



Advance Auto Parts

Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

Advance Auto Parts has not terminated business relationships due to ideological beliefs, though it vets suppliers according to LGBTQ policies. It also does not protect employees from viewpoint discrimination. The company has supported various ideological causes, such as the Equality Act, but has not financially supported groups hostile to freedom of expression. For these reasons, Advance Auto Parts 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. **Medium Risk**

Advance Auto Parts received a score of 90 on the Corporate Equality Index from the Human Rights Campaign (HRC) (1). Among other requirements, this means the company has pledged to vet suppliers according to LGBTQ policies. It has not terminated business relationships due to ideological beliefs.

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

The Advance Auto Parts Foundation will provide grants to religious organizations that engage in non-sectarian community work (1).

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

Advance Auto Parts does not protect employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. **High Risk**

Advance Auto Parts has signed the Business Coalition for the Equality Act and the Business Statement on Anti-LGBTQ Legislation (1)(2). Advance Auto Parts has also signed onto other HRC statements opposing specific LGBTQ-related state-level legislation in Florida and Iowa (3)(4).

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

There are no publicly known cases of Advance Auto Parts using corporate funds to support groups hostile to freedom of expression.

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

N/A

Advance Auto Parts does not operate a PAC.

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