



# Boehringer Ingelheim

Locations: Germany (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

## DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Boehringer 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. Boehringer uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Boehringer supports the Equality Act. The company opposed various state and local legislation intended to protect parental rights, girlsâ€™ sports, bathroom facilities, and gendered spaces. For these reasons, Boehringer Ingelheim receives a High Risk rating.

## Corporate Weaponization

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

Boehringer Ingelheim does not discriminate against charitable organizations based on views or beliefs. The company's primary charitable goals are "to improve access to healthcare, and to enhance STEM education, with a focus on the underserved" (1)(2). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

Boehringer Ingelheim does not provide viewpoint protections for its employees (1). The company's HRC 2023 CEI rating indicates 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 (2)(3)(4).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

Boehringer Ingelheim signed an open letter in support of the Equality Act (1). The company was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (2).

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 (34). The company's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Boehringer's HRC 2023 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 (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Boehringer Ingelheim has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (1)(2)(3). The company's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (4)(5). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.

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