



## Wendy's

Locations: Ohio (HQ)

Industries: Food Beverage and Tobacco

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

Wendy's vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, the company has not publicly terminated business relationships based on views or beliefs. Wendy's pledged support to BLM and related causes and has partnered with GLAAD. However, the company does not use its corporate reputation to advance ideological agendas. Wendy's requires that organizations abide by its nondiscrimination policy for charitable giving but has not used its PAC contributions for ideological purposes. For these reasons, Wendy's receives a Medium 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**

Wendy's received a score of 100 on the Human Rights Campaign's Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). Wendy's has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Wendy's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1).

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

Wendy's 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.** **Lower Risk**

[1](#)).

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

[1](#)/[23](#)).

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

**Lower Risk**

Wendy's has not used its PAC donations for ideological purposes ([1](#))([2](#)).

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