



IQVIA Holdings

Locations: North Carolina (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

IQVIA is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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**

IQVIA integrates ESG into its business practices. From its Supplier Code of Conduct: "Suppliers are expected to minimize the amount of carbon in their operations and in their supply chain" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

IQVIA does not discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus area is in medical research (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

IQVIA offers "allyship, unconscious bias, and inclusive conversations" training to its employees (1). The company appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Guideline: "Accordingly, in recruiting and evaluating new director candidates, the Nominating and Governance Committee should seek to achieve a mix of Board members that enhances the diversity of background, skills and experience on the Board, including with respect to professional skills, relevant industry experience, specialized expertise, international experience, gender, race and ethnicity..." (2). The company appears to prioritize diversity over merit in its recruitment. From its 2023 Environmental, Social, and Governance Report: "we are driving diverse recruitment through diversity informed site selection." The company appears to prioritize diversity over merit in its supply chain: "Our Supply Chain Diversity Program encourages the selection of diverse suppliers, for example through setting policies and raising awareness of diverse suppliers." The company appears to prioritize diversity over merit in its mentorship program: "In 2023, we joined [National Minority Supplier Development Council (NMSDC's)] mentorship program to engage with and support under-represented business enterprises" (3). The company does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

IQVIA is committed to net zero carbon emissions by 2050 (1). The company supports DEI within its business practices. From its 2023 ESG Report: "Our [diversity, inclusion, and belonging (DIB)] statement also forms the basis of our enhanced global DIB plan, which was launched across the organization in 2023. The plan details how we will integrate DIB into our daily practices and processes, and centers on four pillars: [Talent pipeline, Capability building, Brand recognition, Compliance collaboration]" (2). The company supports ESG within its business practices. From its 2023 ESG Report: "Our ESG Working Group implements sustainability plans, policies, and processes through our operations, and assesses climate-related risks — reporting issues to the ESG Executive Steering Committee at least every quarter" (3).

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

Medium Risk

IQVIA is a partner with National Diversity Council (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

Lower Risk

IQVIA does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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