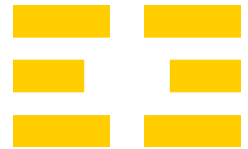




## Vista Outdoor

Subsidiaries: Bell, Bushnell, CamelBak, FOX, Remington, Federal, Camp Chef, Giro, Foresight Sports  
Locations: Minnesota (HQ)  
Industries: Consumer Durables and Apparel

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Vista Outdoor, the parent company of 39 sporting and outdoor product brands, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Vista Outdoor supports ESG within its business and has supported an LGBTQ youth charity. However, it has not used its political contributions for ideological purposes. The company does not discriminate against charitable organizations based on views or beliefs. For these reasons, Vista Outdoor 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**

*Vista Outdoor 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.** **Lower Risk**

*Vista Outdoor does not discriminate against charitable organizations based on views or beliefs [\(1\)](#)[\(2\)](#).*

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

*Vista Outdoor does not provide viewpoint protections for its employees [\(1\)](#)[\(2\)](#).*

### Corporate Governance and Public Policy

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

*Vista Outdoor supports ESG within its business practices and was ranked a top company for ESG implementation [\(1\)](#)[\(2\)](#).*

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

*Vista Outdoor donates to Youth Seen, an organization that supports the "LGBTQIA+BIPoC" community [\(1\)](#).*

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

**Lower Risk**

*Vista Outdoor has not used its PAC donations or lobbying for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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