

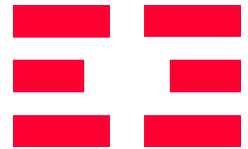


## CVS Health

Locations: Rhode Island (HQ)

Industries: Food and Staples Retailing, Health Care Equipment and Services

RISK LEVEL:



High Risk

### DESCRIPTION:

CVS Health (CVS) fired a Catholic nurse who refused to administer what she believed were life-ending drugs only months after ending its longstanding religious exemptions. Despite this ongoing wrongful termination lawsuit, CVS will dispense the abortion drug mifepristone at some of its pharmacies. CVS 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, the company 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. CVS 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. CVS pushes for the use of abortion-inducing drugs across the country. The company is a member of the Global Alliance for Responsible Media and a gold partner of the Human Rights Campaign (HRC). CVS advocates for the Equality Act and supports transgender athletes playing in female sports. CVS funds multiple LGBTQ advocacy organizations and pledges to vet vendors for LGBTQ policies. CVS is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company is committed to carbon neutrality by 2040. CVS opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, CVS Health 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.** **High Risk**

CVS Health 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). CVS fired a Catholic nurse practitioner after she refused to prescribe or administer abortifacients, citing her religious beliefs (3). The nurse had worked with CVS for multiple years without qualms until CVS changed its religious exemption rules in 2022 and tried to force the nurse to prescribe life-ending drugs that go against her religious beliefs (4). The former employee is suing CVS for religious discrimination in an ongoing lawsuit. A similar lawsuit was filed in 2023 (56)(7)(8). CVS will dispense the abortion drug mifepristone at some of its pharmacies (9)(10). At one CVS location, the pharmacists distributed abortion drugs instead of fertility drugs to a young woman who was trying to get pregnant (11).

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

CVS Health's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Donations stay within the health sector, benefitting a wide range of charities across the US. They encourage matching grants for volunteer hours rather than employee donations and do not discriminate against religious groups. CVS Health established a Faith-Based Partnerships group in 2020 to collaborate for health purposes (3).

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

CVS Health's HRC 2023 CEI rating 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). CVS prioritizes diversity over merit in its business practices (3). Whistleblowers allege that CVS has mandatory "antiracism" training programs featuring core tenets of critical race theory (4)(5)(6). CVS Health CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (7)(8). The company requires unconscious bias and allyship training for its leadership, which includes multiple personal pledges to DEI and advocacy (9). In the wake of backlash against DEI, CVS Health stopped mentioning diversity pay metric information its annual 10-K filing. The company said senior managers are still incentivized to create and maintain inclusive culture (10). CVS Health protects its employees against viewpoint discrimination (11).

## Corporate Governance and Public Policy

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

CVS Health's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. CVS Health signed an open letter in support of the Equality Act and transgender participation in girls' sports (3)(4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). CVS published a "Gender Transition" guide for employees to follow, including using the bathroom, pronouns, and name of their choice, even offering time off for procedures, while encouraging other employees not to make assumptions about gender (6). CEO Karen Lynch is a member of the Business Roundtable and Former CEO Larry Merlo signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(8). CVS Health is a Ceres Network Member, committed to net zero carbon emissions by 2040 (9)(10)(11).

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

CVS Health 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). CVS Health 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 (5)(6). customers and harming

shareholders. The company stated, "We will continue to provide colleagues, clients, and consumers with the flexibility to choose medical and pharmacy benefits to best suit their needs. This includes, subject to plan terms and customer direction for self-funded plans, making out of state abortion healthcare services more accessible and affordable." (7). CVS continues to support abortion through its abortion-inducing drugs that it sells for profit (89)(10)(11)(12). CVS gives to a variety of health-centered charities free from ideological prejudice (13). CVS committed \$600 million to the Black Lives Matter movement and related causes; some of the funds went to non-ideological causes such as career development and education, though part of the sum went to "social justice organizations," which the statement does not specify (14)(15). CVS is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (16)(17).

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

**High Risk**

CVS Health 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. CVS Health has donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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