



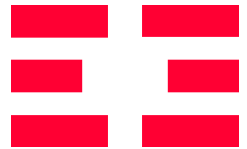
Amazon.com

Subsidiaries: Audible, Ring, Whole Foods, Twitch

Locations: Washington (HQ)

Industries: Cloud & Data Storage, Retailing, Software and Services

RISK LEVEL:



High Risk

DESCRIPTION:

Amazon scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Amazon increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Amazon forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Amazon provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company has removed conservative content from its store and from Amazon Web Services. It has banned books and censored Parler, an online free-speech platform. Amazon is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism and is committed to carbon neutrality by 2040. Amazon uses both its corporate reputation and its corporate funds for ideological purposes. The company denounced various states' legislative efforts to protect election integrity and security. Amazon is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company is a Ceres Network member and supports the Equality Act. Amazon donated to the CA LGBTQ Caucus and Equality California and has lobbied for ideological purposes. For these reasons, Amazon receives a High 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. **High Risk**

Amazon received a score of 100 on the 2023 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). Amazon stopped selling Ryan Anderson's book *When Harry Became Sally* due to the book's portrayal of transgenderism (3). Amazon Web Services removed the free speech-focused social media platform Parler's web presence over concerns of "violent speech," just as Parler was growing among conservatives (4). Amazon has also hindered the release of documentaries by or about black conservatives, namely Clarence Thomas (*Created Equal* was removed from the Amazon Prime streaming service) and Shelby Steele (*What Killed Michael Brown* was delayed without reason) (5). Amazon also has banned other conservative books, such as Alex Berenson's book on COVID-19 lockdowns, which was "accidentally" banned (6). Amazon suddenly removed Matt Walsh's previously best-selling children's book from its online retail store (7). Amazon declined to run paid ads for Matt Walsh's *What is a Woman* book as well, stating that "we don't allow content that appears to infer or claim to diagnose, treat, reverse or question sexual orientation" (8). Amazon's new "inclusion policy" sets benchmarks for casting, including "30% white women and non-binary people, 20% men from underrepresented races and

ethnicities, 20% women and non-binary people from underrepresented races and ethnicities," indicating that the company bases its hiring practices on identity politics rather than merit (9). Amazon-owned Twitch is a Select Partner of the Global Disinformation Index, which has withheld advertising funds from conservative news outlets (10)(11).

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

Amazon's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Amazon does not have an employee matching program but does donate through AmazonSmile, a program that has labeled Christian groups like Alliance Defending Freedom as hate groups (3). Amazon retired its AmazonSmile program in February 2023 (4). Amazon claims to work with 28,000 faith-based nonprofits through their Amazon Business reduced rates for charities but continues to work with the SPLC to allow certain nonprofits and not others selectively (5).

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

Amazon's HRC 2023 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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).

Corporate Governance and Public Policy

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

Amazon's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Amazon supports various ideological causes, including increased minimum wage and police reform legislation (34)(5). Additionally, Amazon publicly referred to laws like Georgia's voting integrity law as an effort to disenfranchise black voters (6). Amazon opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (7). CEO Andy Jassy is a member of the Business Roundtable and Former CEO Jeff Bezos signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (8)(9). Amazon is a Ceres Network Member, committed to net zero carbon emissions by 2040 (10)(11). Amazon backed off its commitment to have 50% of its shipments net zero by 2030 (12)(1314).

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

Amazon provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). Amazon's HRC 2023 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Amazon funds many ideological groups hostile to freedom of expression like the

American Civil Liberties Union and Black Lives Matter, and the company is a Platinum Sponsor of the HRC (8)(9). In fact, Amazon has pledged over \$100 million to the Black Lives Matter movement and related causes (10)(11). Amazon is a copper sponsor of Out & Equal (12). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (13)(14).

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

High Risk

Amazon's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Amazon donated to the CA LGBTQ Caucus and Equality California and has lobbied for ideological purposes (3)(4)(5).

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