



Advantage Solutions Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Advantage Solutions scored a 70 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. Advantage Solutions The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. Advantage Solutions, a provider of sales and marketing services, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. 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. The company participated in the Grand Rapids Pride Festival. For these reasons, Advantage Solutions Inc. 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

Advantage Solutions has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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 discrimination based on political affiliation/views and/or religion. High Risk

Advantage Solutions does not provide viewpoint protections for its employees (1). 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 (2)(3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations 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. Medium Risk

Advantage Solutions' HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical procedures for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholder.

Uses corporate political 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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