



## Osprey

Locations: Colorado (HQ)

Industries: Consumer Durables and Apparel

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Osprey does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Osprey does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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

*Osprey 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.** Medium Risk

*Osprey's philanthropy program requires that organizations abide by its DEI pillars, including its non-discrimination policy, which includes sexual orientation and gender identity. Therefore, certain religious organizations would be excluded from charitable giving (1).*

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

*Osprey does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

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

*Osprey has not supported ideological causes or policies (1).*

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

*In partnership with The Venture Out Program, Osprey has pledged to donate \$5 from each Pride backpack sold, up to \$20,000, to the program (1). Otherwise, there are no publicly known cases of Osprey using corporate funds to advance ideological causes, organizations, or policies (2).*

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

*Osprey does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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