



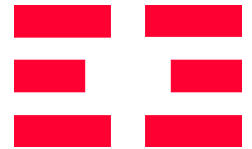
Gap Inc.

Subsidiaries: Old Navy, Banana Republic, Athleta

Locations: California (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Gap uses its corporate funds to indirectly support Planned Parenthood and GenderCool, an LGBTQ organization. The company regularly uses its corporate reputation to advocate for ideological causes and organizations. Gap is committed to carbon neutrality by 2040 and does not protect its employees against viewpoint discrimination. However, Gap has not used its PAC for ideological purposes. For these reasons, Gap Inc. 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**

Gap The company received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means Gap has pledged to vet vendors based on LGBTQ policies¹.

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

Despite saying that the company will not match gifts to religious organizations, Gap will donate to religious charities (including programs run by a house of worship) that "perform a social service" ⁽¹⁾.

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

Gap 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. **High Risk**

Gap has signed open letters in support of the Equality Act and supporting transgender participation in youth sports ⁽¹⁾/⁽²⁾. Gap has embraced the Black Lives Matter movement, including launching a billboard in Times Square in June 2020 in the wake of the events surrounding George Floyd ⁽³⁾. Gap opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity

and sexual orientation in schools to kids in K-3rd grade (4). Gap partnered with artists to create a Pride Month collection and has a partnership with UN Free & Equal (5). Gap Inc's CEO Art Peck is a signatory to CEOs For Gun Safety (6). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 (7)(8).

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

Gap indirectly supports Planned Parenthood through third parties (1). Gap donated \$50,000 to the GenderCool, an LGBTQ organization (2). Gap and its subsidiary Banana Republic pledged a combined \$550,000 to the Black Lives Matter movement and related causes (3)(4)(5). Gap signed the Fifteen Percent Pledge and "committed to dedicate 15% of their shelf space to Black-owned brands" (6)(7).

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

Lower Risk

Gap has not used its PAC for ideological purposes and has not donated to ideological PACs (1).

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