



# Starwood Capital Group

Subsidiaries: Marriott International  
 Locations: Florida (HQ)  
 Industries: Diversified Financials, Real Estate

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Starwood, a real estate finance company, does not protect its employees against viewpoint discrimination but has not publicly terminated business relationships based on views or beliefs. The company integrates ESG into all of its business practices, including its underwriting process. Starwood also discriminates against some religious organizations in its charitable giving, requires annual discrimination training, and has lobbied for the Equality Act. However, the company has not used corporate funds for ideological purposes. For these reasons, Starwood 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. Medium Risk**

Starwood integrates ESG into all of its business practices. The company stated, “At Starwood Capital Group, we are committed to integrating Environmental, Social, and Governance (ESG) principles across our corporate operations and throughout our investment process” (1)(2)(3). Its investment team works “collaboratively to coordinate the integration of select environmental, social and governance value creation opportunities into our underwriting and asset management process” to “advance its commitment to sustainability and responsible corporate citizenship” (4). However, Starwood has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (5).

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

Starwood(1)(2).

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

Starwood 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. Medium Risk**

*Starwood requires annual discrimination training (1). Otherwise, it has not supported ideological causes or policies (2).*

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

*Starwood has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

*Starwood does not operate a PAC at this time but has lobbied for the Equality Act (1)(2).*

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