



Universal Music Group (UMG)

Locations: The Netherlands (HQ)
Industries: Media and Entertainment

RISK LEVEL:



Medium Risk

DESCRIPTION:

Universal Music Group (UMG) 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. UMG 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

Universal Music Group has not publicly canceled 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

Universal Music Group does not discriminate against charitable organizations based on views or beliefs (1)(2).

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. High Risk

Universal Music Group does not provide viewpoint protections for its employees (1). All Vivendi-affiliated companies, including UMG, hold unconscious bias and DEI training for employees (2).

Corporate Governance and Public Policy

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

Universal Music Group signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to

deliver sex-denying healthcare and is a member of the Civic Alliance, which advocates against election security measures (1)(2). The company has launched a "Task Force for Meaningful Change," which engages in legislative advocacy on ideological issues and searches for charitable giving partners focusing on social justice (3).

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

Universal Music Group has pledged \$25 million to the Black Lives Matter movement and related causes (1)(2). The company partners with Reverb, an organization that awards musicians and other celebrities for climate advocacy (3). UMG also used funds to launch LGBT-centered events (4)(5).

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

Universal Music Group has funded the Equality PAC but has not used its lobbying for ideological purposes (1)(2)(3).

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