



Tractor Supply

Locations: Tennessee (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Tractor Supply increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in vendor selection and marketing. Tractor Supply 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. Tractor Supply's CEO signed the CEO Action for Diversity & Inclusion pledge to provide bias training to employees. However, it does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Tractor Supply 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**

Tractor Supply has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy ([1](#))

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

Tractor Supply does not discriminate against religious organizations in its charitable giving ([1](#))([2](#)).

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

Tractor Supply 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](#)). Tractor Supply does not provide viewpoint protections for its employees ([3](#)).

Corporate Governance and Public Policy

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

Tractor Supply 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. Tractor Supply's CEO(3). Tractor Supply's CEO is also a member of the Business Roundtable (4).

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

Tractor Supply 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Tractor Supply 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. Tractor Supply has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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