



# Clorox

Locations: California (HQ)

Industries: Household and Personal Products

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Clorox scored an 85 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Clorox provides unconscious bias education and training for its employees. The company supports the Equality Act and claimed social media must do more to censor "hate speech." Clorox's CEO Linda Rendle is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations. The company's CEO, Linda Randle, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Clorox has also donated to Planned Parenthood and the American Civil Liberties Union (ACLU). For these reasons, Clorox receives a Medium Risk rating.

### Corporate Weaponization

**Has canceled 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**

*Clorox's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2)(3). However, the company has not publicly terminated business relationships due to views or beliefs.*

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

*Clorox's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Clorox states that it will not extend grants to "religious-based activities for the purpose of furthering religious doctrine," indicating that the company will donate to religious organizations that engage in community work under a separate 501(c)(3) status (3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*Clorox's HRC 2023-2024 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company provides unconscious bias education and training for its*

employees (3). Clorox does not provide protections against viewpoint discrimination (4).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Clorox signed an open letter in support of the Equality Act, a controversial bill (1). Clorox also joined "Stop Hate for Profit," a boycott of Facebook advertisements claiming that social media does not take enough action to fight "hate speech" (2). Clorox's CEO Linda Rendle is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (3). The company's CEO, Linda Randle, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4)(5).

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

Clorox's HRC 2023-2024 CEI rating 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 (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 (3). Clorox has previously donated to Planned Parenthood (4). The company has also pledged \$2.5 million to the Black Lives Matter movement and its related causes, including the ACLU (5)(6)(7).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

Clorox has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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