



Zappos

Locations: Nevada (HQ)
Industries: Retailing

RISK LEVEL:



Lower Risk

DESCRIPTION:

Zappos 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. Zappos 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

Zappos has not publicly canceled 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. Lower Risk

Zappos does not discriminate against charitable organizations based on views or beliefs (1).

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

Zappos does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Zappos published a statement and the names George Floyd, Breonna Taylor, Ahmaud Arbery, and Tony McDade on the front page of its site in support of BLM (1).

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

Zappos has donated to Color of Change (1)(2).

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

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

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