



## Kontoor

Subsidiaries: Wrangler, Lee, VF Outlet

Locations: North Carolina (HQ)

Industries: Consumer Durables and Apparel

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Kontoor Brands does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company frequently uses its reputation and corporate dollars to support LGBT issues and organizations. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Kontoor Brands over discriminatory practices in hiring. However, it does not discriminate against religious organizations in its charitable giving. For these reasons, Kontoor Brands 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.** Lower Risk

*Kontoor Brands 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.** Lower Risk

*Kontoor Brands does not discriminate against religious organizations in its charitable giving. The company will not give to religious organizations unless they support “non-sectarian broad-based community issues”<sup>(1)</sup>.*

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

*Kontoor Brands does not protect its employees from viewpoint discrimination <sup>(1)</sup>. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Kontoor Brands over discriminatory practices in hiring <sup>(2)</sup><sup>(3)</sup>.*

### Corporate Governance and Public Policy

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

*Kontoor Brands offers unconscious bias training and hosted an online Pride celebration in June 2020 <sup>(1)</sup>. Kontoor Brands hosted a series of events to recognize the impact of the LGBTQIA+ community <sup>(2)</sup>. Kontoor Brands subsidiary “Lee” launched a “Lee is Love”*

campaign celebrating contributions the LGBTQIA+ population has made to its community. Kontoor Brands subsidiary “Wrangler” shared stories of members of the LGBTQIA+ community on its social media (3).

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

Lee Brands made a donation to The Trevor Project a LGBTQIA+ youth crisis support service. Wrangler made a donation to the IGLA World which is a non-profit LGBTQ+ advocacy group (1). Kontoor hosted a T-shirt design competition and donated all proceeds from the sales to a local LGBTQ nonprofit organization (2).

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

**N/A**

Kontoor Brands does not operate a PAC at this time and has not reported on its lobbying (1)(2).

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