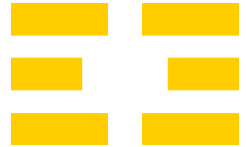



H&M

Locations: Sweden (HQ)

Industries: Retailing

RISK LEVEL:

Medium Risk
DESCRIPTION:

H&M vets vendors for LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. The company provides a benefits package for employees which covers travel/lodging costs for an abortion. H&M funds multiple LGBTQ organizations and pledged \$500,000 to BLM and related causes. The company signed letters opposing Florida's Stop Woke Act. H&M opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company denounced various states' legislative efforts to protect election integrity and security. However, H&M protects its employees against viewpoint discrimination and does not discriminate against charitable organizations based on views or beliefs. 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 a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct is "applicable to all suppliers" and business partners of H&M and includes a commitment to not discriminate on the basis of sexual orientation (1). H&M has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

H&M does not discriminate against charitable organizations based on views or beliefs. The H&M Foundation focuses on funding initiatives and research that "enable a socially inclusive and planet positive textile industry". H&M also provides emergency relief (1)(2).

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

H&M protects its employees against viewpoint 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 (12). H&M promoted unfettered abortion access as part of its commitment to "equal opportunity in the workplace" (3)(4). H&M opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). H&M partnered with The Marsha P. Johnson Institute to highlight "queer artists: in a gallery (678).

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

H&M provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). The company stated, "Not only is supporting access to comprehensive reproductive care for our colleagues pivotal in supporting our women-led work force, but also crucial to our commitment toward full gender parity and equal opportunity in the workplace and broader society." (3). H&M pledged \$500,000 to Black Lives Matter and related causes (4)(5). The company is a corporate partner of the National LGBT Chamber of Commerce (6). In 2023, H&M partnered with The Marsha P. Johnson Institute and the Trevor Project, running a campaign that matched donations to the Trevor Project up to \$150,000 (7). H&M's Beyond the Rainbow campaign made a \$100,000 donation to the United Nations Free & Equal campaign (8).

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

N/A

H&M does not operate a PAC at this time. The company does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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