

Heidrick and Struggles

Locations: Illinois (HQ)

Industries: CRM & Project Management

RISK LEVEL:



Lower Risk

DESCRIPTION:

Heidrick and Struggles does not discriminate against religious organizations in its charitable giving or fund ideological organizations hostile to freedom of expression. However, Heidrick and Struggles does not protect against viewpoint discrimination and promotes DEI and ESG in its business practices. Heidrick and Struggles has not canceled clients or vendors for views or beliefs. For these reasons, Heidrick and Struggles 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

There are no publicly known cases of Heidrick and Struggles terminating business 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

The Heidrick and Struggles Foundation will match donations to religious charities that serve the public and do not require conversion for services [\(1\)](#)

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

Heidrick and Struggles does not provide its employees with protections against 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

Heidrick and Struggles advocates for greater DEI in the workplace [\(1\)](#). Heidrick and Struggles integrates ESG into all of its business practices as depicted in its ESG Report and ESG and Sustainability Office [\(2\)](#)[\(3\)](#).

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

Heidrick and Struggles does not use corporate funds to advance ideological causes or organizations hostile to freedom of expression (1).

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

N/A

Heidrick and Struggles does not operate a PAC at this time (1).

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