



L.L.Bean

Locations: Maine (HQ)

Industries: Consumer Durables and Apparel, Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

L.L.Bean covers the cost of "medically necessary transition-related care" for its employees and their children. The company will not donate to religious organizations, though it has donated to LGBTQ advocacy groups and racial equity organizations. However, L.L.Bean does provide against viewpoint discrimination for its employees and has not terminated existing business relationships or discriminated against clients. For these reasons, L.L.Bean 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. **Lower Risk**

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

The L.L.Bean charitable giving program does not donate to "political, sectarian, fraternal or religious organizations" (1).

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

L.L.Bean provides its employees with viewpoint protections (1).

Corporate Governance and Public Policy

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

[1](#)/[2](#).

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

L.L.Bean's pride campaign, Get Outside with Pride, donates to the EqualityMaine Foundation and OUT There Adventures (1)(2). L.L.Bean donated \$120,000 to racial equity organizations in support of Black Lives Matter (3). L.L.Bean's HRC CEI profile indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (4)(5).

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

N/A

The company does not have a PAC.

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