



HP

Subsidiaries: Plantronics, Apogee Enterprises
Locations: California (HQ)
Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

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DESCRIPTION:

Hewlett-Packard (HP) is High Risk. The company 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. HP embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

HP was a member of the Global Alliance for Responsible Media, which aims to demonetize advertisements and suppress content that "vilifies" individuals based on sexual orientation and gender identity, discusses "debated social issues in a negative or partisan context" or spreads "hate speech" (1)(2)(3). The company received a score of 90 on the 2025 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 (4)(5). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (6).

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

HP's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable contributions guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3). HP likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (4)(5)(6).

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

HP's HRC 2025 CEI rating indicates 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). The company protects its employees from viewpoint discrimination (3).

Corporate Governance and Public Policy

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

High Risk

HP's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (3). The company also denounced state legislative efforts to increase election security in their states (4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). HP's CEO Antonio Neri is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (6). The company is a Ceres Network Member, committed to carbon neutrality by 2040 (7)(8)(9). HP opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (10). The company opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (11). HP's, President & CEO, Enrique Lores, denounced various states' legislative efforts to protect election integrity and security (12). HPE CEO, Antonio Neri, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (13)(14). HP CEO, Enrique Lores, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (15)(16).

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

High Risk

HP provides a benefits package for employees that 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's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (6)(7). HP's CEO made a twitter post stating, "Restricting a woman's ability and choices in obtaining health care is inequitable and harmful to the advancement of women." (8). The company was a member of the Global Alliance for Responsible Media (9)(10)(11). HP pledged over \$100 million to the Black Lives Matter movement and related causes (12)(13). The company is a bronze partner of the HRC (14). HP funded the Boise LGBTQ Pride event, which featured drag shows with children as young as 11 years old included. When HP was asked about how this was a proper use of shareholders' money at its 2024 Annual General Meeting, HP refused to answer (15)(16). The company is a Platinum sponsor of Out and Equal (17). HP is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (18)(19). The company is a coalition member of OneTen, appearing to prioritize diversity over merit in its hiring (20)(21)(22). HP Foundation is a corporate partner of Ashoka, a global network of entrepreneurs focused on widespread, systemic social and environmental change (23). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (24).

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

High Risk

HP's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company donated to the Equality PAC and lobbied for ideological purposes (3)(4)(5).

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