



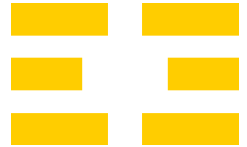
C.H. ROBINSON

# C.H. Robinson

Locations: Minnesota (HQ)

Industries: Transportation

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

By complying with the HRC's controversial demands, C.H. Robinson increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. C.H. Robinson 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. C.H. Robinson vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. C. H. Robinson supports the Equality Act and is a member of the Business Roundtable. For these reasons, C.H. Robinson 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**

*C.H. Robinson has a written policy pledging to vet vendors for LGBTQ policies. Its Third Party Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (1). The company 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.** **Lower Risk**

*C.H. Robinson does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services (1).*

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

*C.H. Robinson 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**

*C.H. Robinson is a member of the Business Roundtable and signed an open letter in support of the Equality Act (1)(2). The company supports LGBTQ Pride (3). 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 (4)(5). 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**

*C.H. Robinson has donated to the American Civil Liberties Union, Planned Parenthood, the Human Rights Campaign, and the Southern Poverty Law Center (1)(2). 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 (3)(4). 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**

*C.H. Robinson has not used its PAC donations or lobbied for ideological purposes (1)(2)(3). The company's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (4)(5). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.*

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