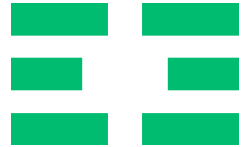


## Clay

Locations: California (HQ)

Industries: Software and Services

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Clay is a digital branding and design agency. It has not terminated business relationships due to views or beliefs, though it does not provide protections against viewpoint discrimination. Clay has not used its reputation or corporate funds for ideological purposes. For these reasons, Clay receives a Lower 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.** Lower Risk

*Clay 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.** N/A

*Clay does not publish charitable giving guidelines.*

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

*Clay 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.** Lower Risk

*Clay has not supported ideological causes or policies [\(1\)](#)[\(2\)](#).*

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

Clay has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

**N/A**

Clay does not operate a PAC at this time.

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