



Archer Daniels Midland

Locations: Illinois (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Archer Daniels Midland (ADM) is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. ADM 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

Archer Daniels Midland received a score of 55 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 (1)(2). However, the company has not canceled business relationships based on political views or religious beliefs (3).

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

ADM'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 will not match donations to "multi-denomination, faith-based organizations with a U.S. 501(c)(3) registration, primarily engaged in providing social services." (3).

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

ADM requires all its employees to complete annual trainings, including an unconscious bias course (1). The company provides Unconscious Bias refresher courses for its employees (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

High Risk

ADM's CEO Juan Luciano is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (1). The company's CEO, Juan R. Luciano, 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 (2)(3). ADM scored a 55 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (4)(5).

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

High Risk

ADM'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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). The company gave grants to 18 LGBTQ international advocacy organizations in partnership with the Human Rights Campaign (3). Otherwise, there are no publicly known cases of ADM using corporate funds to advance ideological causes, organizations, or policies (4).

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

Lower Risk

ADM has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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