

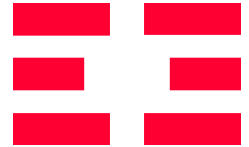


GlaxoSmithKline (GSK)

Locations: United Kingdom (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

GlaxoSmithKline scored an 85 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, GlaxoSmithKline (GSK) 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, and philanthropic support. GSK forces employees to undergo multiple ideological trainings and uses its corporate funds and political influence to support controversial sex and gender ideologies, organizations, and legislation. GSK provides a benefits package for employees which covers travel/lodging costs for an abortion. The company supports the Equality Act and funds LGBTQ causes and organizations. GSK opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. GSK is a corporate partner of the National LGBT Chamber of Commerce and is a silver sponsor of Out & Equal. For these reasons, GlaxoSmithKline 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**

GSK received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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, GSK has not publicly terminated business relationships due to religious beliefs or political views.

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

GSK (1)(2).

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

GSK does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

GSK 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. GSK signed an open letter in support of the Equality Act (3). The company is a founding member of the Proud Science Alliance, which describes itself as "a collective of healthcare and life sciences sector LGBTQ+ networks who work together to raise the bar on LGBTQ+ inclusion within their organizations and the sector as a whole" (4). GSK spoke out in favor of abortion rights following the overturning of *Roe v. Wade* and supports LGBTQ Pride (5)(6)(7).

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

GSK provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). GSK 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 (3)(4). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. GSK is a corporate partner of the National LGBT Chamber of Commerce and is a silver sponsor of Out & Equal (5)(6). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8).

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

GSK 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. GSK has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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