

Heidrick and Struggles

Locations: Illinois (HQ)

Industries: CRM & Project Management

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Heidrick and Struggles 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. Heidrick and Struggles 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

Heidrick and Struggles integrates ESG into its business practices (1). The company has not publicly 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

Heidrick and Struggles does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services (1).

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

Heidrick and Struggles does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Heidrick and Struggles supports ESG and DEI within its business practices (1)(2)(3). The company's CEO, Krishnan Rajagopalan, 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 (4)(5).

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

Heidrick and Struggles is a bronze partner of PFLAG, an LGBTQ+ activist group that promotes books for children with sexually explicit and gender fluid content and advocates against laws that inform parents of their child's gender dysphoria or prevent unapproved transgender medical treatments for minors (1)(2)(3). Otherwise, there are no publicly known cases of Heidrick and Struggles using corporate funds to advance ideological causes, organizations, or policies (4).

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

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

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