

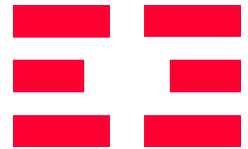


Crowe LLP

Locations: Illinois (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Crowe 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. Crowe 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. Crowe used its corporate reputation to implement ESG practices across the firm and advance LGBTQ causes. The company's CEO signed the CEO Action for Diversity and Inclusion pledge and is a copper sponsor of Out & Equal. For these reasons, Crowe 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**

Crowe received a score of 95 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). Crowe requires suppliers to meet ESG criteria in order to facilitate business relationships (3). However, it 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**

Crowe (1)(2).

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

Crowe 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 specific

benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Crowe 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

Crowe created the ESG Center of Excellence to implement ESG criteria in all the units of the firm (1). The company partnered with the Manufacturers Alliance to host the "The ESGs of Manufacturing" and partnered with Sustain.Life to set ESG goals (2). Crowe advocates for LGBTQ causes through its LGBTQ events including the BeLonG workshop (3)(4). Crowe CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5). The company indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Crowe 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Crowe is a copper sponsor of Out & Equal (3).

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

Crowe 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. Crowe has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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