



H&M

Locations: Sweden (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

H&M has not terminated business relationships for any reason, but it does vet suppliers according to its LGBTQ policies. H&M has funded the American Civil Liberties Union (ACLU) and Color of Change. The company signed onto letters opposing Florida's Stop Woke Act and various "anti-LGBTQ" legislation. H&M supports and funds multiple LGBT causes and organizations. However, the company protects employees from viewpoint discrimination. For these reasons, H&M 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**

H&M has not publicly terminated business relationships due to religious or political beliefs. H&M has a policy requiring suppliers to have LGBTQ protections for employees, although it also requires protections for political viewpoints (1)(2).

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

H&M's foundation does not have restrictions on donations to faith-based charities in line with its charitable goals (1)(2).

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

H&M protects employees from religious and viewpoint (political opinion) discrimination (1).

Corporate Governance and Public Policy

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

H&M opposed Florida's HB7 ("Stop Woke Act"), which aims to prevent the proliferation of critical race theory in public education (1). H&M signed onto a letter from the Human Rights Campaign opposing "anti-LGBTQ" legislation, which includes legislation protecting female sports (2). H&M promoted unfettered abortion access as part of its commitment to "equal opportunity in the workplace" (3)(4).

H&M also opposed Florida's state law to prevent teaching about sexuality and gender identity in public school classrooms for ages K-3rd grade (5).

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

H&M donated \$500,000 to various nonprofits supporting racial justice, which included the ACLU and Color of Change (1)(2). The company is a corporate partner of the National LGBT Chamber of Commerce and has donated to a wide array of LGBTQ organizations (3)(4)(5). H&M also covers expenses for employees' out-of-state abortions in the U.S. (6).

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

N/A

H&M does not have a PAC and does not make donations to political parties or political candidates (1).

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