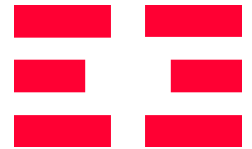




# IKEA

Locations: Sweden (HQ)  
Industries: Consumer Durables and Apparel

## RISK LEVEL:



High Risk

### DESCRIPTION:

IKEA is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. IKEA embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled 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 was a member of the Global Alliance for Responsible Media, which aims to demonetize advertisements and suppress content that "vilifies" individuals based on sexual orientation and gender identity, discusses "debated social issues in a negative or partisan context" or spreads "hate speech" (3)(4)(5). IKEA received a score of 100 on the 2025 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).*

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

*IKEA's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). IKEA does not discriminate against religious organizations based on views or beliefs (3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*IKEA's HRC 2025 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 is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions (3)(4). The company implemented unconscious bias and anti-racism training for its management (5). IKEA protects its employees against viewpoint discrimination (6).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

IKEA's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). IKEA signed an open letter in support of the Equality Act, a controversial bill 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). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (7). IKEA signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (8). The company's CEO, Javier Quinones, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (9)(10). IKEA launched an LGBT+ Inclusion plan that establishes an inclusive work environment for its LGBT+ associates (11). IKEA has used its website to promote drag queens (12)(13).

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

IKEA provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). IKEA's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). 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." (7). IKEA was a member of the Global Alliance for Responsible Media (8)(9)(10). The company donates to GLSEN, which promotes anti-harassment policies and LGBTQ ideology (11). IKEA was a partner of the HRC's Foundation (12).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk**

IKEA's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). IKEA does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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