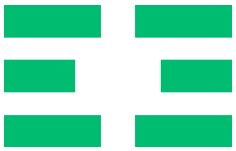
FreshBooks (2ndSite Inc.)

Locations: Canada (HQ)
Industries: Accounting Payroll & HR Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

FreshBooks is an accounting software that provides payment solutions and consulting to small businesses and self-employed individuals. FreshBooks is administered by software company 2nd Site, Inc. Though FreshBooks does not publish an anti-discrimination statement, the company has not publicly terminated employees or clients due to ideological differences. FreshBooks has not endorsed or funded ideological causes or groups hostile to freedom of expression. For these reasons, FreshBooks earns a Lower 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. — **Lower Risk**

FreshBooks 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. — **N/A**

FreshBooks does not publish charitable giving guidelines (1).

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

FreshBooks does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

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

FreshBooks has not supported ideological causes or policies (1).

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

FreshBooks has not used corporate funds to advance ideological causes, organizations, or policies.

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

FreshBooks does not operate a PAC at this time (1)(2).

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