



High Risk

DESCRIPTION:

Deloitte 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, Deloitte 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. Deloitte 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. Deloitte pledged over \$80 million to BLM and related causes, is a gold partner of the Human Rights Campaign (HRC), and a founding member of the Partnership for Global LGBTI Equality (PGLE). Deloitte funds multiple LGBTQ organizations and has used its reputation to support partisan policies and comment on state-level politics. Deloitte is a member of the Ceres Network and the Net Zero Financial Service Providers Alliance, committed to net-zero carbon emissions by 2050. Deloitte is a signatory of the Business Roundtable’s 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. For these reasons, Deloitte 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

Deloitte 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)(3)(4)(5)(6). However, it has not publicly terminated 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

DeloitteRC 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

Deloitte 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). Deloitte 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

1)(2)(3)(4). The company signed an open letter in support of the Equality Act (5). Deloitte, a member of the Business Roundtable, signed a letter "affirming the right to vote" amidst multiple states signing election security laws (6). The CEO of Deloitte, Joe Ucuzoglu, is a member of the Business Roundtable and Former CEO Punit Renjen signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(8). Deloitte is a signatory of the United Nations Standards of Conduct for Business, committing itself to fighting against discrimination toward transgender and intersex people (9). Deloitte is a member of the Ceres Network and the Net Zero Financial Service Providers Alliance, committed to net-zero carbon emissions by 2050 (9)(10)(11). Deloitte indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (12)(13). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Deloitte 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). Deloitte 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Deloitte is a gold partner of the HRC and a founding member of the PGLC (7)(8). The company gives directly to Planned Parenthood (9). Deloitte is a Titanium sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (10)(11). Deloitte also pledged over \$80 million to the Black Lives Matter movement and related causes (12)(13).

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

Deloitte 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. Deloitte has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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