



Box

Locations: California (HQ)

Industries: Cloud & Data Storage

RISK LEVEL:



Medium Risk

DESCRIPTION:

Box scored a 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Box Inc. 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. Box uses its reputation to support controversial DEI and gender ideologies, and organizations. Box provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company's CEO signed the CEO Action for Diversity and Inclusion pledge. Box opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the "Don't Ban Equality" business coalition. However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Box receives a Medium Risk rating.

Corporate Weaponization

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

High Risk

Box's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Box limits its charitable giving to humanitarian missions and various nonprofits supporting children's health and safety. It therefore does not discriminate against charitable organizations based on views or beliefs (3).

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

High Risk

Box's HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Box's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). Box does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

Box signed an open letter in support of the Equality Act (1). The company signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (2). Box was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (345).

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

1)(2)(3)(4)(5)(6). The company 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 (7)(8). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Box CEO Aaron Levie pledged \$500,000 to the Black Lives Matter movement and related causes (9)(10)(11).

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

N/A

Box does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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