



# Philip Morris International

Locations: New York (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Philip Morris International, a tobacco company, protects its employees against viewpoint discrimination and has not publicly canceled business relationships based on views or beliefs. Philip Morris International scored a 70 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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. However, it does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Philip Morris International receives a Medium 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**

*Philip Morris International's HRC 2023 CEI rating indicates 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 canceled 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**

*Philip Morris International'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). Philip Morris International does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).*

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

*Philip Morris International's HRC 2023-2024 CEI rating indicates the company provides gender transition guidelines for its employees (1)(2). Philip Morris International protects its employees against viewpoint discrimination (3).*

## Corporate Governance and Public Policy

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

*Philip Morris signed an open letter in support of the Equality Act, a controversial bill (1).*

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

*Philip Morris International'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 (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.*

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

*Philip Morris does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).*

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