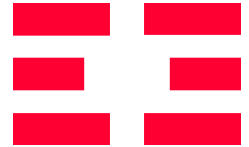


Patagonia

Locations: California (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



High Risk

DESCRIPTION:

Patagonia scored a 70 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, Patagonia increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Patagonia uses its reputation and corporate funds to support controversial sex and gender ideologies, organizations, and legislation. Patagonia 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. The company canceled a contract with a client due to the client's affiliation with a GOP fundraiser. Patagonia does not protect its employees against viewpoint discrimination. The company supports the Equality Act, supports multiple LGBTQ causes, and opposed a Texas law restricting access to abortion. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Patagonia is a member of the "Don't Ban Equality" business coalition. The company denounced various states' legislative efforts to protect election integrity and security. For these reasons, Patagonia 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**

Patagonia received a score of 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits 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). Patagonia canceled a contract with a client due to the client hosting a GOP fundraiser involving Representative Jim Jordan (OH-04) and then-Representative Mark Meadows (3).

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

(1)(2). Patagonia does not discriminate against charitable organizations based on views or beliefs(3)(4).

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

High Risk

Patagonia 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**

Patagonia signed an open letter in support of the Equality Act (1). Patagonia also signed a letter in opposition of Anti-LGBTQ legislation and a letter endorsed by the American Civil Liberties Union opposing abortion restrictions in Texas (2)(3). The company created a documentary called "They/Them" to promote a transgender climber and denounced Georgia's election law (4)(5). Patagonia is an openly politically minded company, endorsing several Democratic senator candidates in 2018 and even suing Donald Trump (6)(7)(8). Patagonia opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (9101112).

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

Patagonia 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)(5)(67)(89). Patagonia has donated to Planned Parenthood (10)(11). The company preemptively pledged to pay bail for its employees arrested protesting the overturning of Roe v. Wade (12). Patagonia pledged \$5 million to the Black Lives Matter movement and related causes (13)(14)(15).

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

Lower Risk

Patagonia has not used its PAC donations or lobbying for ideological purposes(1)(2)(3).

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