



Cummins

Subsidiaries: Meritor, Inc.

Locations: Indiana (HQ)

Industries: Capital Goods

RISK LEVEL:



High Risk

DESCRIPTION:

Cummins 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, Cummins 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. Cummins 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. Cummins opposed the Indiana abortion law and pledged over \$20 million to BLM and related causes. It is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company spoke out against the North Carolina legislation, HB2, which required people to use the bathroom of their biological sex. Cummins signed an open letter in support of the Equality Act and lobbied for the Equality Act. For these reasons, Cummins 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**

Cummins 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). Cummins has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Business Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (3). 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**

Cummins's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

Cummins's HRC 2023 CEI rating 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). Cummins 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

Cummins 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. Cummins opposed Indiana's abortion law and published an article in support of women's reproductive healthcare (3). The company signed an open letter in support of the Equality Act (4). Cummins is a coalition partner for America Competes (5). Cummins spoke out against the North Carolina legislation, HB2, which required people to use the bathroom of their biological sex (6). Its CEO is a member of the Business Roundtable and Former CEO Tom Linebarger signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(8).

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

Cummins 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. Cummins pledged over \$20 million to the Black Lives Matter movement and related causes, including a \$250,000 donation to the Indianapolis Urban League (3)(4)(5). The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (6).

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

Cummins 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. Cummins (3)(4)(5).

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