

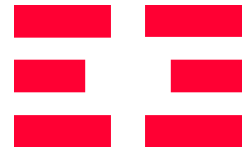


WE Communications

Locations: Washington (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, WE Communications 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. WE Communications 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. The company provides a benefits package for employees which covers travel/lodging costs for an abortion. The company supports the Equality Act and the Project 47 pledge. WE Communications regularly supports LGBTQ Pride and pledged to achieve carbon neutrality by 2030. The companies CEO signed the CEOs for Gun Safety. WE Communications opposed various state and local legislation intended to protect parental rights, girls'sports, bathroom facilities, and gendered spaces. For these reasons, WE Communications 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**

WE Communications 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). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

WE Communications 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**

WE Communications 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 gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). WE Communications does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

WE Communications signed an open letter in support of the Equality Act and signed the Project 47 Pledge (1)(2)(3). The company regularly supports LGBTQ Pride (4)(5). The company is a member of the UN Global Compact and has pledged to reach net-zero operations by 2030 (6). WE Communications 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 (7)(8). By doing so, the company risks dividing employees, alienating customers and harming shareholders. WE's CEO is a signatory to the CEOs for Gun Safety (910).

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

WE provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). The company 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 (3)(4). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. WE Communications made a \$2,500 donation to Gender Cool, an organization focused on sharing stories of trans youth and affirming those youth wishing to change genders (5).

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

High Risk

WE Communications 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. WE Communications does not operate a PAC at this time (3).

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