

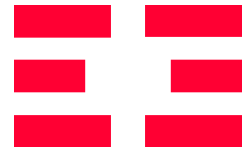


## IKEA

Locations: Sweden (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



High Risk

### DESCRIPTION:

KEA is alleged to have fired an employee in Poland over his religious beliefs and opposition to advocating for LGBTQ issues. By complying with Human Rights Campaign's controversial demands, IKEA 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 marketing and philanthropic support. IKEA 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. IKEA provides a benefits package for employees which covers travel/lodging costs for an abortion. The company is a member of GARM and supports the Equality Act. IKEA has donated to GLSEN and is a corporate partner of the HRC. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, IKEA receives a High 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.** **High Risk**

*IKEA fired an employee in Poland when he protested against an LGBTQ event by posting Bible verses on the company's internal network. Polish courts ruled against his case (1)(2). IKEA has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (34)(5)(6).*

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

*IKEA does not discriminate against religious organizations in its charitable giving (1).*

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

*Ikea 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 and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). IKEA protects its employees against viewpoint discrimination (3).*

## Corporate Governance and Public Policy

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

IKEA indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. IKEA is a member of the Business Coalition for the Equality Act and signed onto a 2019 amicus brief supporting the inclusion of sexual orientation in Civil Rights law protections (3)(4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). Ikea has also worked with the Black Lives Matter movement's leadership to advance racial equity causes (6)(7).

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

IKEA provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). The company stated, "safe access to reproductive healthcare, including abortion, and the ability for persons to make private decisions about their health and well-being, are essential to advancing gender equity." (3). IKEA 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. (6)(7)(8). The company donates to GLSEN, which promotes anti-harassment policies and LGBTQ ideology (9). IKEA is a national corporate partner of the HRC Foundation (10).

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

IKEA indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. IKEA does not operate a PAC at this time (3)(4).

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