



**High Risk**

## DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Pioneer Natural Resources 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. Pioneer Natural Resources 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. Pioneer Natural Resources requires suppliers to adhere to ESG principles to conduct business. The company does not provide protections against viewpoint discrimination. Pioneer Natural Resources advocates for the Equality Act. For these reasons, Pioneer Natural Resources 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**

Pioneer Natural Resources 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). However, Pioneer Natural Resources has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company requires its suppliers to adhere to its ESG requirements to conduct business (3).

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

(1)(2). Pioneer Natural Resources does not allow donations to "religious institutions or houses of worship" (3).

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

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). Pioneer Natural Resources 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. Medium Risk**

*indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2).customers and harming shareholders. Pioneer Natural Resources signed an open letter in support of the Equality Act (3). Pioneer Natural Resources embraces ESG principles and practices (4).*

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2).customers and harming shareholders.*

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

*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. Pioneer Natural Resources operates its PAC in a bipartisan manner consistent with its business interests (3)(4).*

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