

G U C C I

Gucci

Locations: Italy (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:**Medium Risk****DESCRIPTION:**

Gucci, a luxury fashion brand, has not terminated business relationships based on views or beliefs. Gucci provides a benefits package for employees which covers travel/lodging costs for an abortion. Gucci signed onto the UN LGBT Business Conduct Standards where Gucci pledged to vet vendors based on LGBTQ policies. The company uses its reputation and corporate funds to support many ideological groups hostile to freedom of expression including the LGBTQ and Black Lives Matter movements. For these reasons, Gucci 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

Gucci has not publicly terminated business relationships due to views or beliefs. Gucci signed onto the UN LGBT Business Conduct Standards where it pledged to vet vendors based on LGBTQ policies (1).

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. Lower Risk

Gucci has not published its charitable giving policy. However, Gucci Equilibrium, Gucci's charitable giving foundation, published a report of its giving that did not include religious organizations (1). Its goals are centered around gender equality and environmental aid (2). Gucci does not appear to discriminate against charitable organizations based on views or beliefs.

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

Gucci is an equal opportunity employer. Its Code of Ethics states that it "encourages freedom of expression for employees" (1).

Corporate Governance and Public Policy

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

Gucci created Chime for Change and joined UN Women's Generation Equality Action Coalitions in support of gender equality and

LGBTQ equality (1)(2). In 2021, Gucci started using gender expansion language to allow employees to self-identify their gender (3). In 2021, Gucci also launched a diversity and inclusion awareness program (45). Gucci hosts topic training for all employees regarding diversity and including gender diversity and LGBTQ training (6).

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

Gucci provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). The company stated that it, "remains steadfast in its belief that access to reproductive health care is a fundamental human right." (3). The company donates to many LGBTQ organizations and organizations supporting abortion access through Chime for Change (4). Gucci pledged to fight racism through its donations to organizations including Campaign Zero and Know Your Rights Camp (56). Gucci's MX collection advances LGBTQ ideology including "gender fluidity" (7)

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

N/A

Gucci does not operate a PAC at this time and published a statement in its Code of Ethics prohibiting political donations (1)(2)(3).

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