



Oracle Corporation

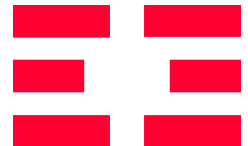
Subsidiaries: Cerner Corporation

Locations: Texas (HQ)

Industries: Cloud & Data Storage, Software and Services, Technology

Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

Oracle 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, Oracle 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. Oracle 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. Oracle 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. The company has supported the Equality Act and opposed laws like Florida's Parental Rights in Education Act. Oracle Subsidiary, Cerner Corporation has promoted the Equality Act as well as the CEO Action for Diversity and Inclusion pledge and mandates "unconscious bias trainings for managers". Oracle Advertising was a partner of the Global Disinformation Index before disaffiliating in 2023. Oracle continues to embrace ESG principles and embed ESG metrics into its business and its supplier relations, being a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Oracle 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**

Oracle 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). Oracle Advertising was a Select Partner of the Global Disinformation Index (GDI), which has restricted advertising to various conservative news outlets, but Oracle disaffiliated from the GDI in 2023 (3)(4). Oracle embraces ESG metrics throughout its business operations and for its suppliers (5)(6)(7).

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

Oracle's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Oracle formerly prohibited donation matching to employee charitable donations to a religious organization unless "the gift is designated to an ongoing secular community service program sponsored by these organizations which do not

advocate or advance any specific religious views" (3). Oracle has updated their giving portal, which does not allow public access (4)(5)(6). It is unclear if Oracle currently discriminates against religious charities.

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

High Risk

Oracle'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). Cerner Corporation, a subsidiary of Oracle, reports on DE&I trainings and events, which include "unconscious bias trainings for managers" (3). Cerner's CEO has signed the CEO Action for Diversity & Inclusion pledge (4) Oracle does not protect its employees from viewpoint discrimination (5).

Corporate Governance and Public Policy

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

High Risk

Oracle'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 supports the Equality Act and transgender participation in girls' sports (3)(4). Oracle opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). Oracle embraces ESG metrics throughout its business operations and for its suppliers (6)(7)(8). CEO Safra Catz signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (9). Oracle and its subsidiary, Cerner Corporation, have advocated for the Equality Act (1011).

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

High Risk

Oracle 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). The company'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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Oracle has donated to Planned Parenthood (7). Oracle lists the Human Rights Campaign and Out and Equal as "diversity partners" on its website (8).

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

High Risk

Oracle'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. Oracle temporarily suspended PAC donations to certain Republicans in 2021 but has since resumed donating in a bipartisan manner (3)(4). Oracle donated to the Equality PAC in 2022

election cycle [\(5\)](#).

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