



Gap Inc.

Subsidiaries: Old Navy, Banana Republic, Athleta

Locations: California (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Gap scored a 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Gap 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. Gap 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. Gap provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Gap supports the Equality Act and transgender participation in youth sports. The company has used its reputation to oppose prohibiting teaching gender identity and sexual orientation in school to kids in K-3rd grade. Gap opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. 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 received a score of 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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). However, Gap 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**

Gap (1)(2).

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

Gap HRC 2023 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). Gap 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

Gap 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. Gap signed an open letter in support of the Equality Act and transgender participation in youth sports (3)(4). It has also 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 (5). Gap opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). The company's CEO Art Peck is a signatory to CEOs For Gun Safety (78).

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

Gap provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). Gap 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Gap donated \$50,000 to the GenderCool, an LGBTQ organization (7). Gap and its subsidiary Banana Republic pledged a combined \$550,000 to the Black Lives Matter movement and related causes (8)(9)(10). The company signed the Fifteen Percent Pledge and "committed to dedicate 15% of their shelf space to Black-owned brands" (11)(12)(13). Gap is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (14)(15). The company partnered with artists to create a Pride Month collection and has a partnership with UN Free & Equal (16).

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

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

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