



## Lululemon

Subsidiaries: Lululemon Athletica

Locations: Canada (HQ)

Industries: Retailing

### RISK LEVEL:



High Risk

### DESCRIPTION:

Lululemon fired an employee for posting offensive content on personal social media pages. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and donated \$500,000 to The Center for Reproductive Rights. It also donated \$300,000 to BLM and related causes and does not protect its employees against viewpoint discrimination. Lululemon 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 "Don't Ban Equality" business coalition. However, the company discriminates against religious organizations in its charitable giving. For these reasons, Lululemon 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.** **High Risk**

*Lululemon fired an employee for what it deemed an offensive social media post on a personal account (1). The company requires suppliers not to discriminate based on sexual orientation and gender identity (2).*

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

*Lululemon will not match employee donations to churches or religious organizations "Individuals, groups with religious or political affiliations, or third-party fundraising groups (1).*

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

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

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** **High Risk**

[12](#)). Lululemon has also hosted events that encourage attendees to “resist capitalism” and “decolonize gender” [\(3\)](#)[\(4\)](#).

---

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

Lululemon provides a benefits package for employees which covers travel/lodging costs for an abortion [\(1\)](#)[\(2\)](#). The company has pledged \$300,000 to the Black Lives Matter movement and related causes [\(3\)](#)[\(4\)](#)[\(5\)](#). Lululemon donated \$500,000 to The Center for Reproductive Rights [\(6\)](#)[\(7\)](#).

---

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

N/A

Lululemon does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#).

---

The contents of this website and related resources (collectively, the “materials”) are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023