

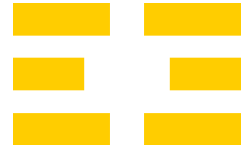


Horace Mann

Locations: Illinois (HQ)

Industries: Insurance

RISK LEVEL:



Medium Risk

DESCRIPTION:

Horace Mann has not publicly fired customers, suppliers, or vendors based on views or beliefs. However, it requires all of its leaders to undergo unconscious bias training and is committed to carbon neutrality by 2050. Horace Mann frequently uses its corporate reputation to promote ideological causes and vets vendors according to LGBTQ policies. However, it has not used corporate funds to support ideological groups or agendas hostile to freedom of expression. For these reasons, Horace Mann receives a Medium 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**

Horace Mann has a written policy pledging to vet vendors for LGBTQ policies (1)(2). However, it 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. **Lower Risk**

Horace Mann's charitable giving policy does not discriminate against religious organizations (1).

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

Horace Mann does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

Horace Mann CEO Marita Zuraitis has publicly discussed the importance of DEI and unconscious bias (1)(2). The company requires its leadership to undergo unconscious bias training and uses its social media to talk about unconscious bias (3)(4). Zuraitis is a signatory of the CEO Action for Diversity & Inclusion pledge (5). The company is committed to half its carbon emissions by 2030 and

achieving net-zero emissions by 2050 [\(6\)](#)[\(7\)](#)[\(8\)](#). Horace Mann reports to the Bloomberg Gender-Equality Index [\(9\)](#).

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

Horace Mann has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

Horace Mann does not operate a PAC at this time.

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