



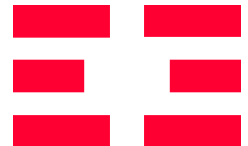
Duke Energy

Subsidiaries: Progress Energy, Cinergy

Locations: North Carolina (HQ)

Industries: Energy

RISK LEVEL:



High Risk

DESCRIPTION:

Duke Energy 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, Duke Energy 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. Duke Energy 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. Duke Energy does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships due to religious beliefs or political views. Duke Energy was a corporate sponsor of a "compromise bill" that would replace North Carolina's 2015 HB 2 "bathroom bill", and it supports the Equality Act. Duke Energy is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company's CEO signed the CEO Action for Diversity & Inclusion pledge, and it signed Orlando Economic Partnership's DEI pledge. Duke Energy has pledged over \$1 million to the Black Lives Matter movement and related causes. For these reasons, Duke Energy 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**

Duke Energy 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).

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

Duke Energy(1)(2).

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

Duke Energy 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). Duke Energy's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). Duke Energy(5).

Corporate Governance and Public Policy

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

Duke Energy was a corporate sponsor of a "compromise bill" that would replace North Carolina's 2015 HB 2 "bathroom bill" (1). The company signed an open letter in support of the Equality Act (2). Duke Energy is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3)(4). Duke Energy 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. Duke Energy 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" (7).

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

Duke Energy 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. The company has pledged over \$1 million to the Black Lives Matter movement and related causes (3)(4)(5).

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

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

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