

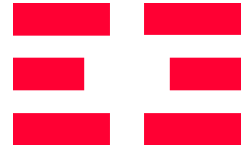


Public Service Enterprise Group (PSEG)

Locations: New Jersey (HQ)

Industries: Utilities

RISK LEVEL:



High Risk

DESCRIPTION:

Public Service Enterprise Group (PSEG) scored an 85 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, PSEG 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. PSEG forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company committed \$1 million to racial justice organizations, though it is unclear if this money went to ideologically-driven groups. PSEG supports the LGBT movement and is a corporate partner of the National LGBT Chamber of Commerce. The company discriminates against religious organizations in its charitable giving and does not provide viewpoint protections for its employees. For these reasons, PSEG receives a High 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

PSEG received a score of 85 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, PSEG 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

PSEG(1)(2). PSEG discriminates against religious organizations in its charitable giving (3).

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

PSEG 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). PSEG does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

PSEG indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. PSEG hosted the True Diversity Film Series in support of the Black Lives Matter and LGBTQ Pride movements (3)(4). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 (5)(6).

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

PSEG 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). customers and harming shareholders. PSEG committed to donating \$1 million to various racial justice organizations. While corporate donations are not necessarily ideological in nature, the organizations receiving the donations have not been disclosed (3)(45). PSEG also pledged to donate \$10,000 to local colleges and high schools to "affirm" LGBTQ students (6).

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

PSEG indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. PSEG has donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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