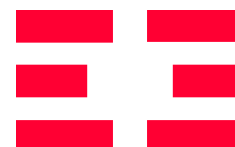


RISK LEVEL:**High Risk****DESCRIPTION:**

Bright Horizon fired a Christian employee for requesting that she remove LGBTQ children's books from her classroom. By complying with the HRC's controversial demands, Bright Horizons increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. Bright Horizons supports the Equality Act and has signed the CEO Action for Diversity and Inclusion pledge. The company frequently uses its reputation to promote LGBTQ issues to children. Bright Horizons opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Bright Horizons 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**

A Christian employee was fired at a Bright Horizons Children's Center for requesting that she remove LGBTQ children's books from her classroom [\(1\)](#)[\(2\)](#).

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

Bright Horizons does not discriminate against charitable organizations based on views or beliefs [\(1\)](#).

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

Bright Horizons does not provide viewpoint protections for its employees [\(1\)](#). The company's HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees[\(2\)](#)[\(3\)](#).

Corporate Governance and Public Policy

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

[1](#)/[2](#)). Bright Horizon's CEO has taken the CEO Actions for Diversity and Inclusion pledge, which includes a commitment to promote DEI through bias education training within the workplace [\(3\)](#). Bright Horizons features a blog post on its website in support of the Black Lives Matter movement [\(4\)](#). Bright Horizons has an LGBT page on its website hosting videos and blog posts supporting LGBTQ causes. Among these is a list of LGBT books targeted at children about gender inclusivity [\(5\)](#)/[6](#)). Bright Horizons has posted to its corporate LinkedIn account in opposition to "anti-LGBTG legislation" toward children [\(7\)](#). Bright Horizons has also posted to its corporate Facebook account in support of Pride Month [\(89\)](#).

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

Bright Horizons has donated an undisclosed amount to the Black Lives Matter movement [\(1\)](#)/[2](#)). The company is also a coalition partner for OneTen [\(3\)](#). The company'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 [\(4\)](#)/[5](#)). 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

Bright Horizons does not operate a PAC or engage in lobbying at this time [\(1\)](#)/[2](#)/[3](#)).

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