



ABOUT AMAZON

Our Positions

We created this page to provide customers, investors, policymakers, employees, and others our views on certain issues. While our positions are carefully considered and deeply held, there is much room for healthy debate and differing opinions. We hope being clear about our positions is helpful.

The federal minimum wage in the U.S. is too low and should be raised. The federal minimum wage is \$7.25 and has not increased since 2009. Raising the minimum wage would have a profound impact on the lives of tens of millions of individuals and families across the nation and help address growing income inequality. We pay a minimum wage of \$15 an hour to all full-time, part-time, temporary, and seasonal employees across the U.S. This is on top of industry-leading, comprehensive benefits for employees. And our benefits are egalitarian, regardless of level or seniority. We are using our position as one of the nation's largest employers to encourage other companies to raise their wages and to lobby members of Congress and state legislatures to raise the minimum wage.

Human-induced climate change is real, serious, and action is needed from the public and private sectors. The overwhelming majority of climate scientists agree that human activities are contributing to climate-warming trends over the past century, and most leading scientific organizations worldwide have issued public statements endorsing this position. We agree, and have created The Climate Pledge – a commitment to reach the Paris Agreement 10 years early. We are innovating and investing to be net zero carbon by 2040 and run on 100% renewable energy by 2030. We are purchasing 100,000 fully-electric delivery vehicles, the largest order ever for electric delivery vehicles, and investing \$100 million in nature-based climate solutions and reforestation projects around the world to begin removing carbon from the atmosphere now. Our [sustainability website](#) provides comprehensive reporting on our carbon footprint and progress on our commitments.

The energy industry should have access to the same technologies as other industries. We will continue to provide cloud services to companies in the energy industry to make their legacy businesses less carbon intensive and help them accelerate development of renewable energy businesses. We support sustainability programs for our own business, and work with partners to reduce their demand for carbon fuel sources.

Diversity and inclusion are good for business—and more fundamentally—simply right. Customers represent a wide array of genders, races, ethnicities, abilities, ages, religions, sexual orientations, military status, backgrounds, and political views. It's critical that Amazon employees are also diverse and that [we foster a culture where inclusion is the norm](#). Amazon prioritizes equal pay, and since we've been measuring and publishing the ratio over the past several years, women have earned between 99.5 and 101.5 cents for every dollar that men have earned in the same jobs. We also believe it's critical that we increase opportunity for underrepresented groups to enter the technology workforce. We created the Amazon Future Engineer program, a four-part, childhood-to-career program that works to inspire and educate 10 million children and young adults each year from underprivileged, underrepresented, and underserved communities to pursue careers in the fast-growing field of computer science and coding. It's not only that diversity and inclusion are good for business—it's more fundamental than that—it's simply right.