



Marsh McLennan

Subsidiaries: Marsh, Guy Carpenter, Mercer, Oliver Wyman

Locations: New York (HQ)

Industries: Insurance

RISK LEVEL:



High Risk

DESCRIPTION:

Marsh McLennan, a professional services firm, has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, Marsh McLennan 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. Marsh McLennan 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. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Marsh McLennan does not provide viewpoint protections for its employees. The company ties executive compensation to ESG metrics and provides a benefits package for employees which covers travel/lodging costs for an abortion. Marsh McLennan has donated to the Equality PAC. The company's CEO signed the CEO Action for Diversity and Inclusion pledge and regularly supports LGBTQ Pride. Marsh McLennan hired a Chief Inclusion and Diversity Officer and its CEO is a member of the Business Roundtable. The company has pledged support to Black Lives Matter and related causes. Marsh McLennan is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Marsh McLennan 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**

Marsh McLennan 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, Marsh McLennan has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.3).

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

Marsh McLennan(1)(2). Marsh McLennan does not appear to discriminate against charitable organizations based on views or beliefs (3)(4)(5)(6).

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

High Risk

Marsh McLennan 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). Marsh McLennan'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). Marsh McLennan does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

Marsh McLennan 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. Marsh McLennan signed an open letter in support of the Equality Act and opposed multiple anti-LGBTQ legislation (3)(4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). The company regularly supports LGBTQ Pride and is a member of Out Leadership (6)(7)(8). The company hired a Chief Inclusion and Diversity Officer, and its CEO is a member of the Business Roundtable but has not supported ideological initiatives (9)(10)(11).

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

Marsh McLennan provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). The company 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 (4)(5). customers and harming shareholders. The company has (6)(7)(8). Marsh McLennan is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (9)(10).

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

High Risk

Marsh McLennan 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. Marsh McLennan donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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