

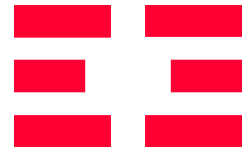


Fiserv (Worldpay and Clover)

Locations: Wisconsin (HQ)

Industries: Diversified Financials, Payment Processing

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Fiserv 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. Fiserv 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 supports the Equality Act and offers multiple classes to employees on topics such as diversity and inclusion. Fiserv is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC). The company pledged \$50 million to BLM and related causes. Fiserv is a silver partner of Fiserv. For these reasons, Fiserv 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

Fiserv received a score of 95 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, Fiserv 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

Fiserv (1)(2).

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

Fiserv 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). Fiserv 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

Fiserv 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. Fiserv signed an open letter in support of the Equality Act and offers multiple classes to employees on topics such as diversity and inclusion (3)(4). As a part of Fiserv's "Forward Together" charitable giving campaign, the company only permitted the LGBTQ and Black Leadership employee resource groups to decide whom to support (5).

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

Fiserv 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 pledged \$50 million to the Black Lives Matter movement and related causes, including the ACLU and the BLM organization itself (3)(4)(5). Fiserv is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7)(8)(9)(10).

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

Fiserv 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. Fiserv has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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