



## DHL

Locations: Germany (HQ)  
Industries: Transportation

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

DHL has not fired employees due to religious or political beliefs. The company does not protect employees from viewpoint discrimination, but does not appear to discriminate against religious organizations in its charitable giving guidelines. However, DHL has not used corporate dollars to support ideological groups. For these reasons, DHL receives a Lower 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.** Lower Risk

*DHL has not publicly terminated 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.** Lower Risk

*DHL does not appear to discriminate against religious organizations in its charitable giving guidelines (1)(2).*

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

*DHL does not protect employees from viewpoint discrimination (1).*

### Corporate Governance and Public Policy

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

*DHL has changed its logos to celebrate LGBTQ Pride during Pride Month (1). DHL has also posted in support of Pride Month to its corporate LinkedIn and Facebook accounts, publicizing its participation in different Pride events (2)(3).*

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

*There are no known instances of DHL funding ideological groups hostile to freedom of expression (1)(2).*

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

**N/A**

*DHL's PAC has been inactive since 2018 (1).*

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