



Sherwin Williams

Locations: Ohio (HQ)

Industries: Materials

RISK LEVEL:



Medium Risk

DESCRIPTION:

Sherwin Williams scored a 65 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Sherwin Williams 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, and philanthropic support. Sherwin Williams is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) and its CEO signed the CEO Action for Diversity & Inclusion pledge. However, the company has not lobbied for ideological purposes. For these reasons, Sherwin Williams 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**

Sherwin Williams received a score of 65 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, Sherwin Williams has not publicly terminated business relationships due to religious beliefs or political views.

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

Sherwin Williams HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

Sherwin William's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). Sherwin Williams offers its employees Conscious Inclusion Education and Training, including unconscious bias training (3). Sherwin Williams prioritizes diversity over merit in its recruitment, promotions, and leadership composition (4)(5). Sherwin Williams does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

In the wake of backlash against DEI, Sherwin Williams changed ID&E to Belonging and Culture in its annual 10-K filing [\(1\)](#). The company has not supported ideological causes or policies [\(2\)](#).

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

Sherwin Williams 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 [\(1\)](#)[\(2\)](#). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) [\(3\)](#).

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

Sherwin Williams does not operate a PAC at this time and has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#).

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