



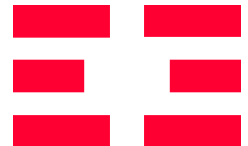
# The ODP Corporation

Subsidiaries: Office Depot, OfficeMax

Locations: Florida (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

## DESCRIPTION:

The ODP Corporation scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, ODP 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 employee recruitment, vendor selection, marketing, and philanthropic support. ODP 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. In one instance, an employee tried to stop a customer from printing anti-abortion fliers, but management intervened and apologized. The company paused advertising on Laura Ingraham's Fox News show in 2018 due to controversy surrounding the Parkland shooting. ODP signed an open letter in support of the Equality Act and is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, ODP 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**

ODP received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). ODP prioritizes diversity over merit in its supply chain (3). In 2015, an Office Depot employee refused to print a suburban Illinois woman's anti-abortion fliers, claiming that the fliers violated company policy (4). However, ODP corporate quickly apologized and allowed the woman to print the fliers (5). ODP and its subsidiaries have not had further incidents of publicly terminating business relationships based on political or religious views.

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

ODP(1)(2).

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

ODP 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). ODP protects its employees against viewpoint discrimination (3).

## Corporate Governance and Public Policy

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

ODP 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. The company signed an open letter in support of the Equality Act (3). In 2018, Office Depot announced that it would halt its advertising on Laura Ingraham's Fox News show after controversy surrounding the Parkland shooting (4).

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

ODP 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. ODP is a corporate partner of the National LGBT Chamber of Commerce (3).

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

ODP 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. ODP does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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