



## Eli Lilly and Co.

Locations: Indiana (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

### RISK LEVEL:



High Risk

### DESCRIPTION:

Eli Lilly scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Eli Lilly 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. Eli Lilly 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. Eli Lilly has also spoken out against state efforts to reform its own election processes. The company pledged \$25 million to BLM and related causes and denounced religious freedom legislation. Eli Lilly has also funded Planned Parenthood and multiple LGBT organizations. For these reasons, Eli Lilly 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**

*Eli Lilly 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, 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**

*Eli Lilly*(1)(2).

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

*Eli Lilly 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). Eli Lilly 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

Eli Lilly has advocated for the Equality Act (1). Eli Lilly put out a commercial featuring a seemingly transgender man and uses the language, "the body you are randomly assigned at birth shouldn't determine how well you are cared for" (2). The company also spoke out against Indiana's state legislature revising election procedures after the pandemic and against the state's religious freedom restoration act law in 2015 (3). The company criticized the state's abortion ban, saying "that it would be forced to look outside the state for employment growth" (4). Eli Lilly indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). 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

Eli Lilly 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). It is unclear if the company is currently supporting the organization. Eli Lilly has pledged \$25 million to the Black Lives Matter movement and related causes (4)(5). Eli Lilly is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7).

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

Eli Lilly 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. Eli Lilly has not used its political contributions for ideological purposes (3)(4)(5)(6).

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