

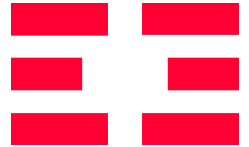


John Deere (Deere & Co.)

Locations: Illinois (HQ)

Industries: Capital Goods

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, John Deere increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. John Deere forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. John Deere pledged \$1 million to BLM and related causes and is a copper sponsor of Out & Equal. For these reasons, John Deere receives a High 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**

Deere & Co., otherwise known as John Deere, has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company received a score of 95 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**

Deere & Co. will not provide grants to religious groups that "perform ministry, proselytization, or advocacy for any specific religious worldview" but acknowledges that "faith-motivated organizations may be considered eligible, at the sole discretion of John Deere and the John Deere Foundation, if the organizations serve a secular purpose" (1). Deere's gift matching program does permit donations to religious colleges and universities but not to seminaries. Religious groups for "sectarian purposes" are also ineligible for gifts (2). Deere has given to religious organizations for a secular or community purpose (3). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5).

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

Deere & Co. does not provide viewpoint protections for its employees (1). The company's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees (2)(3).

Corporate Governance and Public Policy

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

John Deere's CEO, John C. May, is a member of the Business Roundtable and Former CEO Samuel R. Allen signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (1)(2). The company has advocated for LGBT causes on its social media accounts and has been recognized for its LGBTQ advocacy efforts (3)(4). The company's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

John Deere's foundation has given to multiple branches of the ACLU and to Planned Parenthood through its gift-matching program (1). Deere also pledged \$1 million to the Black Lives Matter movement and related causes (2)(3). John Deere is also a copper sponsor of Out & Equal (4). The company'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6). 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. High Risk

John Deere's indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.

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