

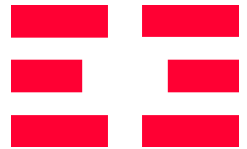


# Home Depot

Locations: Georgia (HQ)

Industries: Retailing

## RISK LEVEL:



High Risk

### DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Home Depot increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Home Depot forces employees to undergo multiple ideological trainings and uses its corporate funds and political influence to support controversial sex and gender ideologies and organizations. The Home Depot pledged \$15 million to BLM and related causes. The company funds the Human Rights Campaign (HRC) and Rainbow PUSH Coalition. The Home Depot is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. For these reasons, The Home Depot 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**

*Home Depot received a score of 45 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). However, Home Depot 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**

*Home Depot (1)(2).*

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

*The Home Depot does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

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

Home Depot partners with the Rainbow PUSH coalition and advocates for the Equality Act (1)(2)(3). Home Depot also advertised flyers to its employees about confronting their “white privilege, Christian privilege, heterosexual privilege, able-bodied privilege,” etc. (4). Home Depot has adopted ESG practices, including diversity and climate initiatives (5). CEO Ted Decker is a member of the Business Roundtable and Former CEO Craig Menear signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (6)(7). Home Depot CEO Craig Menear is a signatory of the CEO Action for Diversity and Inclusion (8).

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

Home Depot 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. The Home Depot pledged \$15 million to BLM and related causes and has partnered with the HRC, Rainbow PUSH Coalition, and the National Urban League (3)(4)(5). The company is also a corporate partner of the National LGBT Chamber of Commerce (6).

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

**High Risk**

The Home Depot has donated to the Equality PAC (1)(2).

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