



Advantage Solutions Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Advantage Solutions, a provider of sales and marketing services, 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 reputation to promote LGBTQ issues and its CEO signed the CEO Action for Diversity and Inclusion pledge. Advantage Solutions participated in the Grand Rapids Pride Festival and has used corporate funds for ideological purposes. 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 fired 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).

Corporate Governance and Public Policy

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

(1). Advantage Solutions advocates for LGBTQ causes on its social media and has outlined its participation in the Grand Rapids Pride Festival (2). The company has also posted LGBTQ blog posts to its corporate website (3).

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

Advantage Solutions' HRC 2023 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⁽¹⁾(²).

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).

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