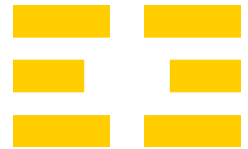




# Weyerhaeuser

Locations: Washington (HQ)  
Industries: Materials

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Weyerhaeuser increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. Weyerhaeuser forces employees to undergo multiple ideological trainings and uses its corporate funds to support controversial sex and gender ideologies and organizations. Weyerhaeuser has not publicly terminated business relationships due to ideological differences. However, the company does not provide protections against viewpoint discrimination, and the company requires its managers to undergo unconscious bias training. In addition, Weyerhaeuser has donated to BLM-related nonprofits. The company has not used its PAC donations for ideological purposes. For these reasons, Weyerhaeuser receives 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**

*Weyerhaeuser has not publicly fired 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 discrimination based on political affiliation/views and/or religion.** **High Risk**

*Weyerhaeuser 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 ideological causes and/or organizations 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).*

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

*Weyerhaeuser 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 (3)(4).*

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

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

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