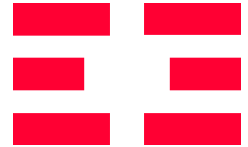




S&P Global

Subsidiaries: IHS Markit
Locations: New York (HQ)
Industries: Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

S&P Global scored a 90 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, S&P Global 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. S&P Global 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 pledged \$1 million to BLM and related causes and is a corporate partner of the National LGBT Chamber of Commerce. S&P Global incorporates ESG into all of its business operations and is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company has supported the Equality Act and signed the CEO Action for Diversity and Inclusion pledge. S&P is part of Glasgow's Net Zero Alliance. For these reasons, S&P Global 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**

S&P Global received a score of 90 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). S&P Global incorporates ESG into its credit ratings, including state credit ratings, for which it has drawn criticism and investigations (3)(4)(5)(6). However, the company has not publicly terminated business relationships based on political views or religious beliefs.

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

S&P Global's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

S&P Global 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). S&P Global CEO Douglas Peterson signed the CEO Action for Diversity and Inclusion pledge (3). Internally, S&P Global has instituted DEI-focused training for employees and created a "Diversity Research Lab" (4) does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

S&P Global 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. S&P Global signed an open letter in support of the Equality Act (3). S&P Global is part of the Net Zero Financial Service Providers Alliance, committed to carbon neutrality by 2050 (4). The company tacitly criticized the Trump administration for pulling the United States out of the Paris Climate Accord (5). Peterson is also a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (6)(7).

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

S&P Global 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. S&P Global pledged \$1 million to the Black Lives Matter movement and related causes (3)(4). The company is a corporate partner of the National LGBT Chamber of Commerce (5).

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

S&P Global'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 and harming shareholders. S&P Global (3)(4)(5).

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