



Marathon Petroleum

Subsidiaries: MPLX, Speedway

Locations: Ohio (HQ)

Industries: Energy

RISK LEVEL:



High Risk

DESCRIPTION:

Marathon Petroleum has not publicly terminated business relationships based on views or beliefs. Marathon Petroleum scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Marathon 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. Marathon 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 does not provide its employees with protections against viewpoint discrimination. The company discriminates against some religious organizations in its charitable giving and is a corporate partner of the National LGBT Chamber of Commerce. Its former CEO signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. However, Marathon Petroleum has not used its PAC contributions for ideological purposes. For these reasons, Marathon Petroleum 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**

Marathon received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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, Marathon 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**

Marathon's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Marathon will not "provide donations or matching funds to general operations of religious organizations" but will permit donations to secular programs to run through religious organizations, such as a food bank or similar programs (3).

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

High Risk

Marathon's 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Marathon does not protect its employees from viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Medium Risk

Marathon's 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 (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Former Marathon CEO Gary Heminger signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3). Otherwise, Marathon has not used its corporate image or voice to support ideological causes or organizations (4).

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

High Risk

Marathon'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. 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. (3). Otherwise, it does not publicly give to ideological groups hostile to freedom of expression (4)(5).

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

High Risk

Marathon's 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. Marathon Petroleum does not use its PAC donations for ideological purposes (3).

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