

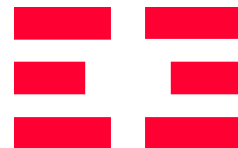


# Spotify

Locations: Sweden (HQ)

Industries: Media and Entertainment

RISK LEVEL:



High Risk

## DESCRIPTION:

Spotify refused to cancel the Joe Rogan experience after alleged "vaccine misinformation". By complying with Human Rights Campaign's controversial demands, Spotify 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. Spotify 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 is part of the Global Alliance for Responsible Media (GARM) and supports the Equality Act. Spotify hosted fundraisers for Color of Change and created a "Safety Advisory Council". The company has lobbied for the "George Floyd Justice in Policing Act of 2021". For these reasons, Spotify 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**

Spotify received a score of 85 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)(3)(4)(5). The company refused to cancel the popular Joe Rogan Experience podcast over accusations of "vaccine misinformation" (6).

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

SpotifyRC 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**

Spotify 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). Spotify 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

Spotify 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. Spotify signed an open letter in support of the Equality Act and regularly supports LGBTQ Pride (3)(4)(5)(6). The company also created a content "Safety Advisory Council" (7).

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

Spotify 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. (3)(4)(5). Spotify has hosted fundraising events for nonprofits supporting racial justice, one of which benefited the progressive ideological group Color of Change (6)(7).

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

Spotify 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. Spotify (3)(4).

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