

WHEREAS:

In the United States, women are dying from pregnancy and birth complications at a shocking rate. The US has the highest maternal death rate of any developed country.¹ In 2019, the maternal mortality rate was 20.1 deaths per 100,000 live births in the United States. In 2020, the maternal death rate increased to 23.8.²

Importantly, Black women are disproportionately affected, as maternal mortality rates are almost three times higher for Black women than for non-Hispanic white women and Hispanic women.

Employee pregnancy and birth complications are a higher risk for Ulta than many other companies, as its 36,000-strong workforce is overwhelmingly female. 94% of Ulta's total U.S. workforce are female, 8% of its U.S. management are Black, and 11% of its U.S. non-management workforce are Black.

Ulta can take action to reduce the risk of pregnancy and birth complications for its employees. The CDC found that two-thirds of pregnancy related deaths between 2008 and 2017 were preventable.³ Healthcare services and support can dramatically reduce negative pregnancy outcomes.⁴

Health measures and other services to support pregnant and postpartum employees can include breastfeeding support, contraception, doula and midwifery services, preconception care such as folic acid, gestational diabetes screening and treatment, perinatal depression screening and treatment, preeclampsia screening and treatment, Rh incompatibility screening and treatment, childcare support and/or stipends, paid parental leave, and access to abortion services, among other measures. It is unclear from public disclosures whether Ulta's insurance benefits currently provide any of these support services for pregnant employees.

Proactively supporting pregnant and postpartum employees would benefit Ulta by enhancing employee health, encouraging retention, attracting new talent, and lowering healthcare costs for employees and the Company.

RESOLVED:

In order to limit the impact of the maternal mortality crisis on its workforce, shareholders

¹ <https://www.commonwealthfund.org/blog/2020/measuring-maternal-mortality>

² <https://www.cdc.gov/nchs/data/hestat/maternal-mortality/2020/maternal-mortality-rates-2020.htm>

³ https://www.cdc.gov/reproductivehealth/maternal-mortality/erase-mm/MMR-Data-Brief_2019-h.pdf

⁴ <https://rhiaventures.org/wp-content/uploads/2021/09/Rhia-Ventures-From-Here-to-Maternity-1-1.pdf>

Shareholder Proposal for Ulta 2023 Proxy Ballot
Submitted by Tara Health Foundation

request that Ulta Beauty report on any specialized current health services and support provided for pregnant and postpartum employees, and assess the feasibility of establishing and expanding additional maternal support for employees. The report should be prepared at reasonable cost, omitting proprietary information and shall be completed by September 1, 2024.

SUPPORTING STATEMENT:

The proponent recommends that the report take account of disparate impacts of the higher maternal mortality rates among Black women.