



Global Payments

Locations: Georgia (HQ)

Industries: Payment Processing

RISK LEVEL:



High Risk

DESCRIPTION:

Global Payments 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, Global Payments 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. Global Payments 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 pledged \$250,000 to BLM and related causes. Global Payments CEO signed the CEO Action for Diversity & Inclusion pledge and committed to being carbon neutral by 2040. The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). For these reasons, Global Payments 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**

Global Payments received a score of 100 recruit's 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, Global Payments 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**

Global Payments 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**

Global Payments 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Global Payments CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through

bias education training in the workplace (3). The company does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

Global Payments 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 (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company has partnered with Mastercard to offer a "True Identity" card, which allows transgender individuals to change their name on the card as they please (3). Global Payments committed to being carbon neutral by 2040 (4).

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

Global Payments 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. The company pledged \$250,000 to the BLM Movement and related causes (3)(4)(5). Global Payments has a Social Justice and Equality Fund matching program for employees to donate exclusively to vetted, non-ideological organizations (6). The company is a corporate partner of the National LGBT Chamber of Commerce (7).

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

High Risk

Global Payments HRC 2023 CEI rating 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. Global Payments has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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