



Rent the Runway

Locations: New York (HQ)
Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Rent the Runway 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. Rent the Runway 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

Rent the Runway 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. N/A

Rent the Runway does not publish charitable giving guidelines (1).

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

As part of the company's DE&I efforts, Rent the Runway hosts unconscious bias trainings, targeting diverse hires, and using tools to detect "non-inclusive language in source code" (1). Rent the Runway does not provide viewpoint protections for its employees (2)(3).

Corporate Governance and Public Policy

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

Rent the Runway committed to the 15% pledge, ensuring that "a minimum of 15% of its freelance creative talent like stylists, photographers and models are Black individuals" (1). Rent The Runway's CEO is a signatory to CEOs for Gun Safety (2). Rent the Runway is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they

are "bad for business" (3).

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

Rent the Runway partnered with Queer Eye's Jonathan Van Ness in the company's Fairy Godmother Challenge to give away 100 years of free Rent the Runway Unlimited (1). Otherwise, there are no publicly known cases of Rent the Runway using corporate funds to advance ideological causes, organizations, or policies (2).

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

Rent the Runway does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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