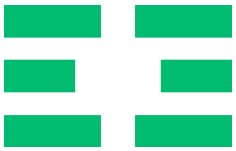
Harbor Freight

Locations: Virginia (HQ)
Industries: Retailing

RISK LEVEL:



Lower Risk

DESCRIPTION:

Harbor Freight vets vendors for LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. Harbor Freight discriminates against religious organizations in its charitable giving . However, it does not use its corporate reputation or funds to advance ideological agendas. For these reasons, Harbor Freight receives a Lower 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**

Harbor Freight has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct applies to all suppliers and includes a commitment to not discriminate on the basis of gender identity or sexual orientation (1). However, Harbor Freight has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Harbor Freight does not fund "religiously affiliated institutions, groups and events" (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. — **N/A**

Harbor Freight does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

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

Harbor Freight has not supported ideological causes or policies (1).

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

Harbor Freight does not use corporate funds to advance ideological causes, organizations, or policies (1).

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

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

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