



# Advantage Solutions Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Advantage Solutions does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Advantage Solutions 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. Medium Risk**

*indicating it prioritizes sexual issues over merit (1)(2). However, Advantage Solutions has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Advantage Solutions does not publish charitable giving guidelines.*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*Advantage Solutions' HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Advantage Solutions does not provide viewpoint protections for its employees (3). Advantage Solutions' former CEO Jill Griffin signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4)(5).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**Lower Risk**

*Advantage Solutions has not supported ideological causes or policies (1).*

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

**High Risk**

*Advantage Solutions' HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Advantage Solutions has a partnership with Out & Equal (3). Otherwise, there are no publicly known cases of Advantage Solutions using corporate funds to advance ideological causes, organizations, or policies (4).*

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

**N/A**

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

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