



Booking Holdings

Subsidiaries: Priceline

Locations: Connecticut (HQ)

Industries: Commercial and Professional Services, Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

Booking Holdings has not terminated business partners due to ideological differences. The company does not discriminate against charitable organizations based on views or beliefs or fund ideological organizations hostile to freedom of expression. However, Booking Holdings has implemented ESG practices into its business operations, including climate advocacy and LGBTQ advocacy. The company covers transgender-related medical costs for its employees and their children and forces employees to undergo multiple ideological trainings. The company does not provide employees protections against viewpoint discrimination but promotes unconscious bias training for employees. For these reasons, Booker Holdings 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. **High Risk**

Booking Holdings received a score of 90 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). Booking Holdings has not publicly fired customers, suppliers, or vendors based on views or beliefs. Booking Holdings integrates ESG into all of its business practices (3).

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

Booking Holdings does not discriminate against charitable organizations based on views or beliefs (1). The company(2)(3)

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

Booking Holdings does not provide viewpoint protections for its employees (1). The company's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).

Corporate Governance and Public Policy

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

Booking Holdings integrates ESG into all of its business practices and has committed to public advocacy for or engagement with LGBTQ causes, such as adopting pride-themed branding and certifying accommodations as LGBTQ-friendly (1). Booking Holdings has held employee unconscious bias and inclusivity training (2). Booking Holdings's CEO Glenn Fogel has advocated for industry-wide net zero policies (3). Fogel is a member of the Business Roundtable but has not supported any specific ideological initiatives (4).

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

Booking Holdings' 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 (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.

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

N/A

Booking Holdings does not operate a PAC at this time (1).

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