

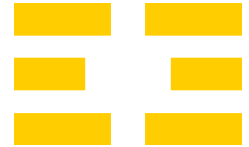


# Ralph Lauren

Locations: New York (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Ralph Lauren has not terminated business relationships due to religious or political beliefs, though it vets suppliers according to their LGBTQ policies. The company does not have viewpoint protection for its employees. Ralph Lauren has used corporate funds to support travel for an abortion and has regularly used its corporate reputation to protest the overturning of Roe v. Wade and oppose state-level election security bills. Ralph Lauren supports the Equality Act. 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**

*Ralph Lauren received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (HRC) (1). Among other requirements, this means the company has pledged to vet vendors for LGBTQ policies. There is no record of Ralph Lauren publicly terminating a business relationship due to political or religious differences.*

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

*According to Ralph Lauren's sustainability reports, the company does not discriminate against faith-based charities in its giving (1).*

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

*Ralph Lauren does not protect employees from political viewpoint discrimination (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 has signed the HRC's business agreement denouncing state-level LGBTQ legislation (1). Ralph Lauren has also denounced a North Carolina bill stating that people must use public restrooms that correspond to their 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 laws 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 is part of the business coalition for the Equality Act (67).

---

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

Ralph Lauren has extended its medical coverage to include travel for abortion (1)(2).

---

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

**N/A**

Ralph Lauren does not have a PAC.

---

*The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023