



## Scotts Miracle-Gro

Subsidiaries: Hawthorne Gardening Company

Locations: Ohio (HQ)

Industries: Commercial and Professional Services, Household and Personal Products

### RISK LEVEL:



High Risk

### DESCRIPTION:

Scotts Miracle-Gro scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Scotts Miracle-Gro 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. Scotts Miracle-Gro 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. Scotts Miracle-Gro has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Scotts Miracle-Gro does not provide viewpoint protections for employees. Scotts Miracle-Gro implemented ESG into all its business practices, including unconscious bias trainings and the distribution of DEI-related materials. However, the company has not used its PAC donations for ideological purposes. For these reasons, Scotts Miracle-Gro 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.** **Medium Risk**

*Scotts Miracle-Gro has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Scotts Miracle-Gro received a score of 100 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). Scotts Miracle-Gro implements ESG requirements into its supplier agreements (3).*

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

*Scotts Miracle-Gro's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Scotts Miracle-Gro does not appear to discriminate against charitable organizations based on views or beliefs. Scotts Miracle-Gro "will consider requests from faith-based organizations, provided the contributions are not used for inherently religious purposes or to serve a limited constituency versus the larger community in which an organization operates, i.e. community gardens" (3).*

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

**High Risk**

Scotts Miracle-Gro's 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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Scotts Miracle-Gro has implemented unconscious bias trainings and used its Real Talk series to distribute DE&I materials, including discussions on LGBTQ allyship (34). Scotts Miracle-Gro does not provide viewpoint protections for its employees (5).

## Corporate Governance and Public Policy

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

**High Risk**

Scotts Miracle-Gro's 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. Scotts Miracle-Gro has implemented ESG commitments into its business, including a long-term net-zero carbon pledge (3)(4).

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

**High Risk**

Scotts Miracle-Gro's 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. Scotts Miracle-Gro is a corporate sponsor of Kids Gardening's "GroPride" program, which gives grants to gardens that engage LGBTQ youth (3).

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

**High Risk**

Scotts Miracle-Gro's 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. Scotts Miracle-Gro has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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