

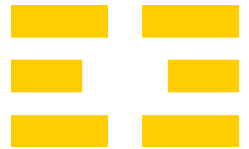


Mary Kay

Locations: Texas (HQ)

Industries: Household and Personal Products

RISK LEVEL:



Medium Risk

DESCRIPTION:

Mary Kay, a marketing company, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Mary Kay supports ESG within its business practices and holds mandatory unconscious bias training. However, the company has not used its corporate funds or lobbied for ideological purposes. For these reasons, Mary Kay 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**

Mary Kay has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company integrates ESG into all of its business practices. Mary Kay has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct/Code of Business Ethics requires vendors to include sexual orientation and gender identity in their nondiscrimination policy ([1](#)).

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

Mary Kay does not discriminate against charitable organizations based on views or beliefs. "Mary Kay is committed to empowering women and their families by partnering with organizations from around the world, focusing on supporting cancer research, protecting survivors from domestic abuse, beautifying our communities, and encouraging children to follow their dreams" ([1](#))([2](#))([3](#)).

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

Mary Kay does not provide viewpoint protections for its employees ([1](#)).

Corporate Governance and Public Policy

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

Mary Kay holds mandatory employee unconscious bias training [\(1\)](#). Mary Kay integrates ESG into all of its business practices. Mary Kay is a founding member of The National Racial Equity Initiative, which engages in DEI advocacy [\(2\)](#). Mary Kay engages in environmental and social advocacy on issues such as gender equality [\(3\)](#) [\(4\)](#).

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

Mary Kay has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

Mary Kay does not operate a PAC at this time but has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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