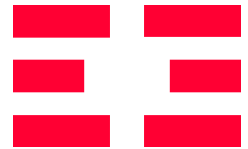


Tapestry Inc.

Subsidiaries: Coach New York, Kate Spade New York, Stuart Weitzman
Locations: New York (HQ)
Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Tapestry is High Risk. The company 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. Tapestry embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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. Medium Risk

Tapestry received a score of 95 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Tapestry's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not appear to discriminate against religious charitable organizations based on views or beliefs (3)(4).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Tapestry's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Tapestry's CEO signed Catalyst's Champions for Change pledge, indicating its support of DEI in its leadership composition through the establishment of gender and racial targets (3)(4). The company participated in the CEO Action Check Your Blind Spots Unconscious Bias Bus Tour to encourage employees to address unconscious biases in the workplace (5). However, Tapestry does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

High Risk

Tapestry's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company 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 (3). Tapestry's CEO is a member of the Business Roundtable (4). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (5). Tapestry's CEO, Joanne C. Crevoiserat, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7).

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

High Risk

Tapestry's HRC 2023-2024 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Tapestry partners with the Hetrick-Martin Institute, the Point Foundation, and CenterLink to support LGBTQ causes (3). The Coach Foundation, a subsidiary of Tapestry Inc. donated \$150,000 to the Henrick-Martin Institute to support LGBTQ causes (4). Kate Spade is a Gold Tier corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (5)(6)(7)(8)(9). Kate Spade donated \$150,000 to The Trevor Project and launched a Pride Campaign with The Trevor Project to launch the "Stories of Pride" (10)(11). Tapestry is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (12)(13). Tapestry donated to the Black Lives Matter Foundation, the Los Angeles LGBT Center, the Equal Justice Initiative, the National Network of Abortion Funds, Planned Parenthood, and Services & Advocacy for GLBT Elders in 2022 as a part of its employee matching program (14). In 2023, Tapestry donated to the Equal Justice Initiative, the Freedom From Religion Foundation Inc, the Gay And Lesbian Community Center of Southern Nevada Inc, the Hawaii LGBT Legacy Foundation, the National Network of Abortion Funds, Planned Parenthood, and the Harlem SLG LGBTQ Center, as a part of its employee matching program (15).

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

High Risk

Tapestry's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Tapestry does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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