



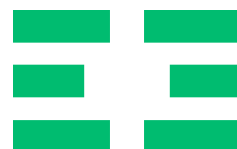
Thirty Madison

Subsidiaries: Keeps, Nurx

Locations: New York (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

Thirty Madison is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, the company 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

Thirty Madison 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. N/A

Thirty Madison does not publish charitable giving guidelines (1).

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

Thirty Madison appears to prioritize diversity over merit in its recruitment and hiring. From its Code of Conduct: "We are dedicated to creating a diverse and inclusive work environment that promotes personal development, supports unique skills, and serves the needs of our patients" (1)(2). The company requires its employees to take unconscious bias training (3). The company does not provide viewpoint protections for its employees (4)(5).

Corporate Governance and Public Policy

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

Thirty Madison's Co-Founder and President, Demetri Karagas, denounced various states' legislative efforts to protect election integrity

and security (1). The company advocates for abortion (2). The company supports DEI within its business practices. From its Code of Conduct: "At Thirty Madison, we believe that diversity, equity, and inclusion among our Employees strengthens our ideas, fosters innovation, and benefits our patients" (3).

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

Thirty Madison has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

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

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