



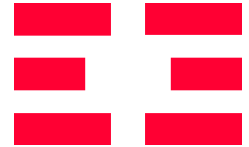
Amazon

Subsidiaries: Audible, Ring, Whole Foods, Twitch

Locations: Washington (HQ)

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

RISK LEVEL:



High Risk

DESCRIPTION:

Amazon 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. Amazon 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. High Risk

Amazon's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. 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). Twitch, a subsidiary of Amazon, was a member of the Global Alliance for Responsible Media, which demonetized and suppressed content that it deemed to spread "hate speech" or "misinformation", discuss "debated social issues in a negative or partisan context", or "vilify" individuals based on sexual orientation and gender identity. These arbitrary guidelines were used to censor mainstream perspectives online (10)(11)(12).

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

Amazon's HRC 2023-2024 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 used to 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 21,000 faith-based nonprofits through their Amazon Business reduced rates for charities (5).

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

High Risk

Amazon's HRC 2023-2024 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). 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 (3). Amazon does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

High Risk

Amazon's HRC 2023-2024 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 police reform legislation (3). Amazon signed an open letter in support of the Equality Act, a controversial bill (4). Amazon publicly referred to laws like Georgia's voting integrity law as an effort to disenfranchise black voters (5). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). Amazon's CEO Andy Jassy is a member of the Business Roundtable and Former CEO Jeff Bezos signed its 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (7)(8). Amazon is a Ceres Network Member, committed to net zero carbon emissions by 2040 (9)(10). The company's Founder & CEO, Jeff Bezos, denounced various states' legislative efforts to protect election integrity and security (11). Amazon opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (12)(13). Amazon opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (14). Amazon backed off its commitment to have 50% of its shipments net zero by 2030 (15)(16).

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 2023-2024 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 (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 the American Civil Liberties Union and Black Lives Matter (8). Amazon has pledged over \$100 million to the Black Lives Matter movement and related causes (9)(10). The company is a Platinum sponsor of the HRC (11). Amazon is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (12)(13). Amazon is a copper sponsor of Out & Equal and is a partner of the HRC's foundation (14)(15). Twitch was a member of the Global Alliance for Responsible Media (16)(17)(18). Otherwise, there are no publicly known cases of Amazon using corporate funds to advance ideological causes, organizations, or policies (19).

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

High Risk

Amazon's HRC 2023-2024 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. In each year from 2018-2024, Amazon donated to the Equality PAC (3)(4)(5)(6)(7). In each year from 2019-2022, as well as in 2024, Amazon lobbied for the Equality Act (8)(9)(10)(11)(12).

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