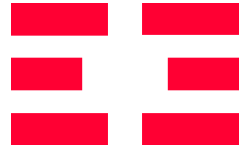




# 1-800-Flowers

Subsidiaries: Harry & David  
Locations: New York (HQ)  
Industries: Retailing

## RISK LEVEL:



High Risk

### DESCRIPTION:

By complying with the HRC's controversial demands, 1-800-Flowers 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. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. 1-800-Flowers forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. 1-800-Flowers has implemented ESG policies into its business, and the company has engaged in LGBTQ-related legislative advocacy and funded GLAAD. For these reasons, 1-800-Flowers receives a High 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.** **High Risk**

1-800-Flowers received a score of 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, 1-800-Flowers has not publicly fired customers, suppliers, or vendors based on views or beliefs. 1-800-Flowers integrates ESG into its business operations (3).

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

1-800-Flowers' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). 1-800-Flowers does not have an employee matching program at this time (3).

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

1-800-Flowers' HRC 2023 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). 1-800-Flowers 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. High Risk

1-800-Flowers' 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 (1)(2). By doing so, the company risks dividing employees, alienating customers, and harming shareholders. (3)(4). 1-800-Flowers has committed to public advocacy for or engagement with LGBTQ causes, such as running promotions for Pride Month (5). 1-800-Flowers is a signatory of the CEO Action for Diversity and Inclusion pledge (6).

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

1-800-Flowers' 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 (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. 1-800-Flowers funds GLAAD, which engages in LGBTQ policy advocacy (3).

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

1-800-Flowers' HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.

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