



Jeld-Wen Holding, Inc.

Locations: North Carolina (HQ)
Industries: Household and Personal Products

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Jeld-Wen Holding is Medium Risk. The company 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. Jeld-Wen Holding 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

Jeld-Wen integrates ESG into its business practices. From its Jeld-Wen 2023 ESG Report: "We surveyed a subset of our largest suppliers by spend in North America and Europe on GHG emissions, product sustainability, sustainable packaging, and health and safety" (1). Jeld-Wen promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender in their nondiscrimination policy (2)(3). However, it has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

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

Jeld-Wen does not appear to discriminate against charitable organizations based on views or beliefs (1)(2)(3).

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

Jeld-Wen offers DEI training for all its employees and required its global management team to complete unconscious bias training. (1). It appears to prioritize diversity over merit in its recruitment and supply chain. From its Jeld-Wen 2023 ESG Report: "DE&I and recruitment go hand in hand" including "diversity of our associates, suppliers and customers that boosts unique perspectives and ideas" (2). Jeld-Wen protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Jeld-Wen signed GLAAD's statement of support for LGBTQ people and supports LGBTQ Pride (1). Jeld-Wen supports DEI within its business practices. From its Jeld-Wen 2023 ESG Report: "Our commitment to Diversity, Equity & Inclusion (DE&I) is threaded through our entire business around the globe" (2). Jeld-Wen is committed to net zero emissions by 2050 (3). Jeld-Wen supports ESG within its business practices. From its Jeld-Wen 2023 ESG Report: "By embedding ESG into our corporate culture and business practices, we intend for ESG to continue to be an important part of how we deliver value to all stakeholders" (4).

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

Jeld-Wen has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

Jeld-Wen has not used its PAC donations for ideological purposes and does not report on its lobbying at this time (1)(2)(3).

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