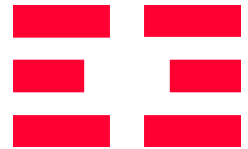




REI Co-op

Subsidiaries: Recreational Equipment Inc.
Locations: Washington (HQ)
Industries: Consumer Durables and Apparel

RISK LEVEL:



High Risk

DESCRIPTION:

Recreational Equipment Inc. scored a 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands Recreational Equipment, Inc. (REI) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. REI forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. REI canceled business relationships with Vista Outdoors due to Vista's connections with the firearms industry. REI provides a benefits package for employees which covers travel/lodging costs for an abortion and discriminates against faith-based charities in its giving. REI opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. REI does not provide viewpoint protections for its employees. The company denounced various states' legislative efforts to protect election integrity and security. For these reasons, REI Co-op receives a High 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. **High Risk**

REI ceased the sale of certain products (such as bicycle helmets) manufactured by Vista Outdoor due to Vista also owning companies in the firearms industry and donating to the NRA (1). REI received a score of 95 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (2)(3).

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

REI's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). It also has a written and explicit policy against giving through its cooperative action fund to faith-based organizations (3).

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

High Risk

REI's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees (1)(2). REI does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

REI's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. REI has pressured the Senate to pass the John Lewis Voting Rights Advancement Act, which would eliminate states' control over voting procedures (3). REI condemned the Supreme Court ruling overturning Roe v. Wade (4). REI signed an open letter in support of the Equality Act (5). REI (6). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (78).

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

REI's HRC 2023 CEI rating 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. REI provides a benefits package for employees which covers travel/lodging costs for an abortion (3)(4).

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

High Risk

REI's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. REI does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4)(5).

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