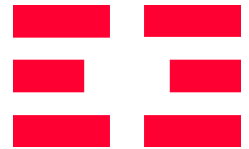




Anheuser-Busch InBev

Subsidiaries: Budweiser, Grupo Modelo, Michelob Ultra, Stella Artois, Bud Light, Kona
Locations: Belgium (HQ)
Industries: Food Beverage and Tobacco

RISK LEVEL:



High Risk

DESCRIPTION:

Anheuser-Busch InBev (AB InBev), a drink and brewing company, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. The company covers transgender-related medical costs for its employees and their children. America First Legal filed a letter with the EEOC requesting a civil rights investigation into AB InBev over discriminatory practices in hiring. The company is part of the Global Alliance for Responsible Media and has internally promoted critical race theory training. AB InBev and its subsidiaries have pledged support to BLM and related causes. The Anheuser Busch foundation and Bud Light are corporate partners of the National LGBT Chamber of Commerce and Bud Light has sponsored a transgender influencer. AB InBev has embraced ESG, DEI, and external advocacy groups to promote ideological agendas. For these reasons, AB InBev 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**

[1](#)/[2](#)/[3](#)). In April 2023, America First Legal filed a Civil Rights lawsuit against AB InBev for illegal, racist, and sexist hiring practices ([4](#)).

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

AB InBev does not discriminate against charitable organizations based on views or beliefs ([1](#)/[2](#)).

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

AB InBev'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 [1](#)/[2](#)). AB InBev does not provide viewpoint protections for its employees ([3](#)). America First Legal filed a letter with the EEOC requesting a civil rights investigation into AB InBev over discriminatory practices in hiring ([4](#)/[5](#)).

Corporate Governance and Public Policy

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

AB InBev's 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. AB InBev has internally promoted critical race and gender theories through partnerships with educational groups (3). The company created a global DEI council to "execute" its DEI priorities and formed external partnerships with groups that promote diversity pledges in the workplace. It is committed to carbon neutrality by 2040 (4)(5). AB InBev's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6).

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

AB InBev'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. (3)(4)(5). The Anheuser Busch Foundation and Bud Light are corporate partners of the National LGBT Chamber of Commerce to which Bud Light donated \$200,000 in 2022 (6)(7). In April of 2023, Bud Light sponsored a transgender influencer and sponsored 3 LGBT Pride parades (8)(9)(10). The company and its subsidiaries pledged support to BLM and related causes (11)(12)(13). Michelob Ultra pledged \$100 million toward gender equality in sports, including the sponsorship of transgender athletes (14). In the past AB InBev has sponsored Planned Parenthood fundraisers, though there are no records indicating the company has done so recently (15).

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

AB InBev's 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 (3)(4)(5).

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