

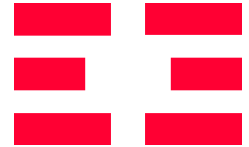
abbvie

AbbVie

Subsidiaries: Allergan PLC

Locations: Illinois (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:**High Risk****DESCRIPTION:**

AbbVie scored 100 on the 2023-2024 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 provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. AbbVie 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. AbbVie's CEO, Richard A. Gonzalez, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Allergan is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. AbbVie is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company is a Copper sponsor of Out & Equal and is a corporate partner of the NGLCC. AbbVie supports the Equality Act and donated to the Equality PAC. For these reasons, AbbVie receives a High Risk rating.

Corporate Weaponization

Has canceled 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

AbbVie's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, AbbVie has not publicly canceled business relationships 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

AbbVie's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). AbbVie does not appear to discriminate against charitable organizations based on views or beliefs. The company's philanthropy focuses on strengthening healthcare systems, effective educational programs, and building strong communities (3). AbbVie has previously partnered with Habitat for Humanity, a faith-based charity (4).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.

High Risk

AbbVie's HRC 2023-2024 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). AbbVie does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

AbbVie's HRC 2023-2024 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. AbbVie signed an open letter in support of the Equality Act, a controversial bill (3). Allergan CEO Brent Saunders signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4). In the wake of backlash against DEI, AbbVie stopped mentioning racial justice in its annual 10-K filing. The company said it remains committed to racial equity and social justice (5). AbbVie's CEO, Richard A. Gonzalez, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7). Allergan's CEO, Brent Saunders, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (8)(9).

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

High Risk

AbbVie's HRC 2023-2024 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. AbbVie is a sponsor of the HRC (3). The company has pledged \$62 million to Black Lives Matter and related causes (4)(5). AbbVie is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7). Allergan, a subsidiary of AbbVie, signed onto the Business Roundtable in 2019 (8). AbbVie is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (9)(10).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

High Risk

AbbVie's HRC 2023-2024 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. AbbVie donated to the Equality Act but has not lobbied for ideological purposes (3)(4)(5)

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