



Hasbro

Locations: Rhode Island (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Hasbro 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. Hasbro uses its corporate funds to support controversial sex and gender ideologies and organizations. The company 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. Hasbro ties ESG performance to executive compensation. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Hasbro over discriminatory practices in hiring. Hasbro has partnered with The Conscious Kid, which produces children's books that employ race-based talking points influenced by critical race theory. The company has also donated to the National Urban League. However, Hasbro has not lobbied for ideological purposes. For these reasons, Hasbro 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**

Hasbro received a score of 70 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)(3). Hasbro's executive compensation is linked to ESG performance, and it vets suppliers on ESG issues (4). However, Hasbro 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**

Hasbro (1)(2)(3).

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

Hasbro's CEO signed the CEO Action for Diversity & Inclusion pledge Inclusion, which includes a commitment to promote DEI through bias education training in the workplace (1). Hasbro does not provide viewpoint protections for its employees (2). America First Legal filed a letter with the EEOC requesting a civil rights investigation into Hasbro over discriminatory practices in hiring (3)(4).

Corporate Governance and Public Policy

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

Hasbro has partnered with The Conscious Kid, an educational partner dedicated to promoting equity, inclusion, and healthy racial identity in kids (1). Hasbro utilizes this partnership to deliver "anti-racist training" to its employees, in addition to unconscious bias and inclusivity training for employees and managers (2). One employee alleges this training is mandatory, though Hasbro disputes this claim (3)(4). Hasbro developed a pro-abortion "Operation" game, and the proceeds from its sales were meant to fund Planned Parenthood (5). However, Hasbro recalled the game after controversy and has not returned it to shelves. Hasbro has committed to public advocacy for or engagement with LGBTQ causes, including creating a TV series with LGBTQ characters and storylines (6). Hasbro is aiming to reach net-zero by 2050 (7).

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

(1)(2)(3). Hasbro 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 (4)(5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Hasbro has pledged an unreported sum of corporate funding to BLM and related causes, including the Urban League of Springfield, Massachusetts (7)(8)(9).

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

Hasbro does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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