

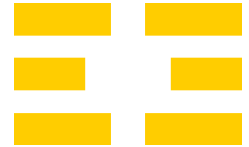


Day & Zimmermann

Locations: Pennsylvania (HQ)

Industries: Capital Goods, Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Day & Zimmermann, a construction and engineering company, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Day & Zimmermann covers transgender-related medical costs for its employees and their children. The company regularly supports LGBTQ Pride and has donated to the Trevor Project. It is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. However, the company does not appear to discriminate against religious organizations in its charitable giving and has not used its lobbying for ideological purposes. For these reasons, Day & Zimmermann receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Day & Zimmermann has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires suppliers to include sexual orientation and gender identity in its nondiscrimination policy (1). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

Day & Zimmermann does not appear to discriminate against religious organizations in its charitable giving. The company focuses on funding organizations that support "underprivileged children, health and wellness as well as support for our U.S. Veterans" (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Day & Zimmermann does not provide viewpoint protections for its employees (1)(2). The company's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (3)(4).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk

Day & Zimmermann [1](#)). The company offers same-sex couples parental assistance and benefits [2](#)). Day & Zimmerman regularly supports LGBTQ Pride [3](#)/[4](#)).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Day & Zimmerman donated to the Trevor Project which supports LGBTQ youth [1](#)/[2](#)). The company's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging [3](#)/[4](#)). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Day & Zimmermann does not operate a PAC at this time and has not lobbied for ideological purposes [1](#)/[2](#)).

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