

Shutterfly

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Locations: California (HQ)

Industries: Consumer Services

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

Shutterfly often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Shutterfly 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**

Shutterfly has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

Shutterfly Foundation will not fund donations to "religious organizations for religious purposes" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

Shutterfly does not provide viewpoint protections for its employees (1)(2). The company embraces ESG practices, including through supplier vetting and unconscious bias training (3)(4).

Corporate Governance and Public Policy

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

Shutterfly's CEO, Sally Pofcher, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2).

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

Shutterfly used corporate funds to sponsor events for LGBTQ organizations (1)(2). The company sponsored an LGBTQ+ prom for Covenant House youth (3).

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

Shutterfly does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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