



# GMS (Gypsum Management & Supply Inc.)

Locations: Virginia (HQ)  
Industries: Materials

RISK LEVEL:



Medium Risk

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## DESCRIPTION:

GMS, Inc. is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

## 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**

*GMS integrates ESG into its business practices. From its 2024 CSR Report: "ESG practices are deeply embedded in our company" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).*

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

*GMS does not appear to discriminate against charitable organizations based on views or beliefs (1). GMS Family Fund's charitable giving "provides financial assistance to employees of GMS and its subsidiaries in times of need" (2).*

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

*GMS requires its employees to take DEI training (1). The company appears to prioritize diversity over merit in its recruitment. From its 2023 Annual Report: "We have a company-wide inclusion and diversity program designed to support an inclusive and diverse work environment and have formalized training and recruitment programs" (2). The company appears to prioritize diversity over merit in its hiring processes. From its 2024 CSR Report: "Our Human Resources Department actively monitors our hiring and promotion processes so diverse candidates are considered for open roles" (3). The company does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

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

GMS supports ESG within its business practices. From its 2024 Corporate Social Responsibility Report: "Our Executive Leadership Team and ESG Project Leads review our ESG strategy and are responsible for bringing ESG and sustainability initiatives forward for our business and planning for the future" (1). GMS supports DEI within its business practices, a DEI Officer (2). The company supports DEI within its business practices. From its 2024 CSR Report: "We have a company-wide Inclusion and Diversity ("I&D") program designed to support an inclusive and diverse work environment" (3).

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

GMS has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

GMS does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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