

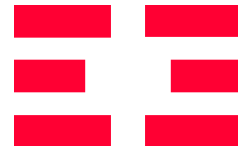


Ziff Davis

Locations: New York (HQ)

Industries: Media and Entertainment

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's™ controversial demands, Ziff Davis 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. Ziff Davis 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. Ziff Davis supports the Equality Act, CEOs for Gun Safety and implements DEI training for its employees. The company opposed various state and local legislation intended to protect parental rights, girls'™ sports, bathroom facilities, and gendered spaces. For these reasons, Ziff Davis 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

Ziff Davis received a score of 100 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). Ziff Davis integrates ESG into all of its business practices and has implemented environmental criteria which it extends to its suppliers and vendors (3)(4).

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

Ziff Davis' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)

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

Ziff Davis' 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)

Corporate Governance and Public Policy

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

Ziff Davis indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Ziff Davis signed an open letter in support of the Equality Act (3). The company has also signed other LGBTQ legislation including Human Rights Campaign's Business Statement on Anti-LGBTQ State Legislation, the Texas Competes Pledge, and the Florida Competes Business Coalition (45). Through the company's Employee Training and Education Program, it has implemented training on DEI and Managing Bias, Anti-Racism & Allyship, and resources for Pride Month (6). Ziff Davis's DEI Council has implemented DEI targets in its hiring, annual compensation plans, and its bonus plans (78).

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

Ziff Davis 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. Ziff Davis pledged \$2.5 million in ad space to multiple organizations, including The Trevor Project (3). The company donates almost \$4.4 million to organizations combatting racism, including Race Forward (4). Through Ziff Davis's charitable giving program, the company supported multiple LGBTQ organizations (5).

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

Ziff Davis 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.

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