

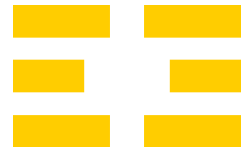


Eddie Bauer

Locations: Washington (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

Eddie Bauer vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Eddie Bauer supports and funds LGBTQ causes and other ideological organizations, like Color of Change. However, Eddie Bauer has not used its PAC donations for ideological purposes. For these reasons, Eddie Bauer 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. **Medium Risk**

SPARC Group LLC, Eddie Bauer's parent company, has received a score of 100 on the Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1). Eddie Bauer 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**

Eddie Bauer has not published its charitable giving policy (1).

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

Eddie Bauer does not provide its employees with protection against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Eddie Bauer has committed to public advocacy for LGBTQ causes through the promotion of "queer-focused outdoor groups" like

LGBTQ Outdoors, Queer Climbing Collective, and OutCycling [\(1\)](#). In 2020, Eddie Bauer used its corporate reputation to support Black Lives Matter [\(2\)](#)[\(3\)](#). Eddie Bauer sells LGBTQ Pride Merchandise [\(4\)](#).

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

SPARC Group LLC, Eddie Bauer's parent company, has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children [\(1\)](#)[\(2\)](#). Eddie Bauer funds the Colors of Change [\(3\)](#). It also allocated funds for its "One Outside Firm Grant" and "The Venture Out Project" to promote the LGBTQ community [\(4\)](#)[\(5\)](#).

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

N/A

Eddie Bauer has not used its PAC donations for ideological purposes. The PAC is not currently active [\(1\)](#).

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