

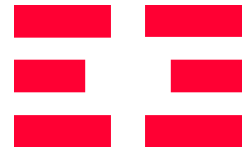


Moderna Inc.

Locations: Massachusetts (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

Moderna Inc. has not publicly canceled business relationships due to views or beliefs. By complying with Human Rights Campaign's controversial demands, Moderna 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. Moderna 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. The company does not have a policy protecting employees from viewpoint discrimination, and requires implicit bias training for employees. However, Moderna has not used corporate funds to advance ideological groups hostile to freedom of expression. For these reasons, Moderna Inc. 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

Moderna 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). However, Moderna has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Moderna has integrated ESG into its business practices, including a written policy requiring suppliers not to discriminate on the basis of LGBTQ identity (3)(4).

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

Moderna(1)(2). Moderna does not discriminate against religious organizations in its charitable giving (3).

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

Moderna 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). Moderna 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

Moderna 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. (3). The company has integrated ESG into its business practices, including an emphasis on "implicit bias" training (4)(5).

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

Moderna 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. Moderna has not used corporate funds to advance ideological causes, organizations, or policies (3).

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

Moderna 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. Moderna Inc. does not operate a PAC, but does lobby for issues that pertain to its business practices (3)(4). However, Moderna Inc. donates indirectly through 501(c)(4)'s like Biotechnology Innovation Organization, which contributes to policies, candidates, and PACs that benefit pharmaceutical organizations (5).

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