



# Weyerhaeuser

Locations: Washington (HQ)  
Industries: Materials

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Weyerhaeuser 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. Weyerhaeuser 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

*Weyerhaeuser has not publicly canceled customers, suppliers, or vendors based on views or beliefs.*

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

*Weyerhaeuser does not fund organizations that discriminate based on sexual orientation or gender identity, which disqualifies multiple religious denominations (1).*

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

*Weyerhaeuser's HRC 2023-2024 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Weyerhaeuser does not provide viewpoint protections for its employees (3).*

### Corporate Governance and Public Policy

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

Weyerhaeuser requires facilitator-led unconscious bias training for all salaried employees and new hires and inclusivity training for top leaders (1).

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

Weyerhaeuser's HRC 2023-2024 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Weyerhaeuser pledged \$100,000 to the BLM movement and related causes (3)(4).

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

Weyerhaeuser has not used its PAC donations for ideological causes (1)(2).

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