

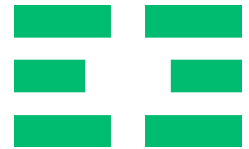


## Flex

Locations: Texas (HQ)

Industries: Technology Hardware and Equipment, Transportation

RISK LEVEL:



Lower Risk

### DESCRIPTION:

Flex, a global supply & manufacturing solutions provider, 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 is a signatory of the Business Roundtable's 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations. However, Flex does not discriminate against charitable organizations based on views or beliefs. For these reasons, Flex 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.** **Medium Risk**

*Flex 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 (1). However, it has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Flex does not discriminate against charitable organizations based on views or beliefs. Its giving is focused on "good health and well-being, decent work and economic growth, responsible consumption and production, and climate action (1).*

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

*Flex protects its employees against viewpoint discrimination (1).*

### Corporate Governance and Public Policy

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

*CEO Revathi Advaiti is a member of the Business Roundtable and is a signatory of the Business Roundtable's 2019 Statement on*

the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations (1)(2). Flex is committed to reaching net zero greenhouse gas emissions by 2040 (3).

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

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

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

**N/A**

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

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