



Ralph Lauren

Locations: New York (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

Ralph Lauren scored a 75 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company covers transgender-related medical costs for its employees and their children. Ralph Lauren uses its corporate funds, to support controversial sex and gender ideologies and organizations. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Ralph Lauren vets vendors according to LGBTQ policies and is part of the Global Alliance for Responsible Media. The company does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Ralph Lauren signed an open letter supporting the Equality Act. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Ralph Lauren 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**

[1](#)[2](#)[3](#). However, Ralph Lauren 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 against charitable organizations based on views or religious beliefs. **Lower Risk**

Ralph Lauren does not appear to discriminate against charitable organizations based on views or beliefs [\(1\)](#).

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

Ralph Lauren 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. High Risk

Ralph Lauren was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (1). The company denounced a North Carolina bill stating that people must use public restrooms that correspond to biological sex (2). Ralph Lauren used Instagram to publicly criticize the Supreme Court's decision to overturn Roe v. Wade (3). Ralph Lauren is a member of the Civic Alliance, which has used its collective corporate platform to oppose election security bills nationwide (4). Darren Walker, a board member at Ralph Lauren, publicly opposed the election security bill put forth in Georgia in 2021 (5). Ralph Lauren signed an open letter in support of the Equality Act (6). CEO Patrice Louvet is a member of the Business Roundtable (78).

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

1)(2)(3)(4)(5)(6). The company indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (7)(8). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Ralph Lauren is a member of the Global Alliance for Responsible Media (9)(10)(11).

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

N/A

Ralph Lauren does not operate a PAC at this time and has not reported on its lobbying 1)(2)(3).

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