



First Industrial Realty Trust

Locations: Illinois (HQ)

Industries: Real Estate

RISK LEVEL:



Lower Risk

DESCRIPTION:

First Industrial Realty Trust, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. The company prioritizes diversity in its supply chain and leadership composition. It provides training on topics including unconscious bias for its employees. However, the company does not discriminate against charitable organizations based on views or beliefs and has not used corporate funds for ideological purposes. For these reasons, First Industrial receives a Lower 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**

First Industrial has a written policy pledging to vet vendors for LGBTQ policies. Its Vendor Code of Conduct and Ethics requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (1). The company prioritizes diversity in its supply chain and leadership composition (2). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

First Industrial does not appear to discriminate against charitable organizations based on views or beliefs. It makes donations to “the American Red Cross, ASPCA, The Boys & Girls Club, Feeding America, Make-A-Wish Foundation and Operation Gratitude” (1).

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

First Industrial 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. Medium Risk

First Industrial provides training on topics including unconscious bias for its employees (1). Otherwise, it has not supported ideological causes or policies (2)(3).

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

First Industrial has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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

First Industrial does not operate a PAC or engage in lobbying at this time (1)(2).

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