



Abercrombie & Fitch

Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Abercrombie and Fitch (A&F) has not publicly terminated business relationships due to political or religious beliefs, though it vets suppliers for their LGBTQ policies. A&F supports the Equality Act and regularly donates to ideological groups hostile to freedom of expression, such as the Gay, Lesbian and Straight Education Network (GLSEN). To its credit, the company requires vendors not to discriminate based on political opinion. For these reasons, A&F 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**

A&F received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1). There are no publicly known cases of A&F terminating business relationships due to religious or political beliefs.

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

A&F does not have a rule prohibiting donations to faith-based organizations, and supports faith-based charities such as Habitat for Humanity (1).

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

While A&F's Code of Conduct does not explicitly protect its employees from viewpoint discrimination, the company's Vendor Code of Conduct requires suppliers not to discriminate on political opinion or affiliation. Such protections are "aligned with A&F's principles and values" (1)(2).

Corporate Governance and Public Policy

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

A&F advocates for the Equality Act (1). It also features items in accordance with the Trevor Project, such as "Pride Hoodie," "Pride Fierce Cologne," and "Pride Pins" (2). A&F has launched the Abercrombie Equity Project to further leftist racial narratives and is "also actively recruiting and hiring in an effort to create a more diverse and inclusive workplace that improves upon industry statistics" (3).

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

A&F is a regular supporter of the Trevor Project: "In support of Pride 2022 and our ongoing partnership, Abercrombie is donating \$400,000 to The Trevor Project, regardless of sales. To date, we've raised over \$2.8 million for The Trevor Project" (1). A&F also donates to GLSEN (2).

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

A&F has not used its PAC for ideological purposes (1).

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