



Philip Morris International

Locations: New York (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Philip Morris International, a tobacco company, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, Philip Morris International increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Philip Morris International supports the Equality Act and has donated to the Equality PAC. However, it does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Philip Morris International receives a Medium 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

Philip Morris International received a score of 70 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, Philip Morris International 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

(1)(2). Philip Morris International does not appear to discriminate against religious organizations in its charitable giving (3)(4).

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

indicates the company provides gender transition guidelines for its employees(1)(2). Philip Morris International does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

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

Philip Morris signed an open letter in support of the Equality Act (1).

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

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 (1)(2). customers and harming shareholders.

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

Philip Morris has donated to the Equality PAC but has not lobbied for ideological purposes (1)(2)(3).

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