

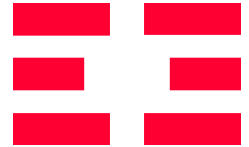


AstraZeneca

Locations: United Kingdom (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with the HRC's controversial demands, AstraZeneca 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. AstraZeneca uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, AstraZeneca 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**

AstraZeneca has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company received a score of 95 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).

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

AstraZeneca will match employee donations to faith-based organizations only if the donation is "specified for a community outreach program, e.g., soup kitchen or homeless shelter" (1). AstraZeneca also accepts donation requests from all charities, including religious charities, as long as the charity is open to the public (2)(3). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5).

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

AstraZeneca does not publicly outline its nondiscrimination policy. 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 (1)(2).

Corporate Governance and Public Policy

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

AstraZeneca is a member of the business coalition for the Equality Act (1)(2). AstraZeneca'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 (3)(4). 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

AstraZeneca'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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. AstraZeneca is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

AstraZeneca has not used its PAC donations for ideological purposes (1)(2)(3). The company 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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