



Gates Industrial

Locations: Colorado (HQ)

Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

Gates Industrial vets vendors for LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company sponsored an LGBTQ Pride parade and has a DE&I council. For these reasons, Gates Industrial receives a Medium 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. Medium Risk

Gates Industrial Corporation has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct/Code of Business Ethics requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, it has not publicly fired customers, suppliers, or vendors based on views or beliefs.

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

Gates Industrial Corporation's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities(1)(2).

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

Gates Industrial Corporation does not provide viewpoint protections to its employees (1).

Corporate Governance and Public Policy

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

Gates Industrial Corporation supports DEI within its business practices, forming a DE&I council (1). Otherwise, it has not supported ideological causes or policies (2).

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

Gates Industrial Corporation sponsored the 2019 Denver Pride 5k, donating over \$5,000 to The Center on Colfax (1)(2). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies (3).

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

Gates Industrial Corporation does not operate a PAC or engage in lobbying at this time (1)(2).

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