



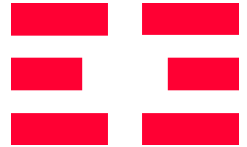
## Estee Lauder Companies

Subsidiaries: Clinique, Aveda, Origins, Bobbi Brown, AERIN, aramis, Bumble and Bumble, Darphin, Dr. Jart+, Glamglow, Jo Malone, Kilian, La Mer, LAB Series, Le Labo, MAC, Niod, Smashbox, The Ordinary, Tom Ford Beauty, Too Faced

Locations: New York (HQ)

Industries: Household and Personal Products

### RISK LEVEL:



High Risk

### DESCRIPTION:

Estee Lauder Companies fired a top executive over a "racially insensitive" social media post but has refused to terminate a board member due to his support of Donald Trump. Estee Lauder scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Estee Lauder Companies (Estee Lauder), 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. Estee Lauder forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Estee Lauder provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company supports the Equality Act. Estee Lauder has supported Planned Parenthood and pledged \$11.8 million to BLM and related causes. The company denounced various states' legislative efforts to protect election integrity and security. For these reasons, Estee Lauder 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.** **High Risk**

*Estee Lauder fired a top executive in 2022 over what it deemed a racially insensitive social media post (1). Estee Lauder held firm against employee pressure to oust a board member and family heir, Ronald Lauder, due to his support of President Trump (2)(3). Estee Lauder received a score of 100 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).*

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

*Estee Lauder's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).*

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

**High Risk**

*Estee Lauder 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). Estee Lauder does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*Estee Lauder is a member of the Business Coalition for the Equality Act (1). Estee Lauder subsidiary Aveda requires unconscious bias training for all full-time employees (2). Aveda is a Ceres Network Member, committed to net zero carbon emissions by 2040 (3)(4). Estee Lauder denounced state legislatures' efforts to change their election processes (5). Estee Lauder indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers (8).*

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

*Estee Lauder provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). Estee Lauder 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Estee Lauder and affiliates gave \$500,000 to Planned Parenthood (7). Estee Lauder pledged \$11.8 million to Black Lives Matter and related causes (8)(9).*

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

**High Risk**

*Estee Lauder 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. Estee Lauder does not have a PAC but has not lobbied in an ideological manner (3)(4)(5).*

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