



## Cava

Locations: Washington D.C. (HQ)

Industries: Food Beverage and Tobacco

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Cava, which is a restaurant chain, vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company has not used its corporate reputation or funds to advance ideological agendas and does not publish a nondiscrimination policy. For these reasons, Cava receives a Lower 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**

*CAVA has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct applies to all suppliers and includes a commitment to not discriminate on the basis of gender identity or sexual orientation (1). Cava 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.** **N/A**

*Cava does not publish charitable giving guidelines (1).*

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

*Cava 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.** **Lower Risk**

*CAVA has not supported ideological causes or policies (1).*

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

*CAVA does not use corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

**N/A**

*Cava does not operate a PAC at this time [\(1\)](#).*

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