



## Allbirds

Locations: California (HQ)  
Industries: Consumer Durables and Apparel

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Allbirds does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Allbirds does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

### Corporate Weaponization

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

*Allbirds has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Allbirds does not publish charitable giving guidelines.*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** Medium Risk

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

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** Lower Risk

*Allbirds has not supported ideological causes or policies (1).*

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

*Allbirds provides a benefits package for employees that covers travel/lodging costs for an abortion (1)(2). Company leadership encouraged employees to use the Allbirds nonprofit donation matching program to support organizations fighting to protect abortions (3)(4).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

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

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