



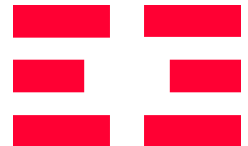
# Baxter International

Subsidiaries: Hill-Rom

Locations: Illinois (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

## DESCRIPTION:

Baxter International scored a 60 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, Baxter International increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Baxter International funds the Human Rights Campaign (HRC) and pledged over \$6 million to BLM and related causes. Baxter International is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company is a Ceres Network Member, committed to carbon neutrality by 2040. For these reasons, Baxter International 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**

*Baxter International received a score of 60 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 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**

*Baxter International's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(23)(4)*

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

*Baxter International's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The company requires all employees to complete unconscious bias training (2). Baxter International 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**

[1](#)[2](#). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 [3](#)[4](#).

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

Baxter International'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. In 2020, the HRC listed Baxter as a supporter of its Report on Discrimination of Black LGBTQ people [3](#). Baxter has also pledged over \$6 million to the Black Lives Matter movement and related causes [4](#)[5](#). The company is a corporate partner of the National LGBT Chamber of Commerce [6](#).

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

Baxter International does not operate a PAC at this time but has not lobbied for ideological purposes [1](#)[2](#)[3](#).

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