

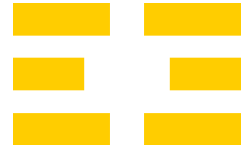


# Universal Music Group (UMG)

Locations: The Netherlands (HQ)

Industries: Media and Entertainment

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Universal Music Group (UMG) operates independently, though the company has historically been owned in part by the Bollore family through its holdings of Vivendi SE. UMG has not publicly terminated business relationships based on views or beliefs but does not publish a nondiscrimination policy. The company holds internal unconscious bias and DEI trainings for employees and has pledged support to BLM and related causes. UMG has engaged in significant legislative and climate advocacy and funded the Equality PAC. For these reasons, Universal Music Group 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

*Universal Music Group 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

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

**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.** High Risk

*Universal Music Group 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.** High Risk

*Universal Music Group signed an open letter in support of the Equality Act and is a member of the Civic Alliance, which advocates against election security measures [\(1\)](#)[\(2\)](#). All Vivendi-affiliated companies, including UMG, hold unconscious bias and DEI training for employees [\(3\)](#). UMG 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 [\(4\)](#).

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**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 [\(1\)](#)[\(2\)](#). UMG partners with Reverb, an organization that awards musicians and other celebrities for climate advocacy [\(34\)](#)[\(5\)](#).

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

**High Risk**

Universal Music Group has funded the Equality PAC but has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#).

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