, 2018).



We note your public statements that Booz Allen has provided no support for Saudi Arabia's war in Yemen. However, it remains unclear how the past work with the Saudi Navy as part of a U.S. government program to help allied militaries did not constitute support to Saudi capacity to implement the blockade or other aspects of military operations. Similarly, it remains unclear how Booz Allen's support of Saudi cyber warfare capacities has not contributed to the ability of domestic security forces to persecute democratic opposition.

Considering the clear business and reputational risks associated to this situation, we would welcome a dialogue with Booz Allen representatives to better understand how the company is meeting its responsibility to respect human rights. There are clear international standards for business conduct with respect to human rights, including the UN Guiding Principles on Business and Human Rights. These apply in situations of political repression and in conflict situations. There are also industry human rights standards in both private security provision and cyber/tech.

It is important for investors to know what due diligence Booz Allen has taken to ensure the company is not participating in the abuses of human rights reported in Yemen and Saudi Arabia, what leverage the company has to prevent abuses, and what plans the company has for the future management of these risks arising from its operations in Saudi Arabia.

To that end, we request an opportunity to participate in dialogue with Booz Allen representatives on the human rights concerns surrounding the company's interactions with hostile regimes. As investors representing more than \$9 billion in assets under management, we would like to better understand what Booz Allen is doing to mitigate these risks.

Please contact Joshua Brockwell (joshua@azzad.net; 571-551-6865) to schedule a time. We respectfully request a response to this letter by December 14, 2018.



Sincerely,

Azzad Asset Management

Interfaith Center on Corporate Responsibility

Conference on Corporate Responsibility of Indiana - Michigan

Congregation of St. Joseph

Corporate Responsibility Office - Province of Saint Joseph of the Capuchin Order

Dana Investment Advisors

Heartland Initiative

Natural Investments

Priests of the Sacred Heart, US Province

Sisters of Charity, Halifax

Sisters of Saint Joseph of Chestnut Hill, Philadelphia, PA

Sisters of the Presentation of the BVM of Aberdeen, SD

Sisters of St. Francis of Philadelphia

Skye Advisors

SunStar Strategic