

RISK LEVEL:



Lower Risk

DESCRIPTION:

Evolution of Smooth, doing business as EOS, does not publish a nondiscrimination policy or charitable giving guidelines. However, the company has not publicly terminated business relationships based on views or beliefs. EOS supports LGBTQ Pride on its social media. The company denounced various states' legislative efforts to protect election integrity and security. However, the company does not use corporate funds to advance ideological purposes. For these reasons, EOS receives a Lower 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. Lower Risk

EOS has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

EOS does not publish charitable giving guidelines (1).

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

EOS does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

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

EOS has engaged in LGBTQ Pride-related advocacy on social media (12).

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

EOS has not used corporate funds to advance ideological causes, organizations, or policies.

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

N/A

EOS does not operate a PAC at this time [\(1\)](#).

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