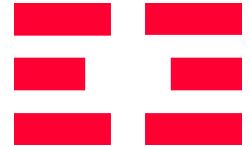




# Albertsons

Subsidiaries: Acme Markets, Carrs Safeway, Haggen, Jewel-Osco, Kings, Pavillions, Plated, Randalls, Safeway, Shaw's and Star Market, Tom Thumb, United Supermarkets, Vons, Safeway  
Locations: Idaho (HQ)  
Industries: Food and Staples Retailing

## RISK LEVEL:



High Risk

### DESCRIPTION:

Albertsons does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment and philanthropic support. Albertsons supports the Equality Act and funded a children's drag show. The company also denounced state legislative efforts to reform the voting processes, saying that they make it "harder to vote, and that can disproportionately impact women and people of color". Albertsons CEO, Vivek Sankaran, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. For these reasons, Albertsons receives a High Risk rating.

### 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. High Risk**

*Albertsons HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Albertsons has not publicly canceled business relationships based on political views or religious beliefs.*

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

*Albertsons' HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Albertsons does not appear to discriminate against charitable organizations based on views or beliefs. The company encourages the use of its Charitable Community Giving Card Program to fundraise for local churches, schools, and nonprofits (3)(4). Subsidiary Randall's Grocery operates the Good Neighbor Program, which allows shoppers to earn points toward a donation to a participating charity of their choice, including religious organizations (5).*

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

*Albertsons' does not provide viewpoint protections for its employees (1).*

## Corporate Governance and Public Policy

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

Albertsons signed an open letter in support of the Equality Act, a controversial bill (1). The company also denounced state legislative efforts to reform the voting processes, saying that they make it “harder to vote, and that can disproportionately impact women and people of color” (2). CEO Vivek Sankaran is a member of the Business Roundtable but has not supported any ideological initiatives (3). The company supports ESG within its business practices (4)(5) signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (7)(8). Albertsons scored a 45 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (9)(10).

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

Albertsons’ HRC 2023-2024 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Albertsons donates to a variety of different charitable causes, including \$5 million to nonprofits seeking racial justice, none of which are ideologically driven (3)(4)(5). Albertsons’ also funded the Boise Pride event, which featured drag shows with children as young as 11 years old (6).

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

Albertsons has not used its PAC donations for ideological purposes but does not engage in lobbying at this time (1)(2)(3).

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