



# 3M

Subsidiaries: VHB, Post-it, Scotch-Brite, Filtrete, Peltor  
 Locations: Minnesota (HQ)  
 Industries: Capital Goods, Household and Personal Products

RISK LEVEL:



Medium Risk

**DESCRIPTION:**

3M is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. 3M occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR Medium Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.**

*3M received a score of 85 on the 2025 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). 3M promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (3). However, 3M has not publicly canceled business relationships 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

*3M's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company will not match employee donations to "Houses of worship/churches" (3). 3M likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (4)(5)(6).*

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

High Risk

*3M's HRC 2025 CEI rating 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). 3M does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** High Risk

3M signed an open letter endorsing the *Equality Act*, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (1). 3M's CEO William Brown is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (2). The company, as a member of the Business Roundtable lobbyist group, issued a statement supporting the security of voting rights but did not sign the Business Roundtable's open letter criticizing Georgia's voting law (3)(4). 3M opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (5). 3M's former CEO, Michael F. Roman, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7). The company also created a "CEO Inclusion Council" where leaders can discuss inclusion and diversity initiatives at 3M (8). 3M is committed to net zero carbon emissions by 2050 (9)(10). 3M scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (11)(12).

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

3M's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). 3M donated \$250,000 to the Saint Paul YWCA and \$250,000 to the Penumbra Center for Racial Healing, both of which exist to fight "systemic racism" (3). Otherwise, there are no publicly known cases of 3M using corporate funds to advance ideological causes, organizations, or policies (4).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes.** Lower Risk

3M has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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