



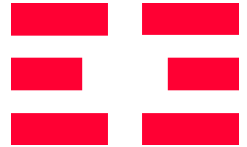
Hewlett-Packard (HP)

Subsidiaries: Plantronics, Apogee Enterprises

Locations: California (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

Hewlett-Packard (HP) 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, the company 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. HP 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 and transgender medical procedures for covered employees and dependents, including children. HP enables employees to give to Planned Parenthood. The company is a corporate partner of the Human Rights Campaign (HRC), funds children's drag shows, and donated to the Equality PAC. The company is a CERES Network Member, committed to carbon neutrality by 2040. HP opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. HP denounced various states' legislative efforts to protect election integrity and security. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, HP 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**

[1](#)[2](#)[3](#). HP 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 [4](#)[5](#). However, HP 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**

HP [1](#)[2](#).

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

Medium Risk

HP 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). HP (3).

Corporate Governance and Public Policy

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

HP'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. HP signed open letters supporting the Equality Act and opposing protections of women's and girls' sports (3)(4). HP also denounced state legislative efforts to increase election security in their states (5). HP opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). CEO Antonio Neri is a member of the Business Roundtable but has not supported ideological initiatives (7). HP is a Ceres Network Member, committed to net zero carbon emissions by 2040 (8)(91011).

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

HP provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). The company'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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company's CEO made a twitter post stating, "Restricting a woman's ability and choices in obtaining health care is inequitable and harmful to the advancement of women." (8). HP is a member of the Global Alliance for Responsible Media (9)(10)(11). HP pledged over \$100 million to the Black Lives Matter movement and related causes (12)(13). HP is a bronze partner of the HRC (14). The company also funded the Boise Pride event, which featured drag shows with children as young as 11 years old included (15). HP is a Platinum sponsor of Out and Equal (16). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (17)(18).

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

High Risk

HP'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. HP has donated to the Equality PAC (3).

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