OutWellness

Responsible Lobbying Policy

Evidence for B Lab Standards GACA 1.1 — Compliance Criteria 1.1.2–1.1.4

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Why We Lobby

OutWellness engages directly with lawmakers and public officials to advocate for the health, safety, and civil rights of LGBTQ+ people — including opposing anti-transgender legislation in Texas. We see this advocacy as inseparable from our purpose: laws that restrict access to affirming healthcare and safe public spaces directly harm the community we exist to serve. This policy explains how we lobby responsibly and transparently.

Our Approach to Responsible Lobbying (1.1.2)

- (a) Positive impact only — we lobby solely to contribute to a positive impact on society: the health, dignity, safety, and equal rights of LGBTQ+ people and other communities harmed by discriminatory policy. We do not lobby for narrow commercial advantage.
- (b) Grounded in evidence — our positions are based on reliable and scientific data, including peer-reviewed research on LGBTQ+ health outcomes and the documented harms of discriminatory legislation, alongside the lived experience of our community.
- (c) Political contributions — we do not make financial or in-kind political contributions to candidates, parties, or political action committees. Our advocacy is carried out through testimony, meetings with officials, public comment, and community mobilization — not money.
- (d) Anti-corruption and bribery — we prohibit bribery, facilitation payments, gifts to officials, and corrupt practices of any kind by anyone acting on our behalf.
- (e) Intermediary organizations — we also advocate through partner organizations, such as Equality Texas and our chamber memberships (Austin LGBT Chamber of Commerce, NGLCC). Before joining a campaign, sign-on letter, or coalition action, the Owner confirms the position is consistent with this policy and our published purpose. If a member organization lobbies in a way that conflicts with our values, we will raise the conflict directly or exit the organization.
- (e1) Reporting on intermediaries: If an intermediary organization we belong to lobbies in a way that undermines this policy, we will publicly report on our website our own position compared with the intermediary's position, explain how we are working to positively influence the intermediary's position, and state the circumstances that would lead us to disengage. We will disengage if the intermediary continues to lobby against LGBTQ+ health

or civil rights, or against our published purpose, after we have raised the conflict with them directly.
- (f) Review and approval — this policy is formally reviewed and approved annually by the highest governing body of OutWellness (Owner/Leadership).

Governance, Controls & Risk Management (1.1.3)

- (a) Accountability — the Owner is accountable for enforcing this policy.
- (b) Embedding — the policy is shared with all staff. Only the Owner, or a person with the Owner's written approval, may engage with public officials, testify, or commit OutWellness to a coalition position on the company's behalf. A simple log is kept of lobbying activities (date, official or body engaged, topic, who represented us).
- (c) Risk identification — the Owner reviews the activity log, partner campaigns, and memberships annually to identify risks of non-compliance with this policy (e.g., positions drifting from our purpose, intermediary conflicts, registration/disclosure obligations under Texas lobbying law).
- (d) Compliance evaluation — compliance with this policy and its controls is evaluated as part of the same annual review and documented alongside the policy approval.
- (e) Raising concerns — anyone can raise concerns about our business conduct or lobbying practices through our public Feedback & Concerns process (outwellnessatx.com or hello@outwellnessatx.com), which includes protection from retaliation. See our Grievance Procedure (PSG 3.1).

Approval & Publication (1.1.4)

This policy is approved by the highest governing body of OutWellness and published on our website at outwellnessatx.com, accessible to all stakeholders.

Approval

This policy is reviewed and approved by the highest governing body of OutWellness (Owner/Leadership Team) annually.

Approved by (name, title): Dr. Syd Young, Owner

Signature: Syd Young

Date approved: 11/13/26

Next scheduled review: 11/2027