





DESCRIPTION:

Webflow, an online website builder and host, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Webflow provides unconscious bias trainings and inclusion seminars for its employees. However, the company has not used corporate funds for ideological purposes and does not discriminate against charitable organizations based on views or beliefs. For these reasons, Webflow receives a Lower Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious Lower Risk beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.

Webflow 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
 Lower Risk

 against charitable organizations based on views or religious beliefs.
 Webflow does not discriminate against charitable organizations based on views or beliefs (1).

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

Webflow 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 Medium Risk of expression.

Webflow has pledged to be an "anti-racist" company and hosts "company-wide anti-racism and inclusion trainings." The company has also hosted speeches by noted pro-critical race theory thinker Ibram X. Kendi ($\underline{1}$).



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

Webflow has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

N/A

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

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