



Walmart

Subsidiaries: Sam's Club, Jet.com

Locations: Arkansas (HQ)

Industries: Food and Staples Retailing, Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Walmart scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Walmart 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. Walmart 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. Walmart provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company is part of the Global Alliance for Responsible Media. Walmart is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Walmart has donated to ideologically focused PAC's not in accordance with business interests. However, Walmart has withstood activist pressure on some issues, including abortion and firearms policy. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Walmart 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**

While Walmart raised the limit to purchase a firearm to 21, the company has not bowed to pressure to entirely stop selling firearms, nor has it used its institutional might to force changes on the firearm industry, as a New York Times contributor publicly requested [\(1\)](#) [\(23\)](#) [\(4\)](#) [\(5\)](#). The company received a score of 100 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 [\(6\)](#) [\(7\)](#).

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

Walmart [1](#) [\(2\)](#).

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

Walmart 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company's CEO Doug McMillon is a signatory of the CEO Action for Diversity and Inclusion pledge (3). Walmart does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

Walmart opposed an important Arkansas religious freedom bill in 2015. It regularly promotes LGBTQ Pride Month with statements, social media posts, and apparel sold in the stores and online (1). These items include clothing and books for children. Walmart also promotes critical race theory training for "inclusive leadership" (2). Walmart has implemented ESG practices into its business, including unconscious bias training and a 2040 net-zero pledge (3). However, Walmart did stand up to shareholder activists pushing for the company to focus its time, attention, and money on abortion policy (4). CEO Doug McMillon is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (5)(6). Walmart indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (7)(8). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Walmart provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). Walmart 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a member of the Global Alliance for Responsible Media (8)(9)(10). The company has given to numerous ideological groups hostile to free expression, including PolicyLink, an organization focused on "racial equity" through promoting the tenets of critical race theory in the corporate world (11)(12). Walmart's grant "helps support the launch of the Racial Equity through Corporate Actions Initiative, which will drive the creation and adoption of corporate standards on racial equity that will be freely available to companies" (13)(14). Walmart also funds PFLAG and Love Has No Labels (15). Walmart is a Bronze sponsor of Out and Equal (16).17)(18).

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

Walmart 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. Walmart has donated the Equality PAC (3)(4)(5).

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