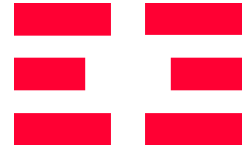




## Allstate

Subsidiaries: Esurance, National General Insurance, Answer Financial  
Locations: Illinois (HQ)  
Industries: Insurance

### RISK LEVEL:



High Risk

#### DESCRIPTION:

Allstate is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Allstate embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled 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**

*Allstate's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). In 2005, Allstate fired an employee for writing an opinion piece at home on his own time explaining his religious views against homosexuality and his beliefs that the movement was dangerous (3)(4).*

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

*Allstate's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Allstate unilaterally restricts matching charitable gifts to educational institutions "that advocates a particular religious belief or restricts attendance on the basis of religion" (3). It does not have restrictions against other educational matches.*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*Allstate's HRC 2023-2024 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). The company does not provide viewpoint protections for its employees (3)(4).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Allstate's HRC 2023-2024 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 released advertisements supporting the LGBTQ movement (3). Allstate's CEO Thomas J. Wilson is a member of the Business Roundtable (4). The company's CEO, Thomas J. Wilson, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5)(6).

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

Allstate's HRC 2023-2024 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. Allstate has enabled corporate gifts to Planned Parenthood (3). The company has pledged over \$7 million to the Black Lives Matter movement and related causes (4)(5). Allstate is a brass sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (8)(9).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk**

Allstate's HRC 2023-2024 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. The company donated to the Equality PAC but has not used its lobbying for ideological purposes (3)(4)(5).

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