



Carhartt

Locations: Michigan (HQ)
Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Carhartt 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. Carhartt 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 corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Carhartt promotes divisive sex and gender policies. Its Supplier Workplace Code of Conduct requires international vendors to include sexual orientation and gender in their nondiscrimination policy (1). The company was a member of the Global Alliance for Responsible Media, which demonetized and suppressed content that it deemed to spread "hate speech" or "misinformation", discuss "debated social issues in a negative or partisan context", or "vilify" individuals based on sexual orientation and gender identity. These arbitrary guidelines were used to censor mainstream perspectives online (2)(3)(4). However, Carhartt has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

Carhartt does not appear to discriminate against charitable organizations based on views or beliefs. The company requires organizations to be "501(c)(3) nonprofit organizations that share our mission of serving and protecting hardworking people" to be eligible for donations (1). Its charitable giving focus areas are disaster relief and workforce development (2).

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

Carhartt does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Carhartt's CEO Mark Valade signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company participated in Blackout Tuesday on social media in 2020 (3).

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

Carhartt was a member of the Global Alliance for Responsible Media (1)(2)(3). Otherwise, Carhartt has not used corporate funds to advance ideological causes, organizations, or policies (4).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Carhartt does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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