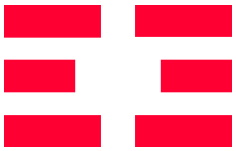
# EMD Serono

Locations: Massachusetts (HQ)
Industries: Pharmaceuticals Biotechnology and Life Sciences

**RISK LEVEL:**



**High Risk**

**DESCRIPTION:**

EMD Serono 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, EMD Serono 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. EMD Serono 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 supports the Equality Act and is a brass sponsor of Out & Equal. EMD Serono opposed various state and local legislation intended to protect parental rights, girlsâ€™ sports, bathroom facilities, and gendered spaces. For these reasons, EMD Serono 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**

*EMD Serono 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, EMD Serono has not publicly terminated business relationships due to religious beliefs or political views.*

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

*EMD Serono1)(2).*

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

*EMD Seronoindicates 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). EMD Serono 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**

*EMD Seronong 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. EMD Serono signed an open letter in support of the Equality Act (34). EMD Serono opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5).*

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

*EMD Seronoindicates 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. EMD Serono is a brass sponsor of Out & Equal (3).*

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

*EMD Seronoindicates 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. EMD Serono has not used its PAC donations for ideological purposes and does not report on its lobbying at this time (3)(4)(5).*

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