



Patterson Companies

Locations: Minnesota (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Patterson Companies scored a 60 on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI). By complying with Human Rights Campaign's controversial demands, Patterson Companies, Inc. increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Patterson Companies does not provide viewpoint protections for its employees. However, the company has not used its reputation to advance ideological purposes. For these reasons, Patterson receives a Medium 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**

Patterson Companies, Inc. received a score of 60 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). However, Patterson 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**

(1)(2). Patterson's charitable missions involve oral health, animal health, and youth agricultural leadership, which will not work with "religious groups for religious purposes"(3). However, the foundation does not appear to discriminate against religious groups within its missional focus.

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

Patterson does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Patterson has not supported ideological causes or policies (1).

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

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 (1)(2). customers and harming shareholders.

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

N/A

Patterson Companies does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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