

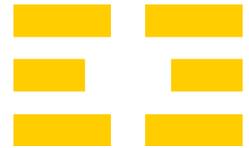
WEYCOGROUP

# Weyco Group

Subsidiaries: Florsheim, Nunn Bush, Stacy Adams, BOGS, Rafter's and Umi

Locations: Wisconsin (HQ)

Industries: Consumer Durables and Apparel

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Weyco Group 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. The company 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. Medium Risk**

*Weyco Group integrates ESG into its business practices. From its Sustainability web page: "We pledge to never "greenwash" or simply pay lip service to the cause. We are committed to a transparent approach to sustainability and to setting concrete goals. Our environment, social and governance strategy focuses on everything from our footwear materials, our factory partners, our offices and operations, and our people and communities" (1). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Weyco Group 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**

*Weyco Group appears to prioritize diversity over merit in its leadership composition. From its Guidelines and Criteria for Nomination of Director Candidates: "The Committee will consider the diversity of the existing Board, so that the Board maintains a body of directors from diverse professional and personal backgrounds" (1). The company does not provide viewpoint protections for its employees (2).*

## Corporate Governance and Public Policy

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

**Medium Risk**

*Weyco Group supports ESG within its business practices. From its Sustainability webpage: "We pledge to never "greenwash" or simply pay lip service to the cause. We are committed to a transparent approach to sustainability and to setting concrete goals. Our environment, social and governance strategy focuses on everything from our footwear materials, our factory partners, our offices and operations, and our people and communities" (1). Otherwise, the company has not supported ideological causes or policies (2).*

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

**Lower Risk**

*Weyco Group has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

**N/A**

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

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