



# Land O'Lakes

Subsidiaries: Purina Mills

Locations: Minnesota (HQ)

Industries: Food Beverage and Tobacco

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Land O'Lakes scored a 75 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Land O'Lakes, a food manufacturer, increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Land O'Lakes uses its corporate funds to support controversial sex and gender ideologies and organizations. Land O'Lakes does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Land O'Lakes changed its logo in response to activist pressure and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. However, Land O'Lakes has not used its PAC donations or lobbied for ideological purposes. For these reasons, Land O'Lakes 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**

*Land O'Lakes received a score of 75 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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, Land O'Lakes 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.** **High Risk**

*Land O'Lakes' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3).*

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

*Land O'Lakes does not provide viewpoint protections for its employees (1). Land O'Lakes provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).*

## Corporate Governance and Public Policy

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

*In April 2020, Land O'Lakes changed its logo to remove an image of a Native American woman in response to activist pressure (1). The company's CEO is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (2)(3).*

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

*(1)(2). 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**

*Land O'Lakes has not used its PAC donations or lobbied for ideological purposes (1)(2).*

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