



## Zip

Locations: Australia (HQ)

Industries: Payment Processing, Software and Services

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

Zip, a financial technology company, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. It has used its reputation to support Black Lives Matter (BLM) and various LGBTQ Pride events. Zip has also partnered with an LGBT youth organization. For these reasons, Zip 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.** Lower Risk

*Zip 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

*Zip does not publish charitable giving guidelines (1).*

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

*Zip 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.** Medium Risk

*Zip has committed to multiple acts of public advocacy for or engagement with the LGBTQ movement, including Pride parades and other LGBTQ events (1).*

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

Zip has launched a partnership with The Pinnacle Foundation, an LGBT youth organization (1). Zip created a buy now, pay later option to support the BLM Foundation (2).

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

Zip does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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