

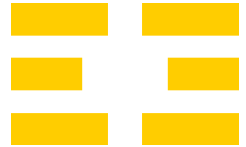
Block (Square)

Subsidiaries: Cash App, Afterpay

Locations: California (HQ)

Industries: Payment Processing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Block (Square) scored a 55 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Block (formerly Square) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. Block uses its corporate funds to support controversial sex and gender ideologies and organizations. Block does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Block provides a benefits package for employees which covers travel/lodging costs for an abortion. The company supports the Equality Act and opposed a Religious Freedom Restoration law in Indiana. The company's CEO signed the CEO's for Gun Safety legislation. Block opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company. However, the company does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Block 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. **Lower Risk**

Block 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**

Block does not appear to discriminate against religious organizations in its charitable giving (1).

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

Block does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Block (then Square, Inc.) issued a statement in 2015 opposing a Religious Freedom Restoration Act law in Indiana (1). The company signed an open letter in support of the Equality Act and hosted internal bias training for it hiring managers (2)(3). Square opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (4). Block's CEO Jack Dorsey is a signatory to CEOs For Gun Safety (56). Square co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (7).

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

Block provides a benefits package for employees which covers travel/lodging costs for an abortion (1). Block'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 (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.

N/A

Block does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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