

Henry Schein Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index for Eighth Consecutive Year

December 3, 2023

Company Announces its Annual Rating on the Human Rights Campaign Foundation's Assessment of LGBTQ+ Workplace Equality

MELVILLE, N.Y.--(BUSINESS WIRE)--Dec. 3, 2023-- Henry Schein, Inc. (Nasdaq: HSIC), the world's largest provider of health care solutions to office-based dental and medical practitioners, announced today that it received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. For the eighth consecutive year, Henry Schein has received the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion* (formerly known as *Best Places to Work for LGBTQ+ Equality*) by the Human Rights Campaign Foundation. The Company joins the ranks of 545 major U.S. businesses that also earned top marks this year.

This press release features multimedia. View the full release here: <https://www.businesswire.com/news/home/20231203963542/en/>



(L to R) Top Row: Seema Bhansali and Carol Rodriguez-Bernier. Middle Row: Kim Ansell, Geoffrey Au, Candice Chadwick, Kayleen Davis, Edward Garro, and Joanne Giannino. Bottom Row: Ann Marie Gothard, Andrew Kissin, Neyssa Malave Quesada, Malik Seelal, Natalie Westfall, and Sarah Zepeda. (Graphic: Business Wire)

"Diversity and inclusion is an integral part of our Team Schein culture," said Stanley M. Bergman, Chairman of the Board and Chief Executive Officer of Henry Schein. "We embrace the authenticity and uniqueness that each of our Team Schein Members brings to Henry Schein, and we are dedicated to fostering a sense of belonging for all. On behalf of Team Schein, we thank the Human Rights Campaign Foundation for recognizing our efforts to ensure LGBTQ+ workplace equality, and we will continue to celebrate the diversity of Team Schein, our customers, shareholders, supplier partners, and the communities in which we operate."

PRIDE & ALLIES is Henry Schein's employee resource group (ERG) focused on the Company's ongoing efforts around LGBTQ+ equality and inclusion. The ERG aims to enhance, foster, and preserve an inclusive environment where LGBTQ+ Team Schein Members (TSMs) are empowered to be their authentic selves and are valued for their diverse perspectives, which contribute to Henry Schein's business success.

Throughout 2022, PRIDE & ALLIES partnered with local and national organizations to host interactive workshops

that facilitate conversations about marriage equality, gender pronouns, and family building, among others. For example, the ERG held a transgender roundtable, where guest speakers discussed their transgender experiences and intersectionality.

Additionally, PRIDE & ALLIES provided an educational grant to support professional development opportunities for ERG members across the Company, supported National Coming Out Day, LGBT History Month, Transgender Remembrance Day, and World AIDS Day, and published a series of educational toolkits to highlight the unique experiences of team members who belong to multiple underrepresented groups and how to be an ally to the LGBTQ+ community.

PRIDE & ALLIES also continued to expand the programming of its signature event, "Revelations," (launched in 2020) a series of candid conversations about coming out, breaking down barriers, developing an inclusive and cohesive environment, and building trusting relationships that foster and encourage individuals to live openly at home, at work, and in the community.

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion. While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr. Director of Workplace Equality. "Our goal at the Human Rights Campaign Foundation is to work in a spirit of partnership with companies, providing educational resources and leading benchmarking, and collaborating on ways for businesses to support the LGBTQ+ community at a time when we face unprecedented legislative attacks, heightened anti-LGBTQ+ rhetoric and physical violence. The CEI is an ever-evolving tool – a blueprint that companies can use to show up more effectively in supporting their LGBTQ+ employees and their families."

The results of the 2023-2024 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2023-2024 CEI now includes 1,384 participants; further demonstrating the tremendous trajectory of the CEI, a record-breaking 1,340 businesses have non-discrimination protections specific to gender identity, up from just 17 in 2002. These critical non-discrimination protections cover 21 million employees in the U.S. and around the globe. Henry Schein's efforts in satisfying all the CEI's criteria earned a score of 100 and the designation as recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million outside of the U.S. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei. For more information about Henry Schein's commitment to diversity and inclusion, please [click here](#).

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

About Henry Schein, Inc.

Henry Schein, Inc. (Nasdaq: HSIC) is a solutions company for health care professionals powered by a network of people and technology. With approximately 24,000 [Team Schein Members](#) worldwide, the Company's network of trusted advisors provides more than 1 million customers globally with more than 300 valued solutions that help improve operational success and clinical outcomes. Our Business, Clinical, Technology, and Supply Chain solutions help office-based [dental](#) and [medical](#) practitioners work more efficiently so they can provide quality care more effectively. These solutions also support [dental laboratories](#), [government and institutional health care clinics](#), as well as other alternate care sites.

Henry Schein operates through a centralized and automated distribution network, with a selection of more than 300,000 branded products and Henry Schein private-brand products in stock.

A FORTUNE 500 Company and a member of the S&P 500® index, Henry Schein is headquartered in Melville, N.Y., and has operations or affiliates in 33 countries and territories. The Company's sales reached \$12.6 billion in 2022, and have grown at a compound annual rate of approximately 12.1 percent since Henry Schein became a public company in 1995.

For more information, visit Henry Schein at www.henryschein.com, [Facebook.com/HenrySchein](https://www.facebook.com/HenrySchein), [Instagram.com/HenrySchein](https://www.instagram.com/HenrySchein), and [Twitter.com/HenrySchein](https://twitter.com/HenrySchein).

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