



DESCRIPTION:

Lazard does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company offers transgender surgery to its employees and discriminates against religious organizations in its charitable giving. Lazard's CEO signed the CEO Action for Diversity & Inclusion pledge and in 2021 made a \$150,000 donation to the NAACP. The company is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices. For these reasons, Lazard 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

Lazard integrates ESG into all of its business practices. Lazard has “a long history of ESG integration” (12)(3). However, the company 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. High Risk

Lazard will not match employee donations to “religious organizations”¹.

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

Lazard does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Lazard Ltd offers LGBTQIA+ employees free healthcare resources, support, and “gender affirmation surgery” (1). Lazard’s CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training

in the workplace (23).

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

Lazard made a \$150,000 donation to the NAACP in 2020 (1). Otherwise, it does not use corporate funds to advance ideological causes, organizations, or policies (2).

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

N/A

Lazard does not operate a PAC or report on its lobbying at this time (1)(2).

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