

**DESCRIPTION:**

PageGroup is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. PageGroup does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

**Corporate Weaponization**

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** Lower Risk

*PageGroup has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*PageGroup does not publish charitable giving guidelines (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** Lower Risk

*PageGroup protects its employees against viewpoint discrimination (1).*

**Corporate Governance and Public Policy**

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** Medium Risk

*PageGroup support ESG within its business practices. From its Annual Report Accounts 2023: "We have continued to develop our focus on ESG through our work on Culture & Engagement" (1). The company is committed to net zero emissions by 2050 (2). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (3).*

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

*PageGroup has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

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

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