



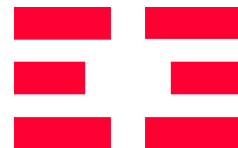
RBC Capital Markets

Subsidiaries: City National Bank, Royal Bank of Canada

Locations: Canada (HQ), New York

Industries: Banks

RISK LEVEL:



High Risk

DESCRIPTION:

RBC Capital Markets (RBC) ran into political controversy due to denying a mortgage to Canadian right-wing news outlet Rebel News, though the bank denies a specific political motivation for the incident. A released phone call detailed that the decision was made not for financial reasons but to avoid working with controversial media. By complying with Human Rights Campaign's controversial demands, RBC 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. RBC 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. RBC has advocated for and funded LGBTQ causes and organizations. The company is committed to carbon neutrality by 2050. For these reasons, RBC earns 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

Ezra Levant, the founder of right-wing Canadian news site Rebel News, has alleged that RBC denied the news site a mortgage loan for a new office due to the site's political leanings (1)(2). In the released phone call, an RBC representative stated that the bank was trying to move away from lending to "strongly opinionated" and controversial media entities in a general sense (3). RBC received a score of 95 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 (4)(5).

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

RBC (1)(2).

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

RBC 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).

RBC 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

RBC 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. RBC partnered with the Human Rights Campaign to advocate for the Equality Act and oppose state-level bills intended to protect the integrity of women's sports (3)(4)(5). The company has opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity and sexual orientation in schools to kids in K-3rd grade (6). RBC has committed to public advocacy for or engagement with the LGBTQ movement (7). RBC is a PCAF member, committed to net zero carbon emissions by 2050 (8)(9).

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

RBC 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. RBC (3)(4). RBC pledged \$1.5 million to Black Lives Matter and related causes (5)(6)(7).

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

RBC 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. RBC has not used its PAC donations for ideological purposes (3).

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