



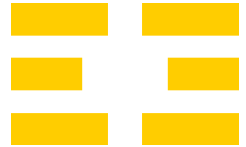
# First Horizon National

Subsidiaries: First Tennessee

Locations: Tennessee (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

## DESCRIPTION:

First Horizon, a financial services company, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company supports LGBTQ Pride and DEI within its business practices. First Horizon's CEO signed the CEO Action for Diversity and Inclusion pledge and discriminates against religious organizations in its charitable giving. However, the company has not used its corporate funds or lobbied for ideological purposes. For these reasons, First Horizon 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

*First Horizon has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Business Conduct for Suppliers requires suppliers to include sexual orientation and gender identity in its nondiscrimination policy (1). The company's Corporate Responsibility Statement states that it will not drop customers engaged in enforcing federal immigration policy or the manufacture of firearms (2).*

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

*First Horizon will not fund, "solely religious organizations" (1).*

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

*First Horizon 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

*First Horizon supports LGBTQ Pride and DEI within its business practices (1)(2)(3)(4). The company's CEO signed the CEO Action*

for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [\(5\)](#).

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

*First Horizon has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

*First Horizon does not operate a PAC at this time but has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#).*

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