



HNI Corporation

Subsidiaries: Hon, Allsteel, Gunlocke, HBF, Design Public Group, Design Public, DanishDesignStore, HBF Textiles, HNI India, HNI Global

Locations: Iowa (HQ)

Industries: Consumer Durables and Apparel, Retailing

RISK LEVEL:



Lower Risk

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DESCRIPTION:

HNI Corporation does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, HNI Corporation does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

HNI Corporation has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

HNI Corporation does not discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "education, health and human services, civic and community, and arts and culture" (1).

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

HNI Corporation has provided inclusive leadership training for all of its managers and unconscious bias training for all of its employees (1). However, 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. Medium Risk

HNI's CEO Jeffrey Lorenger has 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 (1)(2). Otherwise, there are no publicly known cases of HNI using its reputation to advance ideological causes or policies (3).

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

HNI Corporation sponsored the Quad Cities LGBTQ Pride Festival (1). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies (2).

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

HNI Corporation does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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