



## Westrock Coffee Holdings

Subsidiaries: Westrock Coffee Company, LLC<sup>1</sup>, Westrock Coffee & Tea International Limited, Westrock Coffee Roasting, LLC, Westrock Beverage Company, LLC, S. & D. Coffee, Inc. (d/b/a Westrock Coffee), Westrock Coffee & Tea Singapore Pte. Ltd.

Locations: Arkansas (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Lower Risk

### DESCRIPTION:

Westrock Coffee 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

*Westrock Coffee 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

*Westrock Coffee 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

*Westrock Coffee appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Guidelines: "The Nominating & Corporate Governance Committee of the Board is responsible for reviewing the qualifications and independence of the members of the Board and its various committees... as well as the composition of the Board as a whole. This assessment will include members' qualifications as independent, as required by Nasdaq, as well as consideration of diversity, age, skills, and experience in the context of the needs of the Board" (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.** Lower Risk

Westrock Coffee has not supported ideological causes or policies (1).

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

Westrock Coffee 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**

Westrock Coffee does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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