



Medtronic PLC

Locations: Ireland (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

DESCRIPTION:

Medtronic has not publicly terminated business relationships based on views or beliefs. Medtronic PLC scored a 100 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, Medtronic 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. Medtronic 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. The company does not protect its employees against viewpoint discrimination. Medtronic likely covers travel costs for employee abortions. The company is a member of the PGLE, a bronze sponsor of Out and Equal, and a corporate partner of the NGLCC. Medtronic uses its reputation and corporate dollars to support LGBTQ causes and organizations. The company holds educational trainings for employees on "systemic racism" and its former CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Medtronic opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Medtronic 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**

Medtronic received a score of 100 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). However, Medtronic has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Medtronic(1)(2). Medtronic (3)(4)(5)(6).

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

High Risk

Medtronic's HRC 2023 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). Medtronic does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

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

Medtronic indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. (3)(4)(5). Medtronic signed an open letter in support of the Equality Act and opposed state legislation protecting female sports (6)(7). Medtronic held "Days of Action for Racial Equity," during which employees learn about concepts such as systemic racism (8). CEO Geoff Martha is a member of the Business Roundtable and former CEO Omar Ishrak signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (9)(1011). Medtronic opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (12).

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

Medtronic 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). customers and harming shareholders. Medtronic has expanded travel benefits for employee healthcare plans following the overturning of Roe v. Wade; however, the company has not designated the specifics of the policy change (34)(5)(6). Medtronic pledged \$16 million in support to Black Lives Matter and related causes (7)(8).

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

High Risk

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

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