



## Ripple Labs Inc.

Locations: California (HQ)

Industries: Diversified Financials

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Ripple Labs Inc. (Ripple) 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 elevates merit, excellence, and integrity ahead of race and identity-based policies. Ripple 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

*Ripple has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1)(2).*

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

*Ripple does not appear to discriminate against charitable organizations based on views or beliefs (1)(2)(3).*

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

*Ripple does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** High Risk

*Ripple opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). The company is committed to net zero carbon emissions by 2030 (3). Ripple is a member of the Crypto Climate Accord an initiative committing cryptocurrency to achieve net zero carbon emissions by 2040 and enable all blockchain energy to be powered by renewable energy by 2025 (4)(5). The company is a signatory of the Climate Pledge, indicating a commitment to achieve net zero*

carbon emissions by 2040 [\(6\)](#)[\(7\)](#).

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**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**Medium Risk**

*In 2023, Ripple donated to the Trevor Project [\(1\)](#). Otherwise, there are no publicly known cases of Ripple using corporate funds to advance ideological causes, organizations, or policies [\(2\)](#).*

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

**Lower Risk**

*Ripple does not operate a PAC at this time and has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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