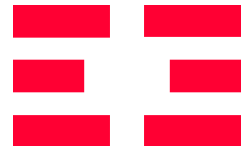


CONDÉ NAST

Subsidiaries: Vogue, Vanity Fair, GQ, Wired, House & Garden, Teen Vogue, Them, Traveler
 Locations: New York (HQ)
 Industries: Media and Entertainment

RISK LEVEL:



High Risk

DESCRIPTION:

Teen Vogue fired an employee shortly after her promotion to editor after colleagues complained about inappropriate tweets she published 10 years prior, when she was a teenager. Condé Nast, the media conglomerate comprising Vogue, Vanity Fair, GQ, and other media publications, vets vendors according to LGBTQ policies. The company does not provide viewpoint protections for its employees. Conde Nast provides a benefits package for employees which covers travel/lodging costs for an abortion. The company discriminates against religious organizations in its charitable giving. Condé Nast mandates unconscious bias trainings for its employees. Its CEO signed the CEO Action for Diversity & Inclusion pledge and CEOs for Gun Safety. For these reasons, Condé Nast 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

Teen Vogue fired an employee shortly after her promotion to editor after colleagues complained about inappropriate tweets she published 10 years prior, when she was a teenager (12).

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

1). "GlobalGiving will not support evangelism or proselytizing, programs that require exposure, adherence to, or conversion to religious doctrine, or activities that promote a particular faith-based belief" (2).

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

1). The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2). Vogue committed to the 15% pledge, vowing to work with more Black artists (34).

Corporate Governance and Public Policy

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

Conde Nast's CEO, Roger Lynch, signed the CEOs For Gun Safety letter (1). Lindsay Peoples Wagner, the editor and chief of Teen Vogue, founded the "The Black in Fashion Council" (2).

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

1)(2)(3). The company has pledged \$1,000,000 in advertising to "non-profit organizations combating racial injustices" (4). Traveler, GQ, and Vogue have all pushed readers to donate to LGBTQ organizations and organizations such as BLM (5)(6)(7).

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

Lower Risk

1)(2)(3).

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