



# John Hancock Financial

Locations: Massachusetts (HQ)

Industries: Insurance

RISK LEVEL:



High Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, John Hancock Financial increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. John Hancock 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 is a corporate partner of the National LGBT Chamber of Commerce. John Hancock opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, John Hancock Financial 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**

*John Hancock Financial received a score of 85 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<sup>(1)</sup><sup>(2)</sup>. However, the company has not publicly terminated business relationships due to religious beliefs or political views.*

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

*John Hancock Financial does not prohibit donations to faith-based charities, although it will not permit donations to groups whose programs "predominantly pursue a religion or sect" <sup>(1)</sup>. John Hancock's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies <sup>(2)</sup><sup>(3)</sup>.*

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

*John Hancock follows the Code of Conduct published by its parent company, Manulife. Manulife does not protect employees from viewpoint discrimination <sup>(1)</sup>. John Hancock's 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 <sup>(2)</sup><sup>(3)</sup>.*

## Corporate Governance and Public Policy

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

John Hancock Financial supports the Equality Act (1). John Hancock was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (2). The company opposed North Carolina's state bill requiring individuals to use public bathrooms that correspond to biological sex (34). The company's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

1). John Hancock's HRC 2023 CEI rating 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 (2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

John Hancock'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 (3).

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