



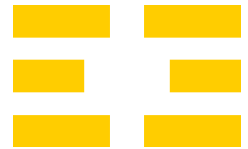
CMS Energy

Subsidiaries: Consumers Energy, NorthStar Clean Energy

Locations: Michigan (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

CMS Energy vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Consumers Energy scored a 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. Consumers Energy covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. CMS Energy integrates ESG into its business practices. The company has pledged support to DEI organizations. However, it has not used its political contributions for ideological purposes. For these reasons, CMS Energy 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**

CMS Energy integrates ESG into all of its business practices and ties executive pay to ESG items (1). CMS Energy has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (2). Consumers Energy received a score of 50 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 (3)(4). However, CMS Energy

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

Consumers Energy(1)(2). CMS Energy does not discriminate against charitable organizations based on views or beliefs (3).

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

CMS Energy 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

In 2020, Trevor Thomas, Executive Director of Diversity, Equity, and Inclusion was named a champion of Pride in support of LGBTQ advocacy at CMS Energy (1). CMS Energy supports ESG within its business practices, "...environmental, social and governance (ESG) issues is embedded in our strategy, business planning and enterprise risk management processes" (2).

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

Consumers Energy(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. CMS Energy pledged support to Black Lives Matter and related causes (3)(4).

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

CMS Energy has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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