


Nutrien

Locations: Canada (HQ)

Industries: Materials

RISK LEVEL:

Medium Risk
DESCRIPTION:

Nutrien discriminates against religious organizations in its charitable giving and does not provide its employees with protections against viewpoint discrimination. The company requires employees to take unconscious bias, microaggression, and indigenous awareness training. Nutrien embraces ESG goals. However, Nutrien has not funded ideological groups or agendas hostile to freedom of expression. Nutrien has not publicly terminated business relationships due to beliefs or views. For these reasons, Nutrien 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. **Medium Risk**

Nutrien has a written policy pledging to vet vendors for LGBTQ policies (1)(2). Nutrien has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Nutrien will not fund religious organizations in its charitable giving “unless services provided are non-religious and provide equal access to all,” “Advocacy groups (including projects that proselytize or advocate political or religious messages),” or charities that discriminate based on gender or sexuality (1)(2).

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

Nutrien requires its employees to take unconscious bias, microaggression, and indigenous awareness training (1). Nutrien does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

Nutrien is committed to supporting the UN's Sustainable Development Goals and implementing ESG criteria into all aspects of its business [\(1\)](#).

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

Nutrien has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

Nutrien has not used its PAC donations for ideological purposes and does not engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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