



## R.R. Donnelley & Sons

Locations: Illinois (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

### DESCRIPTION:

By complying with Human Rights Campaign's™ controversial demands, R.R. Donnelley (RRD), increases the risk of dividing employees, alienating customers and harming shareholders. The company provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology in philanthropic support and forces employees to undergo multiple ideological trainings. RRD vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. RRD's CEO signed the CEO Action for Diversity and Inclusion pledge. However, the company has not publicly terminated business relationships based on views or beliefs. For these reasons, R.R. Donnelley 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**

*RRD has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy [\(1\)](#)*

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

*RRD does not publish charitable giving guidelines [\(1\)](#).*

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

*RRD 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 [\(1\)](#)[\(2\)](#). RRD 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**

RRD's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(23)(4)

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

1)(2).

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

**N/A**

RRD does not operate a PAC at this time (1).

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