



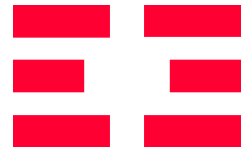
Procter & Gamble (P&G)

Subsidiaries: Gillete, Pampers, Luvs, Downy, Bounce, Tide, Gain, Bounty, Charmin, Puffs, Always, Tampax, Braun, Venus, Head & Shoulders, Aussie, Old Spice, Pantene, Herbal Essences, My Black is Beautiful, Cascade, Dawn, Febreze, Swiffer, Mr. Clean, Microban 24, Crest, Oral-B, Scope, Vicks, Prilosec, Pepto-Bismol, Align, ZzzQuil, Native, Olay, Old Spice, Secret, Safeguard

Locations: Ohio (HQ)

Industries: Household and Personal Products

RISK LEVEL:



High Risk

DESCRIPTION:

Procter & Gamble (P&G) scored a 100 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, Procter & Gamble, 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. P&G 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 provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. P&G is a founding member of the Partnership for Global LGBTI Equality (PGLE), and pledged \$5 million to BLM and related causes. P&G regularly uses its reputation to push gender ideology and funds multiple LGBTQ organizations. The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. P&G supports the Equality Act. For these reasons, P&G 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**

P&G received a score of 100 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). (3)(4)(5). However, P&G 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**

P&G (1)(2).

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

P&G 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 specific

benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). P&G does not provide viewpoint protections for its employees (3). Procter and Gamble's former CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4)(5).

Corporate Governance and Public Policy

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

(1)(2)(3). The company signed an open letter in support of the Equality Act and is a member of the America Competes LGBTQ business coalition (4)(5). It also uses its advertising to advance LGBTQ activism (6)(7). P&G reinforces the narrative that racism in the U.S. is systemic (8). To appease transgender activists, P&G removed feminine symbols from its feminine hygiene products' labels (9). In addition, P&G's feminine care brand, Always, distributed a pamphlet in the UK advertising its products to "young people with female sex organs" (10). In spring 2021, P&G released a statement that it supports the "right to vote" in light of recent election reforms in conservative states; none of these states changed anyone's right to vote (11)(12)(13). Braun razors featured a transgender person shaving in one of its advertisements whose scars from a double mastectomy were visible (14). In 2021, P&G partnered with GLAAD and its Visibility Project, which emphasizes pro-transgender advertising among other LGBT marketing (15). P&G indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (16)(17). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

P&G provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). P&G 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a member of the Global Alliance for Responsible Media (8)(9)(10). P&G is a founding member of the PGLE (11). P&G pledged \$5 million to the Black Lives Matter movement and related causes, though the company's follow-through is largely unknown (12)(13). Native, a P&G subsidiary, has made a one-time donation to the Black Lives Matter organization (14). P&G funds the Gay and Lesbian Alliance Against Defamation, the National LGBT Chamber of Commerce, and the National Black Justice Coalition (15)(16)(17)(18).

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

High Risk

P&G 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. P&G has not used its PAC donations or lobbying for ideological purposes (3)(4)(5)(6).

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