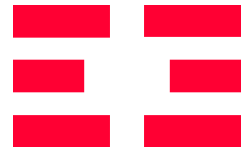



MetLife

Locations: New York (HQ)

Industries: Insurance

RISK LEVEL:

High Risk
DESCRIPTION:

MetLife scored a 95 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, MetLife 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. MetLife 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. MetLife does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company gives to the Human Rights Campaign and pledged \$5 million to BLM and related causes. MetLife regularly uses its reputation and corporate dollars to support LGBTQ causes and organizations and requires vendors to sign statements affirming a broad use of gender identity. MetLife terminated a nonprofit discount program with the NRA due to pressure from gun control advocates. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. MetLife is a gold partner of PFLAG. The company is a signatory of the Institutional Limited Partners Association's Diversity in Action Initiative, committing itself to specific actions that advance DEI within the governance and policies of the organization and the private equity industry more broadly. For these reasons, MetLife 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**

MetLife The company received a score of 95 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 [\(1\)](#)[\(2\)](#).

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

MetLife's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(1\)](#)[\(2\)](#). MetLife matches employee gifts to colleges or universities without religious or viewpoint discrimination and will donate for employee volunteer hours [\(3\)](#). MetLife's corporate giving does not discriminate against organizations based on their beliefs and gives to a wide range of organizations doing charitable work [\(4\)](#). However, MetLife terminated its nonprofit discount program with the NRA due to pressure from gun control advocacy organizations [\(5\)](#).

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

High Risk

MetLife'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). MetLife does not protect against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

MetLife'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. The company has advocated for the Equality Act, opposes efforts to save women's sports, and has committed to multiple acts of public engagement and advocacy with the LGBTQ community (3)(4). MetLife denounced the Georgia election integrity bill (5). MetLife opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). The CEO of MetLife, Michel Khalaf, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(8910)(11)(12).

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

MetLife's HRC 2023 CEI rating 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. MetLife gives to the HRC, a gay rights advocacy organization that endorses the Equality Act (3). MetLife also pledged \$5 million to the Black Lives Matter organization and related causes (4)(5). The company is a corporate partner of the National LGBT Chamber of Commerce (67)(8)(9).

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

High Risk

MetLife's HRC 2023 CEI rating 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. MetLife has donated to the Equality PAC (3)(4).

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