



Home Depot

Locations: Georgia (HQ)
Industries: Retailing

RISK LEVEL:



High Risk

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DESCRIPTION:

Home Depot is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. Home Depot embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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

Home Depot received a score of 45 on the 2025 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, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Home Depot's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not appear to discriminate against charitable organizations based on views or beliefs (3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Home Depot requires all associates complete training on unconscious bias (1). The company does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Home Depot signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (1). The company also advertised flyers to its employees about confronting their "white privilege, Christian privilege, heterosexual privilege, able-bodied privilege," etc. (2). Home Depot supports ESG within its business practices. From its ESG Report: "Built around our core values, our approach to ESG centers around three key pillars – Focus on Our People, Operate Sustainably, and Strengthen Our Communities. By identifying these three pillars, we can concentrate on the areas where we can have the greatest impact" (3). The company's CEO Ted Decker is a member of the Business Roundtable and Former CEO Craig Menear signed its 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (4)(5). Home Depot's former CEO, Craig Menear, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (6)(7).

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

Home Depot's HRC 2025 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. 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)(2). The company pledged \$15 million to BLM and/or related racial equity causes and has partnered with the HRC, Rainbow PUSH Coalition, and the National Urban League (3)(4)(5). Home Depot is also a corporate partner of the National LGBT Chamber of Commerce (6). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (7).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Home Depot has donated to the Equality PAC and lobbied for the Equality Act (1)(2)(3).

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