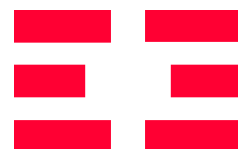




IHG Hotels & Resorts (Intercontinental Hotels Group)

Subsidiaries: Holiday Inn, InterContinental Exchange, Crowne Plaza,
Kimpton Hotels & Restaurants
Locations: United Kingdom (HQ)
Industries: Consumer Services

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/ihg-hotels-resorts/>

DESCRIPTION:

IHG Hotels & Resorts 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. IHG 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

IHG 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 (1)(2). Intercontinental Exchange is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (3)(4). The company integrates ESG into its business practices. From its Supplier Code of Conduct: "suppliers are expected to endeavour to: reduce energy use and greenhouse gas emissions (GHGs), and maximise and optimise the role of renewable energy" (5). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (6). However, IHG has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (7)(8).

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

IHG's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company will not support "Sectarian or religious organizations" (3).

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

IHG's 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 (1)(2). IHG plans to roll-out mandatory unconscious bias training for 10,000 US corporate and managed hotel employees by 2020 (3). The company also offers race training and trans awareness training to its employees (4). The company appears to prioritize diversity over merit in its recruitment. From its 2022 DEI Progress Report: "We're seeking diverse opinions and perspectives, and purposefully recruiting more inclusively, including engaging with people who have lacked opportunities in the past." The company appears to prioritize diversity over merit in its hiring: "We have begun embedding inclusive hiring practices (such as diverse slates and diverse panels) among our hotel and corporate teams to help us attract and hire people from a wide range of backgrounds." The company appears to prioritize diversity over merit in its leadership composition: "We built on our progress of the past two years by delivering a new 11-point action plan for 2022, focused on integrating all aspects of DE&I into our business strategy, including building accountability and inclusive leadership." The company appears to prioritize diversity over merit in its supply chain: "We're working with an increasing number of diverse suppliers through our supplier diversity programme EPIC – Engaging Partnerships through Inclusion and Collaboration – and engaging more companies who share our values" (5). The company appears to prioritize diversity over merit in its business structure through the establishment of racial targets for its leadership composition. The company is seeking 26%, a 6% increase, of ethnic/racial diversity by 2025 (6). The company does not provide viewpoint protections for its employees (7).

Corporate Governance and Public Policy

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

IHG's 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 (1)(2). IHG has signed open letters supporting the Equality Act, a controversial bill (3). 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 (4). IHG signed a statement to codify recognition for same-sex marriage (5). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (6). IHG's former CEO, Keith Barr, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (7)(8). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (9). The company supports DEI within its business practices, hosting a DEI Council and Board (10). The company supports DEI within its business practices. From its 2022 DEI Progress Report: "A cornerstone of this ethos is a genuine passion for Diversity, Equity & Inclusion (DE&I), which sits at the heart of our purpose to provide True Hospitality for Good to our guests, hotels, owners, colleagues and communities" (11). The company supports ESG within its business practices. From its 2023 Responsible Business Report: "While a range of ESG factors were deemed important and taken into consideration, a total of 17 material ESG issues have been identified as medium or high importance to both IHG and our stakeholders – having the potential to create both risks and opportunities for our business. Each issue is covered within this report" (12). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (13)(14).

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

IHG's 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 (1)(2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

High Risk

IHG's 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). IHG has not used its PAC donations for ideological purposes but does not engage in lobbying at this time (3)(4)(5).

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