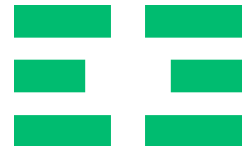




## REV Group

Locations: Wisconsin (HQ)  
Industries: Transportation

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

REV Group is Lower Risk. The company 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, REV Group 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

REV Group 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

REV Group does not publish charitable giving guidelines [\(1\)](#).

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

REV Group requires its production supervisors to take DEI training [\(1\)](#). The company appears to prioritize diversity over merit in its leadership composition. From its 2023 Annual Report: "The nominating and corporate governance committee's responsibilities include: identifying and evaluating Board of Director candidates, including nominees recommended by stockholders, taking into account each candidate's ability, judgment, diversity and experience and the overall diversity and composition of the Board, and ensuring the candidate pool includes diverse candidates" [\(2\)](#). REV Group is an affirmative action employer. "The Company shall select, place, promote, and compensate all employees on the basis of job-related qualifications without regard to non-job characteristics...We will take affirmative action to ensure the meeting of these obligations" [\(3\)](#). REV Group does not provide viewpoint protections for its employees [\(4\)](#).

### Corporate Governance and Public Policy

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

REV Group supports DEI within its business practices. From its 2023 Sustainability Report: "Diversity, Equity, and Inclusion continued to be a focus for our organization and how we achieve the goals of our business" (1). Otherwise, there are no publicly known cases of REV Group using its reputation to advance ideological causes or policies (2).

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

REV Group has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

REV Group does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).

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