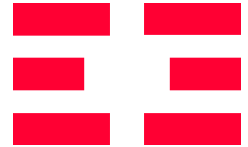




Best Buy

Locations: Minnesota (HQ)
Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Best Buy scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Best Buy 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. Best Buy 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. Best Buy is a Bronze partner of the HRC, a corporate partner of the NGLCC, and uses its reputation and funds to support LGBTQ causes and organizations. Best Buy's CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Best Buy is a Ceres Network Member, committed to net zero carbon emissions by 2040. For these reasons, Best Buy 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

Best Buy received a score of 100 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). Best Buy incorporates a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their

nondiscrimination policy (3). However, Best Buy has not publicly terminated business relationships due to religious beliefs or political views.

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

Best Buy's RC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)

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

High Risk

Best Buy 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Best Buy does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Best Buy indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Best Buy signed an open letter in support of the Equality Act and issued a statement urging state legislators to vote no on election reform bills that "restrict voter access" (3)(4). Best Buy supported various LGBTQ events affirming transgender ideology (5)(6). CEO Corie Barry 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 (7)(8). Best Buy is a Ceres Network Member, committed to net zero carbon emissions by 2040 (9)(1011).

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

Best Buy 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. Best Buy is a bronze partner of the Human Rights Campaign (HRC) and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

High Risk

Best Buy 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. Best Buy has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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