



# Macquarie Asset Management

Subsidiaries: Ivy Investments, Delaware Investments

Locations: Australia (HQ)

Industries: Diversified Financials

RISK LEVEL:



High Risk

## DESCRIPTION:

Macquarie Asset Management scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company acquired Ivy Investments in 2020, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. By complying with the HRC's controversial demands, Macquarie Asset Management 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. Macquarie Asset Management 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. Macquarie Asset Management supports ESG principles within its business and is committed to net zero emissions by 2050. The company funds LGBTQ and racially ideological organizations. For these reasons, Macquarie Asset Management 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**

*Macquarie received a score of 100 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). Macquarie is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (3)(4). 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**

*Macquarie's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Macquarie does not discriminate against charitable organizations based on views or beliefs. The company focuses on giving to social and economic organizations (3)(4)(5).*

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

Macquarie'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. 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). Macquarie 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

Macquarie'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 (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company promotes DEI events and was named Number 1 on Stonewall's Top 100 Employers List (3)(4). Macquarie created the Green Investment Group which implements ESG principles through all aspects of business through its GHG goals and net zero partnerships (5)(6). Macquarie is a signatory of Climate Action 100+ and a Ceres Network Member, committed to net zero carbon emissions by 2050 (7)(8).

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

Macquarie'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 (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. Macquarie sponsored the 2022 British LGBTQ Awards (3). Macquarie donated over \$100,000 to LGBTQ organizations including Opening Doors London and the Outside Project (4). Macquarie created a Racial Equity Fund and partnered with racial equity organizations (5). Macquarie implements ESG criteria through its investments in its Green Investments Group (6). Macquarie published an article about its pledge to support Black Lives Matter through its charitable foundation (7)(8).

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

Macquarie'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. Macquarie Group does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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