



## Tyson Foods

Subsidiaries: Hillshire Brands

Locations: Arkansas (HQ)

Industries: Food Beverage and Tobacco

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

By complying with the HRC's controversial demands, Tyson Foods 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. Tyson Foods uses its corporate funds to support controversial sex and gender ideologies and organizations. Tyson Foods pledged \$5 million to BLM and related causes and supports the Equality Act. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. However, it has not used its PAC donations for ideological purposes. For these reasons, Tyson Foods receives a Medium 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**

*Tyson Foods received a score of 45/2023 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). Tyson Foods*

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

*Tyson Foods HRC 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**

*Tyson Foods does not protect its employees from viewpoint discrimination (1).*

### Corporate Governance and Public Policy

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

*Tyson Foods has signed an open letter supporting the Equality Act ([12](#)).*

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

*Tyson Foods HRC 2023 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. 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([3](#))([4](#)). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race ([5](#))([6](#)).*

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

*Tyson Foods has not used its PAC donations for ideological purposes ([1](#)).*

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