

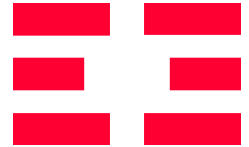


Automatic Data Processing (ADP)

Locations: New Jersey (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



High Risk

DESCRIPTION:

Automatic Data Processing (ADP) scored an 85 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, ADP 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. ADP uses corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. ADP has supported the Equality Act and transgender participation in girls' sports. It is a corporate partner of the National LGBT Chamber of Commerce. ADP has funded the American Civil Liberties Union (ACLU) and Amnesty International. ADP is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. ADP has not lobbied for ideological causes, though. For these reasons, ADP 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**

ADP received a score of 85 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, the company has not publicly terminated business relationships due to religious beliefs or political views.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

ADP's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). ADP discriminates against religious organizations in its charitable giving guidelines. The ADP Foundation matches employee donations to national charities but not religious charities (3).

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

ADP's HRC 2023 CEI rating indicates the company has a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). ADP 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

ADP'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. ADP signed an open letter in support of the Equality Act (3). The company was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (4). ADP has also taken the OneTen pledge to further emphasize race in hiring (5)(6). CEO Maria Black is a member of the Business Roundtable and Former CEO Carlos Rodriguez signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(8). The company signed Orlando Economic Partnership's DEI pledge, committing themselves to fight systemic racism, prioritize the success of diverse people in its workplace, and ensure DEI "is a strategic imperative with demonstrated commitment and actions" (9).

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

ADP'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. ADP funded the ACLU, National Urban League, and Amnesty International (3). The company is a corporate partner of the National LGBT Chamber of Commerce (4).

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

ADP'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. Automatic Data Processing does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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