



## Home Depot

Locations: Georgia (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

### DESCRIPTION:

Home Depot does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. 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 company requires all associates complete training on unconscious bias. Home Depot supports the Equality Act and ESG within its business practices. The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. 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. The company pledged \$15 million to BLM and related causes. Home Depot funds the Human Rights Campaign (HRC) and Rainbow PUSH Coalition. The company donated to the Equality PAC and has lobbied for the Equality Act. For these reasons, The Home Depot receives a High Risk rating.

### 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**

*(1)(2). However, Home Depot has not publicly canceled 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). The company does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).*

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

*Home Depot does not provide viewpoint protections for its employees (1). The company requires all associates complete training on unconscious bias (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 in support of the Equality Act, a controversial bill (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 (3). 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 (4)(56)(7). Home Depot scored a 45 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (8)(9).

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

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

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