

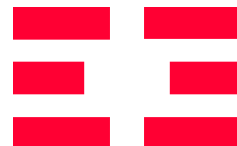


Jones Lang LaSalle (JLL)

Locations: Illinois (HQ)

Industries: Real Estate

RISK LEVEL:



High Risk

DESCRIPTION:

Jones Lang LaSalle (JLL), a commercial real estate company, canceled a business deal with Trump Hotels. By complying with the HRC's controversial demands, JLL increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. JLL uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company is a bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC). JLL supports the Equality Act and discriminates against religious organizations in its charitable giving. The company is a bronze partner of PFLAG. For these reasons, Jones Lang LaSalle receives a High 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. **High Risk**

JLL canceled a business deal with Trump Hotels involving the sale of their D.C. property [\(1\)](#). JLL received a score of 90 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 [\(2\)](#)[\(3\)](#).

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

JLL will not match gifts to "religious organizations," [\(1\)](#). JLL's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(2\)](#)[\(3\)](#).

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

JLL protects its employees against viewpoint discrimination [\(1\)](#). JLL provides gender transition guidelines for its employees [\(2\)](#)[\(3\)](#).

Corporate Governance and Public Policy

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

JLL has signed an open letter in support of the Equality Act (1). JLL's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (2)(3). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

JLL'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. JLL is a bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (3)(45)(6)(7).

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

JLL's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (3)(4)(5).

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