

OXFORD

Oxford Industries, Inc.

Subsidiaries: Tommy Bahama, Lilly Pulitzer, Johnny Was, Southern Tide, The Beaufort Bonnet Company, Duck Head, and Jack Rogers

Locations: Georgia (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:**Medium Risk**

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DESCRIPTION:

Oxford Industries 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

Oxford Industries integrates ESG into its business practices. From its 2023 Annual Report: "We report routinely to our Board and/or various Board committees about ESG risks and strategies and communicate insights provided by our directors to our brands to assist in formulating ESG goals and initiatives" (1). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (2). However, Oxford Industries 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

Oxford Industries 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

Oxford Industries appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Guidelines: This assessment should include issues such as independence, expertise such as understanding of the Company's industry, age, diversity, general business knowledge and experience, financial literacy and expertise, availability and commitment, and other criteria that the Committee and Board find to be relevant" (1). Oxford Industries 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

Oxford Industries supports DEI within its business practices. From its 2023 Annual Report: "Diversity and inclusion are key components of our corporate responsibility framework, and we are committed to creating a culture where people have a sense of belonging and purpose to maximize their fullest potential" (1). However, in 2024, the company removed DEI language from its Annual Report. To date, the company has not publicly addressed this change, leaving shareholders without clarity regarding the company's reasoning or future direction (2). Otherwise, the company has not supported ideological causes or policies (3).

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

Oxford Industries 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

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

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