1792 EXCHANGE

Plexus

Locations: Wisconsin (HQ)
Industries: Technology Hardware and Equipment

RISK LEVEL:

Lower Risk

DESCRIPTION:

Plexus is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Plexus 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. — **Lower Risk**

Plexus has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1)(2).

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

Plexus does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that "promote technology-related educational programs (STEM) and preserve the quality of life in the communities in which our teammates reside" (1)(2).

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

Plexus offers unconscious bias and DEI training modules for its employees. The company appears to prioritize diversity over merit in its business structure, including its recruitment and hiring. Plexus also ties executive compensation to diversity and inclusion initiatives. From its 2022 Sustainability Report: "Additionally, we have three enterprise initiatives tied to our executives' short-term variable incentive compensation plan (VICP) related to D&I in fiscal 2023—specifically, advancing our educational content and trainings, identification of new diverse recruitment sources and requiring diverse representation on interview panels" (1). Plexus does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

Plexus supports ESG within its business practices. From its Sustainabiliy Report: "Our commitment to Environmental, Social and Governance (ESG) action and progress is not only the right thing to do as a corporate citizen, but foundational to our strategy and core to the long-term success of our business" (1). Otherwise, there are no publicly known cases of Plexus using its reputation to advance ideological causes or policies (2).

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

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

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

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