



Panda Restaurant Group

Subsidiaries: Panda Express
Locations: California (HQ)
Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Panda Restaurant Groups often 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. Panda Restaurant Groups occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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. Lower Risk

Panda Restaurant Group has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

Panda Restaurant Group will not fund religious organizations (1).

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

Panda Restaurant Group does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Panda Restaurant Group has a DEI council comprising a Chief Diversity Officer and ambassadors that drive DEI engagement efforts toward workers, customers, and the community (1). Otherwise, there are no publicly known cases of Panda Restaurant Group using its reputation to advance ideological causes or policies (2).

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

Panda Express launched the Panda Community, a \$10 million pledge to advocate for DE&I initiatives, including LGBTQ issues (1). The company has partnered with the National Urban League, the Transgender Law Center, the BLMP, and many other ideological organizations (2)(3). Otherwise, there are no publicly known cases of Panda Restaurant Group using corporate funds to advance ideological causes, organizations, or policies (4).

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

Panda Restaurant Group does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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