

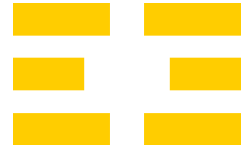


Sunrun

Locations: California (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

SunRun received a score of 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC). By complying with the HRC's controversial demands, Sunrun 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 vendor selection and marketing. Sunrun 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 supports the Equality Act while opposing pro-life legislation. Sunrun is a member of the "Don't Ban Equality" business coalition. The company co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company. However, Sunrun does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Sun 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**

Sunrun has a written policy pledging to vet vendors for LGBTQ policies. Its Vendor Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1)(2). 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. **Lower Risk**

Sunrun does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving is primarily focused on the proliferation of solar energy (1).

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

Sunrun's 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). Sunrun protects its employees against viewpoint discrimination (4).

Corporate Governance and Public Policy

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

Sunrun indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2)(3). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Sunrun signed an open letter in support of the Equality Act (45). The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6). Sunrun co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (7).

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

Sunrun 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)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Sunrun indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. SunRun has not used its PAC donations or lobbied for ideological purposes (4)(5)(6).

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