



Kimberly-Clark

Locations: Texas (HQ)

Industries: Household and Personal Products

RISK LEVEL:



Medium Risk

DESCRIPTION:

Kimberly-Clark vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company discriminates against religious organizations in its charitable giving. Kimberly-Clark is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, Kimberly-Clark 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**

Kimberly-Clark The company received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1).

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

Kimberly-Clark does not match employee donations that are meant "for religious or political purposes" (1). It does not have similar restrictions on secular charities, however.

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

Kimberly-Clark does not protect its employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Kimberly-Clark symbolically participates in LGBTQ Pride Month by raising rainbow flags at corporate offices (1)(2). It also joined the Wisconsin LGBT Chamber of Commerce (3). CEO Michael Hsu is a member of the Business Roundtable, but has not supported ideological initiatives (4).

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

[1](#)). Otherwise, it has not supported ideological organizations, causes, or policies with corporate funds hostile to freedom of expression [2](#)).

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

Lower Risk

Kimberly-Clark does not have an active PAC. It has not spent lobbying dollars for ideological purposes [1](#)/[2](#)).

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