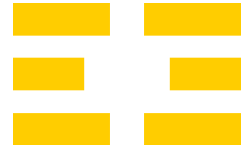



**FedEx**

Locations: Tennessee (HQ)

Industries: Transportation

**RISK LEVEL:**

**Medium Risk**
**DESCRIPTION:**

Although FedEx fired a manager for living out his religious beliefs in the workplace in 2012, the company has had no further incidents of discrimination for views or beliefs. FedEx scored a 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, FedEx 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 marketing and philanthropic support. FedEx 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 funds multiple LGBTQ organizations and the National Urban League. FedEx is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. FedEx donated to the Equality PAC but has not lobbied for ideological purposes. For these reasons, FedEx 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.** **Lower Risk**

*FedEx settled a religious discrimination lawsuit in 2012 after firing an employee over his religious beliefs (1)(2). Since then, FedEx has not publicly terminated business relationships due to religious beliefs or political views.*

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

*FedEx does not permit corporate charitable grants to "individual churches, synagogues, or denominational programs" but does fund other religious organizations in line with its mission (1)(2)(3)(4).*

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

*FedEx 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). FedEx does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*FedEx 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's (3)(4).*

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

*FedEx 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. FedEx supports the Point Foundation, The Trevor Project, the National Gay and Lesbian Chamber of Commerce (3)(4)(5) The company is a corporate partner of the National LGBT Chamber of Commerce and has supported the National Urban League (6)(7).*

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

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

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