



# 1Password

Locations: Canada (HQ)

Industries: Cloud & Data Storage

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

1Password is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. 1Password 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.** Lower Risk

*1Password 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.** Lower Risk

*1Password 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.** Medium Risk

*1Password does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

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

*After Roe v. Wade was overturned, 1Password published a statement in support of abortion coverage and urged employees to vote on issues important to them (1). The company has committed to multiple acts of public advocacy for or engagement with the LGBTQ movement, including hosting Pride-themed Trivia and Pride-related workshops and financial webinars (2).*

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

1Password published a statement that it would pay up to \$5,000 in travel expenses for employees seeking an abortion (1). The company also announced that it would donate \$25,000 to Planned Parenthood and \$25,000 to the United States of Women (2). The company encourages employees to use their Bonusly allowance for the Trevor Project and the ACLU (3). It also donates to PFLAG Canada, an LGBTQ nonprofit, and the Trevor Project (4). The company donated \$85,214 to Black Lives Matter (5). It donated \$25,000 to the ACLU and \$10,000 to The Trevor Project (6). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (7).

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

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

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