



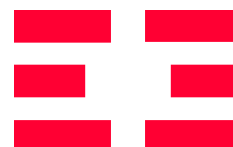
Kelly Services

Locations: Michigan (HQ)

Industries: Accounting Payroll & HR Services

1792
EXCHANGE

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Kelly Services Inc., which is a workforce management solutions company, increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Kelly Services uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Kelly Services integrates ESG into all of its business practices and does not protect its employees from viewpoint discrimination. Kelly Services signed the CEO Action for Diversity & Inclusion pledge, signed the UN Global Impact, and was recognized in the "Silver" category for its ESG practices. Kelly Services promotes its LGBTQ affinity group, joined an LGBTQ civil rights initiative, and engaged with the NGLCC to identify LGBTQ staffing companies. Kelly Services hosted a Carbon Neutral event and partnered with ESG vendors. For these reasons, Kelly Services 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

Kelly Services Inc. received a score of 75 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). Kelly Services requires that its suppliers adhere to its ESG goals in its Supplier Code of Conduct, including its scope 3 emissions goals (3)(4). Kelly Services has not publicly fired customers, suppliers, or vendors based on views or beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Kelly Services's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3)(4).

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

Kelly Services does not protect its employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Kelly Services signed the CEO Action for Diversity and Inclusion pledge (1). It signed onto the UN Global Compact, implemented the Absolute Zero Program, and held its Supplier Carbon Offset Project (23). Kelly Services promotes its LGBTQ affinity group, joined an LGBTQ civil rights initiative, and engaged with the NGLCC to identify LGBTQ staffing companies (4)(5). Kelly Services's HRC 2023 CEI rating 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

Kelly Services uses its corporate funds to advance ESG criteria including hosting its Carbon Neutral Event and partnership with ESG vendors (1). Kelly Services's HRC 2023 CEI rating 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 (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

Kelly Services' HRC 2023 CEI rating 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. Kelly Services has a PAC however, it has not been active since 2016 (3). At that time, Kelly Services operated its PAC and lobbied(4).

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