

**DESCRIPTION:**

BAE Systems, a British arms manufacturer, vets vendors according to LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. It does not appear to discriminate against charitable organizations based on views or beliefs guidelines, but does use sex and gender ideology criteria in philanthropic support, and does not provide viewpoint protections for its employees. BAE Systems also supports the Equality Act. The company covers transgender-related medical costs for its employees and their children, provides specific sexual orientation and gender identity-based benefits and forces employees to undergo multiple ideological trainings. However, it has not used its political contributions to advance ideological causes. For these reasons, BAE Systems 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

BAE Systems has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

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

BAE Systems does not appear to discriminate against charitable organizations based on views or beliefs (1)(2). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

BAE Systems does not provide viewpoint protections for its employees (1). 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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).

Corporate Governance and Public Policy

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

BAE Systems is part of the business coalition for the Equality Act (1). The company has also advocated for LGBT causes and publicized its participation in the Boston and DC Pride Parades on its website (2).

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

BAE Systems has also pledged an undisclosed sum to the Black Lives Matter movement and related causes (1). 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 (2)(3). 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

BAE Systems has not used its political contributions for ideological purposes (1)(2).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023