



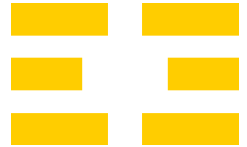
# Campbell Soup Company

Subsidiaries: Snyder's-Lance

Locations: New Jersey (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, Campbell Soup 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. Campbell Soup Company uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company has not publicly terminated business relationships based on views or beliefs. Campbell's has made several DEI and ESG-related commitments. However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Campbell Soup Company earns 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.** Lower Risk

*Campbell Soup Company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*Campbell Soup Company does not discriminate against charitable organizations based on views or beliefs (1).*

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

*Campbell Soup Company does not provide viewpoint protections for its employees (1). The company indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).*

## Corporate Governance and Public Policy

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

*(1)(2). The company's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on*

sexual identity issues to dictate marketing or advertising strategy (3)(4). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Campbell Soup Company pledged \$1.5 million to the Black Lives Matter movement and related causes (1)(2). The company'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (3)(4). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

The Campbell Soup PAC has donated in a bipartisan manner in accordance with business interests, though the PAC is no longer active (1). The company's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.

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