



Incyte

Locations: Delaware (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Incyte often 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. Incyte occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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. Medium Risk

Incyte promotes divisive sex and gender policies. Its Commitment to Human Rights Statement requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, Incyte has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2)(3).

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

Incyte's "Funding Guidelines" indicate it will not fund "religious organizations." Incyte does not publish guidelines for its employee matching program (1)(2).

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

Incyte appears to prioritize diversity over merit in its recruitment, hiring, promotions, leadership composition, supply chain, mentorship program. From its 2022 Global Responsibility Report: "As part of our merit-based hiring process, Incyte recruits from a wide pool of diverse candidates for all open positions within our general workforce, as well as positions within leadership and the Executive Team" and the company "partner[s] with suppliers to promote inclusion and diversity in [its] strategic sourcing practices" while its "Annual evaluation of gender, ethnic and racial pay equity is a part of [its] routine compensation assessment," even its "Reverse Diverse" program swaps mentor as mentee roles "to help Incyte's leaders (mentees) from majority communities learn about diversity issues through the lived experiences of their junior colleagues (mentors) from traditionally marginalized communities" (1). Incyte does not publish a nondiscrimination policy (2)(3).

Corporate Governance and Public Policy

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

Incyte supports DEI within its business practices, hosting a DEI Committee (1). Incyte supports ESG within its business practices. From its 2022 Global Responsibility Report: "The entirety of our Board of Directors oversees our ESG strategy—which includes targets and initiatives that aim to reduce our environmental impact" (2).

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

Incyte provides a benefits package for employees that covers transgender medical procedures for covered employees and dependents, including children (1)(2).

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

Incyte does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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