



Cargill

Locations: Minnesota (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Cargill fired multiple Muslim employees in 2016 over religious accommodations, which the company initially refused to provide. Cargill vets vendors according to LGBTQ policies. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Cargill is a corporate partner of the Human Rights Campaign (HRC) and pledged \$10 million to BLM and related causes. The company is a corporate partner of the National LGBT Chamber of Commerce, its CEO signed the CEO Action for Diversity and Inclusion pledge, and has supported the Equality Act. Cargill does not provide its employees with protections against viewpoint discrimination. For these reasons, Cargill 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. **Medium Risk**

Cargill received a score of 100 on the Human Rights Campaign Corporate Equality Index. Among other requirements, this means Cargill has a written policy pledging to vet vendors for LGBTQ policies (1)(2). Cargill settled a \$1.5 million lawsuit after firing Muslim employees in 2016 over not providing religious accommodations (3).

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

Cargill will not match employee donations to churches or religious organizations "What contributions are not eligible; Gifts or payments for primarily political or religious purposes;" (1)(2).

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

Cargill 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. High Risk

Cargill is a member of the Business Coalition for the Equality Act (1). The company was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (2). Cargill opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity and sexual orientation in schools to kids in K-3rd grade (3). Cargill's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4).

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

1)(2). Cargill is a bronze partner of the HRC and pledged \$10 million to the Black Lives Matter movement and related causes (3)(4)(5). The company is a corporate partner of the National LGBT Chamber of Commerce (6).

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

Cargill has not used its PAC for ideological purposes (1).

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