



Mastercard

Locations: New York (HQ)

Industries: Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

Mastercard publicly terminated business relationships due to political views with The David Horowitz Freedom Center after the Southern Poverty Law Center (SPLC) accused them of being a hate group. Mastercard scored a 100 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, Mastercard 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. Mastercard 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. Mastercard 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 is part of the Global Alliance for Responsible Media, which demonetizes groups in efforts to suppress content and advertisements that have received allegations of "hate speech." Mastercard does not provide its employees with protections against viewpoint discrimination. The company indirectly donates to Planned Parenthood. Mastercard is a corporate partner of the Human Rights Campaign (HRC), a founding member of the Partnership for Global LGBTI Equality (PGLE), and pledged over \$5 million to BLM and related causes. The company supports and funds LGBTQ causes and organizations. Mastercard is 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. Mastercard is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Mastercard 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**

Mastercard 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). Mastercard publicly terminated business relationships due to political views with The David Horowitz Freedom Center after the Southern Poverty Law Center (SPLC) accused them of being a hate group (3)(45)(6)(7).

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

Mastercard(1)(2). Mastercard will match employee donations to religious organizations that engage in community work under a separate 501(c)(3) status (3).

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

Mastercard 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). Mastercard does not protect its employees from 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

Mastercard indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. (3)(4)(5). Mastercard has weaponized its corporate image and attempted to leverage support for the Equality Act and opposition to the Georgia voting reform law (6)(7). Mastercard utilizes a new product code for legal firearms, allowing for the potential tracking of legal gun purchases (8). CEO Michael Miebach is a member of the Business Roundtable and Former CEO Ajay Banga signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (9)(1011).

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

Mastercard 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)(5). The company 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Mastercard indirectly donates to Planned Parenthood through its employee gift matching (8)(910)(11). Mastercard is a member of the Global Alliance for Responsible Media (12)(13)(14). The company pledged over \$5 million to the Black Lives Matter movement and related causes, including the National Urban League (15)(16). Mastercard is a corporate partner of the HRC and the National LGBT Chamber of Commerce (17)(18). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (19)(20).

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

Mastercard 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. Mastercard has contributed to the Equality PAC [\(3\)](#)[\(4\)](#).

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