



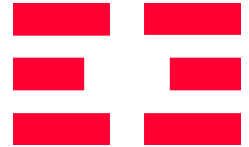
Sun Life Financial

Subsidiaries: MFS Investment, MFS Institutional Advisors

Locations: Canada (HQ), Massachusetts

Industries: Insurance

RISK LEVEL:



High Risk

DESCRIPTION:

Sun Life 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, Sun Life 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. Sun Life 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. Sun Life 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, opposed the Florida Parental Rights in Education Law, and is a corporate partner of the National LGBT Chamber of Commerce. Sun Life has funded the Human Rights Campaign and organizations that engage in legislative advocacy regarding the provision of pubertal blockers and hormone treatments to youth under the age of 18. For these reasons, Sun Life 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**

Sun Life 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 (1)(2). However, the company 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**

Sun Life (1)(2).

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

Sun Life 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 specific

benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company is a signatory of the BlackNorth Initiative, which calls for signatories to host unconscious bias trainings in accordance with the goals of the BLM movement (3)(4). MFS, a subsidiary of Sun Life, partners with the organization White Men as Full Diversity Partners, requiring extensive unconscious bias trainings for leadership positions (5). Sun Life does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

Sun Life supports the Equality Act and opposed the Florida Parental Rights in Education Law, which prohibits teaching gender ideology and sexual orientation to children in K-3rd grade (1)(2). Sun Life is a member of the America Competes coalition, which opposes state- and federal-level LGBTQ-related legislation (3)(4). Sun Life subsidiary MFS Investment is a member of the Climate Action 100+ and Ceres Network, which aim to mainstream climate- and ESG-related advocacy in the finance community (5)(6) indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (7)(8). 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

Sun Life 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). The company 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Sun Life is also a corporate partner of the National LGBT Chamber of Commerce (6). Sun Life has funded the Human Rights Campaign and the Transgender Law Center, which engages in legislative advocacy regarding the provision of pubertal blockers and hormones to children (7)(8).

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

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

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