



# Clorox

Locations: California (HQ)

Industries: Household and Personal Products

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Clorox scored an 85 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, the company 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, and philanthropic support. Clorox does not provide its employees with protections against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. Clorox has also donated to Planned Parenthood and the American Civil Liberties Union (ACLU). The company supports the Equality Act and claimed social media must do more to censor "hate speech." For these reasons, Clorox 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**

*Clorox received a score of 85 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)(3).*

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

*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 (1). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (2)(3).*

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

*Clorox does not provide protections against viewpoint discrimination (1). The company's HRC 2023 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3). Clorox's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4).*

## Corporate Governance and Public Policy

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

*Clorox signed an open letter in support of the Equality Act (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(3).*

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

*Clorox has previously donated to Planned Parenthood (1). Clorox has also pledged \$2.5 million to the Black Lives Matter movement and its related causes, including the ACLU (2)(3)(4). Clorox's HRC 2023 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (7).*

**Uses corporate political 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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