



## Land O'Lakes

Subsidiaries: Purina Mills

Locations: Minnesota (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

### DESCRIPTION:

Land O'Lakes vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. It has not publicly terminated business relationships based on views or beliefs, though. The company also covers the cost of "medically necessary transition-related care" for its employees and their children. Land O'Lakes changed its logo in response to activist pressure. Land O'Lakes discriminates against certain religious organizations in its charitable giving, and is a corporate partner of the National LGBT Chamber of Commerce. The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. However, it has not used its PAC contributions 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 has not publicly terminated business relationships due to religious beliefs or political views. The company received a score of 100 on the Corporate Equality Index (CEI) from the Human Rights Campaign. Among other requirements, this means Land O'Lakes has pledged to vet vendors based on LGBTQ policies (1)(2).*

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

*Land O'Lakes will not donate to "religious groups for religious activities." This means that it may discriminate against certain religious organizations in its charitable giving (1).*

**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).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium 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). CEO Beth Ford 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).*

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

*Land O'Lakes has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). Land O'Lakes is a corporate partner of the National LGBT Chamber of Commerce (3).*

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

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

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