



OneSpaWorld Holdings Ltd.

Subsidiaries: OneSpaWorld LLC, OneSpaWorld U.S. Inc., OneSpaWorld Marks Ltd., Steiner Spa Ltd., OSW Distribution LLC,
Locations: Florida (HQ)
Industries: Consumer Services

RISK LEVEL:



Medium Risk

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DESCRIPTION:

OneSpaWorld Holdings Ltd. 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

OneSpaWorld integrates ESG into its business practices. From its 2025 Proxy Statement: "Our Board of Directors and our leadership team oversee our corporate strategy with respect to establishing, implementing and monitoring our environmental, social and governance ("ESG") policies, practices and procedures embedded across our operations in order to mitigate risks, identify opportunities and maximize the long-term performance and value of the Company" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

OneSpaWorld 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

OneWorldSpa offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its leadership composition. From its 2024 Proxy Statement: "the Board believes that diversity along multiple dimensions, including gender, race, ethnicity, sexual orientation, and professional expertise and experience, is an important factor in board composition" (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

The company supports DEI within its business practices. From its Our Sustainable Journey webpage: "We are dedicated to reducing inequalities and promoting inclusion by fostering a diverse and equitable work environment" (1). OneSpaWorld supports ESG within its business practices. From its 2024 ESG Report: "We view ESG transparency as foundational to accountability and advancement of our practices and progress" (2).

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

OneSpaWorld donates to the National LGBTQ Task Force (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

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

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