



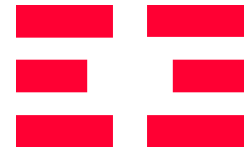
# Unum Group

Subsidiaries: Colonial Life Insurance

Locations: Tennessee (HQ)

Industries: Insurance

## RISK LEVEL:



High Risk

### DESCRIPTION:

Unum Group scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Unum Group 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. Unum Group 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. Unum Group, which is an insurance company, does not protect its employees against viewpoint discrimination. However, the company has not publicly terminated business relationships based on views or beliefs. The company has pledged \$500,000 to BLM and related causes and has donated to the Equality PAC. The company discriminates against religious organizations in its charitable giving but has not used its corporate reputation to advance ideological purposes. For these reasons, Unum Group 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**

*Unum Group 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, Unum Group 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**

*Unum Group(1)(2). Unum Group will not fund "religious organizations" (3).*

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

*Unum Group 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). Unum Group 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. Medium Risk**

Unum Group 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.

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

Unum Group 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 \$500,000 to the Black Lives Matter movement and related causes (3)(4)(5).

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

Unum Group's 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. Unum Group's PAC donated to the Equality PAC but has not used its lobbying for ideological purposes (3)(4)(5).

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