

# Siemens Healthineers USA

Locations: Pennsylvania (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

## DESCRIPTION:

Siemens Healthineers USA is High Risk. The company 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 embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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. High Risk**

*In the fall of 2021, Siemens Healthineers "fired Mollie Beaver for failing to comply with its vaccination policy". Additionally, the company successfully dismissed the case because the judge ruled that Beaver did not file a complaint to the EEOC (1). The company received a score of 40 on the 2025 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 (2)(3). The company integrates ESG into its business practices. From its 2024 Sustainability Report: "We take action toward the United Nations' call to limit global warming to 1.5°C and work together with our suppliers and customers to reduce our collective emissions along the value chain" (4). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy (5). However, Siemens Healthineers has not canceled customers, suppliers, or vendors based on political views or religious beliefs (6).*

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

*Siemens Healthineers' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Siemens Healthineers will not give to "Religious or political initiatives" (3).*

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

*Siemens Healthineers appears to prioritize diversity over merit in its leadership composition and mentorship program. From its 2024 Sustainability Report: "Our Amplify leadership program helps us develop a robust, diverse and sustainable pipeline of women talent for leadership roles". The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. The company is seeking 30% women in senior management roles by 2025 (1). The*

company does not publish a nondiscrimination policy (2).

## Corporate Governance and Public Policy

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

Siemens Healthineers opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). The company is committed to net zero emissions by 2050. The company supports DEI within its business practices. From its 2024 Sustainability Report: "We believe that embracing diversity in all forms is critical for our success" (3).

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

Siemens Healthineers' HRC 2025 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical benefits for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

Siemens Healthineers has not used its PAC donations for ideological purposes (1)(2). In 2019 and 2020, the company lobbied for Electric CARS Act of 2019 (3)(4). In 2020, 2021, 2022, the company lobbied for Clean Energy for America Act (5)(6)(7). In 2021, 2022, the company lobbied for GREEN Act of 2021 (8)(9). In 2022, the company lobbied for CLEAN Future Act (10).

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