

**ULINE****Uline**

Locations: Wisconsin (HQ)

Industries: Technology Hardware and Equipment

**RISK LEVEL:****Lower Risk****DESCRIPTION:**

Uline does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Uline 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

*Uline 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.** Lower Risk

*Uline does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).*

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

*Uline 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

*Elizabeth Uihlein has a "Letter from the President" blog on the company website, where she expresses her opinions on various business-related or bipartisan policies (1). She also sent out a petition to recall Wisconsin governor Tony Evers to Uline employees, because the COVID-19 lockdowns were hurting the business, and "he was violating their constitutional right to work" (2). Uline has not supported ideological causes or policies (3).*

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

*Uline has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

*Uline does not operate a PAC or report on its lobbying at this time (1)(2)(3).*

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