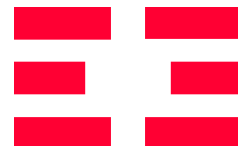




# Novartis

Subsidiaries: Novartis Pharmaceuticals Corporation  
Locations: Switzerland (HQ)  
Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/novartis/>

## DESCRIPTION:

Novartis is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Novartis embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled 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**

*Novartis received a score of 100 on the 2026 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*

[\(1\)](#)[\(2\)](#)[\(3\)](#).

*Novartis received a score of 100 on the 2025 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 [\(4\)](#)[\(5\)](#). Novartis's Environmental Sustainability Criteria for Suppliers requires that each "Supplier shall ensure that all products and/or services procured by Novartis should be carbon neutral by 2030" [\(6\)](#). The company integrates ESG into its business practices, tying ESG metrics to its executive compensation: "Determined the critical performance measures (including financial, strategic, operational, innovation and ESG) to be considered in Executive incentive plan targets" [\(7\)](#). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy [\(8\)](#). However, Novartis has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs [\(9\)](#)[\(10\)](#).*

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

*Novartis's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(1\)](#)[\(2\)](#)[\(3\)](#). Novartis' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(4\)](#)[\(5\)](#). Novartis' charitable giving guidelines require that organizations abide by its*

nondiscrimination policy, thereby excluding some religious charities (6).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.**

**High Risk**

Novartis's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training 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)(3). Novartis' HRC 2025 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 (4)(5). The company appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Framework: "Diversity remains a critical focus area for the Board, and the GSNC continuously examines opportunities to further increase the Board's diversity when identifying new Board member candidates" (6). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. The company is seeking "to achieve 50% representation of both genders in the composition of the Board" (7). The company offers unconscious bias training to its employees (8). Novartis does not provide viewpoint protections for its employees (9).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**High Risk**

Novartis's HRC 2026 CEI rating indicates the company potentially agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2)(3). Novartis' HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (4)(5). Novartis's PGLE membership reflects its commitment to "operationalize" company coverage of transgender surgery and treatment, the vetting of business partners based on LGBTQ+ policies, and the financial support of LGBTQ organizations on a global level (6)(7)(8)(9). Novartis publishes "The Novartis in Society Integrated Report" to outline its ESG efforts which includes its 2030 environmental sustainability strategy, the goal of Net Zero by 2040, and its signature on The Climate Pledge (10)(11)(12). Novartis joined the Business for Innovative Climate and Energy Policy (BICEP) that advocates for ESG to policymakers and signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (13)(14). The company supports DEI within its business practices. From its Code of Ethics: "Creating an equitable environment and being inclusive of all individuals helps us to generate new ideas, drive innovation, understand our stakeholders and be closer to patients" (15). The company supports ESG within its business practices. From its 2023 Integrated Report: "Alongside these achievements, we continued to deliver on our environmental, social and governance (ESG) commitments to broaden access to our innovative medicines, tackle major global health challenges, advance gender equity, and reduce our impact on the environment" (16).

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

**High Risk**

Novartis provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical

procedures for covered employees and dependents, including children (1)(2)(3). Novartis's HRC 2026 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, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5)(6)(7). Novartis' HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (8)(9). Novartis is a founding member of the PGLE, a Silver sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (10)(11)(12). Novartis was a Gold level sponsor of the 2025 HRC National Dinner (13). Novartis is a partner of the HRC's Foundation (14)(15). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (16).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes.**

**High Risk**

Novartis' HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Novartis has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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