

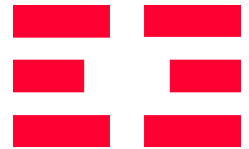


Pfizer Inc.

Locations: Washington D.C. (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

Pfizer 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, Pfizer 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. Pfizer 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. Pfizer has used its political contributions to advance ideological causes, groups, and policies. Pfizer is a platinum partner of the Human Rights Campaign (HRC), funds Planned Parenthood, and multiple LGBTQ organizations. Pfizer supports the Equality Act and its leadership has been outspoken on topics such as transgender activism. Pfizer's CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Pfizer partially funds HRC's Healthcare Equality Index. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Pfizer signed the Health Sector Climate Pledge, committing itself to achieve net zero emissions by 2050. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Pfizer 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**

Pfizer 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). Pfizer integrates ESG into all of its business practices and ties executive compensation to ESG efforts (3). However, it 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. **High Risk**

Pfizer (1)(2).

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

High Risk

Pfizer 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Pfizer 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

Pfizer 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. Pfizer signed an open letter in support of the Equality Act (34)(5). Pfizer's CEO Albert Bourla initially condemned Georgia's voting integrity law but later appeared to retract his position (6). Bourla 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)(8). Pfizer opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (9). The company committed to achieving a goal of net-zero emissions by 2040 (10). Pfizer signed the Health Sector Climate Pledge, committing itself to achieve net zero emissions by 2050. Signatories are expected to develop and release a climate resilience plan and appoint a corporate executive to oversee its implementation (11).

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

Pfizer is a platinum partner of the HRC and offers an employee matching gift program to Planned Parenthood (1)(2). Pfizer pledged over \$7 million to the Black Lives Matter movement and related causes (3). Pfizer funds in part the HRC's Healthcare Equality Index, which ranks healthcare providers for their LGBTQ-related care, including gender hormone therapy for children under 18 (4). Pfizer is a bronze sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (5)(6). Pfizer 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 (7)(8). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Pfizer is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (9)(10).

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

High Risk

Pfizer 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. Pfizer used to donate in a bipartisan manner consistent with its business interests, but it weaponized its PAC by cutting off donations to the GOP (3)(4)(5). Pfizer donated to the Equality PAC but has not lobbied for ideological purposes (6)(7)(8).

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