



# Franklin Templeton Investments

Subsidiaries: Brandywine Global, O'Shaughnessy, Franklin Resources

Locations: California (HQ)

Industries: Diversified Financials

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Franklin Templeton scored a 90 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, Franklin Templeton 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, and philanthropic support. Franklin Templeton forces employees to undergo multiple ideological trainings and uses its corporate funds to support controversial sex and gender ideologies and organizations. Franklin Templeton 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. Franklin Templeton's CEO signed the CEO Action for Diversity and Inclusion pledge. The company is a copper sponsor of Out & Equal. Franklin Templeton's specialist investment manager is part of Glasgow's Net Zero Alliance, a signatory of Climate Action 100+, and a Ceres Network member. Franklin Templeton is a signatory to the CFA Institute's Diversity, Equity, and Inclusion Code, indicating its support of DEI in its recruitment, hiring, onboarding, and promotions. Furthermore, the company pledges to integrate DEI into its policies, promote DEI in the investment industry, and provide regular reporting on its DEI metrics to the CFA Institute. However, the company has not used its lobbying for ideological purposes. For these reasons, Franklin Templeton 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**

*Franklin Templeton 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 (1)(2)(34)(5). However, the company has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Franklin Templeton (1)(2)(3).*

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

**High Risk**

Franklin Templeton HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). The company's CEO has signed the CEO Action for Diversity and Inclusion Pledge, which includes a commitment to promote DEI through bias education training in the workplace (4). Franklin Templeton protects its employees against viewpoint discrimination (5).

## Corporate Governance and Public Policy

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

**High Risk**

Franklin Templeton Investments and its specialist investment manager Brandywine Global are part of the Net Zero Asset Managers initiative, committed to carbon neutrality with its investment by 2050 (1)(2). Franklin Templeton and subsidiary Brandywine Global are signatories of Climate Action 100+ and Franklin Templeton is a Ceres Network Member (3)(45)(6)(7).

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

**High Risk**

Franklin Templeton 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 (1)(2)(3). 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Franklin Templeton is a copper sponsor of Out & Equal (6)(7).

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

**Lower Risk**

Franklin Templeton does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).

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