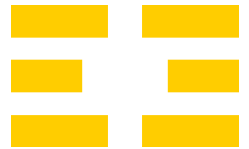




Gen Digital

Subsidiaries: Norton, LifeLock, AVAST software, Avira, AVG, HMA, ReputationDefender, and CCleaner
Locations: Arizona (HQ)
Industries: Data Security

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Gen Digital increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Gen Digital uses its corporate funds to support controversial sex and gender ideologies and organizations. Norton supports the Equality Act and has funded Black Lives Matter (BLM) and the American Civil Liberties Union (ACLU). For these reasons, Gen Digital 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**

Gen Digital received a score of 65 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). However, Gen Digital 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. **High Risk**

Gen Digital (1)(2).

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

Gen Digital 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**

Norton has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). As Symantec (pre-2019), Norton's leaders "underwrote" a series of web posts about how corporations should retool to be more in accordance with the tenets of the BLM movement (3). Norton has worked with the Gay and Lesbian Alliance Against Defamation's (GLAAD) communications department to rebuild Norton's web filtering software cooperatively (4). Norton has also endorsed events from both GLAAD and the Gay, Lesbian and Straight Education Network on its blogs (5). Norton is a member of the HRC's Business Coalition for the Equality Act (6). Avast uses its corporate reputation to advance ESG practices through its commitment to the UN's SDG Goals and supports LGBTQ Pride (7)(8).

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

Gen Digital 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. As Symantec (pre-2019), the company granted funds directly to Planned Parenthood (3). In January 2021, Norton ran a "special" 2:1 donation matching campaign that specifically supported BLM, Color of Change, the ACLU, the Southern Poverty Law Center, and many similar organizations (4). Norton also made a \$100,000 grant to the National Urban League and is a Bronze sponsor of Out & Equal (5)(6). Avast donated over \$60,000 to the ACLU and is a fund partner with the Queer Sista Platform (7)(8).

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

Lower Risk

Gen Digital does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).

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