

EVERLANE

## Everlane

Locations: California (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

### DESCRIPTION:

Everlane, a clothing retailer, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Everlane has funded the American Civil Liberties Union (ACLU) and supports BLM. The company provides a benefits package for employees which covers travel/lodging costs for an abortion. Everlane is a member of the "Don't Ban Equality" business coalition. However, the company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Everlane 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

*Everlane has a written policy pledging to vet vendors for LGBTQ policies. Its Vendor Code of Conduct requires vendors to include sexual orientation and gender in its nondiscrimination policy (1). However, the company has not publicly terminated business relationships due to political views or religious beliefs.*

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

*Everlane does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that support, "environmentalism and sustainability" (1).*

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

*Everlane 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.** Medium Risk

Everlane urged its customers to vote and engage in activism in support of the Black Lives Matter movement in 2020 (12).

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

Everlane provides a benefits package for employees which covers travel/lodging costs for an abortion (1). The company launched a collection of clothes following the Supreme Court's overturn of Roe v. Wade, and proceeds from the collection went to the ACLU's program to uphold pro-abortion legislation (2).

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

**N/A**

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

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