



Archer-Daniels-Midland Company (ADM)

Locations: Illinois (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Archer-Daniels-Midland company vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company covers transgender-related medical costs for its employees and their children. However, it has not used its reputation or PAC contributions for ideological purposes. For these reasons, ADM receives a Medium Risk rating.

Corporate Weaponization

Has denied service to 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 2023 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 [\(1\)](#)[\(2\)](#).

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

ADM's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(1\)](#)[\(2\)](#). ADM's gift matching program will not match employee donations to houses of worship or church-affiliated programs but will donate to "multi-denomination, faith-based organizations with a U.S. 501(c)(3) registration, primarily engaged in providing social services." As such, ADM will match donations to companies such as Habitat for Humanity, Salvation Army, and Girl Scouts [\(3\)](#).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

ADM does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Lower Risk

CEO Juan Luciano is a member of the Business Roundtable but has not supported any ideological initiatives (1).

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

ADM's HRC 2023 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(1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

Uses corporate political contributions for ideological, non-business purposes.

Lower Risk

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

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