



QXO Building Products

Subsidiaries: Beacon Building Products
Locations: Virginia (HQ)
Industries: Materials

RISK LEVEL:



Medium Risk

DESCRIPTION:

QXO Building Products (formerly Beacon Building Products) 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. QXO Building Products 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. Lower Risk

QXO Building Products has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

QXO Building Products does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

QXO Building Products requires its employees to take unconscious bias training (1). The company does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

Beacon (now QXO) Building Products' former CEO, Julian Francis, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with

other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company supports DEI within its business practices, hosting a DEI Council (3). The company supports DEI within its business practices. From its 2023 CSR Report: "Our commitment to DEI starts with our leaders, who champion initiatives aimed at creating an environment where every individual feels valued and empowered to contribute their unique perspectives and talents and reach their full potential" (4).

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

QXO Building Products is a corporate partner of the National LGBT Chamber of Commerce (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

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

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

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