


HAVI

Subsidiaries: Pacific Market International, Stanley, Aladdin, The Marketing Store

Locations: Washington (HQ)

Industries: Household and Personal Products

RISK LEVEL:

Medium Risk

DESCRIPTION:

The HAVI Group (LP) is a global, privately-owned company that operates businesses providing services in supply chain, sourcing, and consumer engagement. It acquired Pacific Market International (PMI), the manufacturer of Stanley and Aladdin water bottles and containers. HAVI also operates The Marketing Store (TMS), a global customer engagement agency. HAVI is committed to carbon neutrality by 2050. Though HAVI requires accountability in sustainability from its suppliers, it has not publicly fired customers, suppliers, or vendors based on views or beliefs. HAVI does not provide its employees with protection against viewpoint discrimination. PMI uses corporate funds and Stanley uses its corporate reputation to support ideological causes hostile to freedom of expression. PMI and TMS require ideological trainings. For these reasons, HAVI 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**

HAVI believes sustainability “requires... accountability” from its suppliers and partners to meet its Better Future Together blueprint, which includes being net zero carbon emissions by 2050 (1). TMS is committed to fighting the “climate crisis” and “engaging” its suppliers and vendors with its sustainability goals, though it is unclear if that means forcing them to abide by its commitments (2). HAVI and PMI have not publicly fired customers, suppliers, or vendors based on ideological views or religious beliefs.

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

HAVI does not publish charitable giving guidelines (1). PMI does not discriminate against religious charities in its charitable giving (2)(3).

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

HAVI and PMI do not provide viewpoint protections for their employees (1)(2).

Corporate Governance and Public Policy

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

PMI's StrongHer Initiative works to educate employees across the organization on unconscious bias. Stanley is a founding member of the Climate Action Corps, a collaboration between outdoor companies to tackle the climate crisis by accelerating the fight against carbon emissions. HAVI is committed to net zero carbon emissions by 2050 (1)(2). PMI supports unconscious bias training (3). TMS requires employees to take inclusion training, which includes recruitment bias and microaggression training. It also actively seeks to partner with external organizations and NGOs to advocate for sustainability and DEI causes (4)(5). HAVI's former CEO and current Chairman, Russ Smyth, signed the CEO Action for Diversity & Inclusion pledge (6).

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

PMI donates to multiple ideological causes including, The Venture Out Project, an LGBTQ organization (1)(2).

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

N/A

HAVI and PMI do not operate PACs at this time (1).

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