



Hudson's Bay

Subsidiaries: Gilt
Locations: Canada (HQ)
Industries: Retailing

RISK LEVEL:



Lower Risk

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DESCRIPTION:

Hudson's Bay 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, Hudson's Bay 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

Hudson's Bay 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

Hudson's Bay does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that support, "mental health resources and supporting high-performing Canadian athletes" (1).

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

Hudson's Bay prioritizes diversity in its recruitment, hiring, promotion, leadership composition, and supply chain. From its 2020 Sustainability Report: "We are rebuilding our Diversity, Equity and Inclusion (DE&I) roadmap to set the goals, commitments and actions we will take to advance equity, diversity and inclusion within our organization, from our leadership and recruitment, to the products we sell, the vendors we work with, the charities we support and the content we create" (1). Hudson's Bay requires all employees to complete annual compliance training (2). Hudson's Bay 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. Lower Risk

Hudson's Bay's CEO released a statement condemning "systemic racism" (1).

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

Hudson's Bay partners with "Rainbow Railroad" a non-profit organization that supports the LGBTQI+ community (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

Hudson's Bay does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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