



# Advantage Solutions Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Advantage Solutions often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Advantage Solutions occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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.** 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 viewpoint or other discrimination and/or are ideological in nature.** 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 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. 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.*

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**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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