

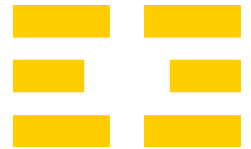


Consolidated Edison, Inc.

Locations: New York (HQ)

Industries: Energy, Utilities

RISK LEVEL:



Medium Risk

DESCRIPTION:

Consolidated Edison scored a 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Consolidated Edison 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. Consolidated Edison uses its reputation and corporate funds to support controversial sex and gender ideologies and organizations. Consolidated Edison's CEO signed the CEO Action for Diversity & Inclusion pledge and the CEO for Racial Equity pledge. The company implements programs with education on unconscious bias and is committed to achieving carbon neutrality by 2050. Consolidated Edison is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company also led a coalition of nine utilities companies to challenge the Trump-era energy policy but does not use corporate funds to advance ideological agendas. For these reasons, Consolidated Edison, Inc. 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**

Consolidated Edison received a score of 50 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). The company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Consolidated Edison HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

Consolidated Edison protects its employees against viewpoint discrimination (1). Consolidated Edison's CEO signed the CEO Action

for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2)(3).

Corporate Governance and Public Policy

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

Consolidated Edison is a member of the CEO Action for Racial Equity pledge (1). Consolidated Edison implements programs with education on unconscious bias and is committed to achieving carbon neutrality by 2050 (2)(3). The company led a coalition of nine utilities companies challenging a Trump-era energy policy (4).

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

Consolidated Edison 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Consolidated Edison is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (3)(4).

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

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

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