



# Winnebago Industries

Locations: Iowa (HQ)  
Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Winnebago Industries, an RV company, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company frequently uses its corporate dollars to support LGBTQ programs and organizations. Its CEO signed onto the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Winnebago Industries is a Brass sponsor of Out & Equal. However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Winnebago Industries 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**

*Winnebago Industries has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy<sup>(1)</sup>. However, has not publicly terminated business relationships due to political views or religious beliefs.*

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

*Winnebago Industries does not discriminate against charitable organizations based on views or beliefs <sup>(1)</sup>. Winnebago Industries has not published its employee matching program guidelines.*

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

*Winnebago Industries does not provide viewpoint protections to its employees <sup>(1)</sup>.*

### Corporate Governance and Public Policy

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

Winnebago Industries uses its social media to promote LGBTQ Pride Month (1). Its CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2). The company created programs to encourage gender diversity (3)(4).

---

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

Winnebago Industries partners with multiple ideological organizations including LGBT+ Outdoors, the Minnesota Business Coalition for Racial Equity, the Philanthropic Collective to Combat Anti-Blackness and Realize Racial Justice, and the National Minority Supplier Development Council (1)(2). The company is a Brass sponsor of Out & Equal (3).

---

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

Winnebago Industries does not operate a PAC or engage in lobbying at this time (1)(2).

---

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023