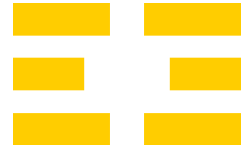




Salt & Straw

Locations: Oregon (HQ)
Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Salt & Straw is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Salt & Straw occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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

Salt & Straw has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

Salt & Straw does not appear to 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. High Risk

Salt & Straw requires its employees to take racial bias training (1). The company appears to prioritize diversity over merit in its leadership composition. From its areas of focus: "30% of our leadership team identifies as LGBTQIA+, 2% of our team identifies as nonbinary, 53% of our team identifies as BIPOC, 40% of our managers identify as BIPOC" (2). The company does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

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

Salt & Straw supports DEI within its business practices. From its diversity and Inclusion page: "Salt & Straw's areas of focus include

"creating a diverse workplace- including board & leadership teams, using purchasing power to support BIPOC & LGBTIQ+ owned businesses (1). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (2).

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

Salt & Straw funds the Tevor Project, the Lambert House, Basic Rights Oregon, TJI Justice Project, Lotus Shelter, BLMP-Black LGBTQIA+ Migrant Project, The Okra Project, the San Diego Center, Color of Change (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

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

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

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