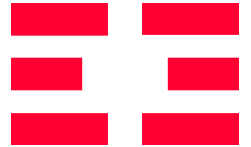


**Shipt**

Locations: Alabama (HQ)

Industries: Consumer Services, Transportation

RISK LEVEL:**High Risk****DESCRIPTION:**

Shipt does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Target, its parent company, has pledged to vet vendors for LGBTQ policies. Shipt advocates for transgender participation in youth sports and has donated directly to Black Lives Matter and the Human Rights Campaign. Target, Shipt's parent company, has also donated to the Equality PAC. Shipt opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company denounced various states' legislative efforts to protect election integrity and security. Shipt discriminates against religious organizations in its charitable giving. For these reasons, Shipt 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**

Shipt has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. However, Target, the parent company of Shipt, received a score of 100 on the Corporate Equality Index from the HRC. Among other requirements, this means the company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote diverse sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

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

Shipt will not donate to "houses of worship" (1).

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

Shipt does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Shipt signed an open letter in support of the Equality Act and was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (1)(2). Shipt has committed to multiple acts of public advocacy for the LGBTQ movement, including selling LGBTQ clothing in its shop and hosting LGBTQ events (3)(456).

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

Shipt donated \$150,000 to the ACLU and matched employee donations of \$50,000 to Black Lives Matter in light of "institutionalized racial injustice" (1). Shipt has also donated \$10,000 to the Human Rights Campaign (2). Shipt announced a donation of \$1 million over 5 years to The Birmingham Promise as part of its DE&I initiatives (3)(4).

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

Shipt does not operate a PAC at this time (1)(2). Its parent company, Target, has donated to the Equality PAC, though (3)(4).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023