

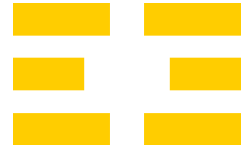


AutoZone

Locations: Tennessee (HQ)

Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

AutoZone has not publicly terminated business relationships due to religious or political beliefs, though it does vet vendors according to its LGBTQ policies. The company does not protect employees from viewpoint discrimination and discriminates against religious organizations in its charitable giving. AutoZone uses its corporate reputation to advance ESG principles and covers transgender-related medical costs for its employees and their children. For these reasons, AutoZone 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**

AutoZone received a score of 65 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). AutoZone implements ESG principles into its business operations, including requiring suppliers to support emissions (2). AutoZone has not publicly fired customers, suppliers, or vendors based on views or beliefs.

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

AutoZone does not make charitable donations to religious organizations (1). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(3).

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

AutoZone does not provide its employees with protection against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

AutoZone requires its managers to participate in unconscious bias training (1). AutoZone implements ESG principles into all business strategies and committed to achieve net zero emissions by 2050 (2).

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

AutoZone's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Auto Zone has not used its PAC donations for ideological purposes (1)(2).

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