

## RISK LEVEL:



Medium Risk

## DESCRIPTION:

Alexion does not provide its employees with protection employees against viewpoint discrimination and discriminates against some religious in its charitable giving. Alexion uses its corporate reputation and funds to advance ideological causes and groups hostile to freedom of expression. However, Alexion has not used its PAC donations for ideological purposes. Alexion has not publicly terminated business relationships due to religious beliefs or political views. For these reasons, Alexion 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.

Lower Risk

Alexion has not publicly

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

Medium Risk

The Alexion Charitable Foundation states that "Religious organizations such as churches, mosques, and synagogues may qualify only if they are established as 501(c)(3) organizations and qualify as public charities, or the international equivalent of such organizations, to operate the funded program AND the program is offered to the general population of individuals living with or affected by a Rare Disease regardless of religious affiliation" (1). However, the foundation will not give to churches or religious organizations that discriminate on the basis of gender identity, which may include several religious denominations (2).

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

High Risk

Alexion 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.

Medium Risk

Alexion hosted an event titled "Courageous Conversations about Systemic Racism and Reactions to the Death of George Floyd" [\(1\)](#).

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

Alexion donates to The Trevor Project [\(1\)](#).

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

Alexion has not used its PAC donations for ideological purposes [\(1\)](#)[\(2\)](#).

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