

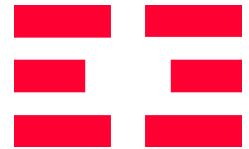


IKEA

Locations: Sweden (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



High Risk

DESCRIPTION:

IKEA is alleged to have fired an employee in Poland over his religious beliefs and opposition to advocating for LGBTQ issues. IKEA scored an 85 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, IKEA increases the risk of dividing employees, alienating customers and harming shareholders. 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 and transgender medical procedures for covered employees and dependents, including children. IKEA is a member of the Global Alliance for Responsible Media, which aims to demonetize advertisements and suppress content that "decriminalizes" individuals based on sexual orientation and gender identity, discusses "debated social issues in a negative or partisan context" or spreads "hate speech". The company 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. IKEA implemented unconscious bias and anti-racism training for its management. The company supports the Equality Act and signed onto a 2019 amicus brief supporting the inclusion of sexual orientation in Civil Rights law protections. IKEA opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade. The company has also worked with the Black Lives Matter movement's leadership to advance racial equity causes. IKEA opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company 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. IKEA'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. The company donates to GLSEN, which promotes anti-harassment policies and LGBTQ ideology. IKEA is a national corporate partner of the HRC Foundation. For these reasons, IKEA receives a High Risk rating.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR High Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.

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)(23)(45)(6)(7).

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 charitable organizations based on views or beliefs (1).

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

Ikea HRC 2023-2024 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 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 signed an open letter in support of 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 (67). 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 (89)(10).

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 and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. 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." (78)(9)(10). The company donates to GLSEN, which promotes anti-harassment policies and LGBTQ ideology (11). IKEA is a national corporate partner of the HRC Foundation (12).

Uses corporate political actions and/or financial 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 or report on its lobbying at this time (3)(4)(5).

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