

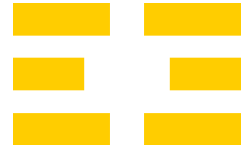


Dollar General

Locations: Tennessee (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Dollar General increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in marketing. Dollar General forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Dollar General does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. An employee of Dollar General alleged he was fired for religious beliefs in 2013, though the employee did not win the lawsuit. Dollar General supports multiple organizations promoting abortion and pledged \$5 million to BLM and related causes. However, it does not discriminate against charitable organizations based on views or beliefs and has not used its political contributions for ideological purposes. For these reasons, Dollar General 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**

In 2013, a man alleged he was fired from Dollar General for not working Saturdays due to his Seventh-Day Adventist beliefs. The court case was settled in 2016 in favor of Dollar General (1)(2). Since, Dollar General has not publicly fired customers, suppliers, or vendors 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. **Lower Risk**

Dollar General and its primary foundation, the DG Literacy Foundation, do not discriminate against religious groups in their charitable giving (1)(2)(3).

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

Dollar General's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees (1)(2). Dollar General does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk

Dollar General's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Dollar General has advocated for LGBT causes on its social media accounts (3).

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

Dollar General's HRC 2023 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(23). Dollar General also pledged \$5 million to the Black Lives Matter movement and related causes (4). The company is a corporate partner of the National LGBT Chamber of Commerce (5). Dollar General has also sponsored the Dallas Pride Festival (6).

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

High Risk

Dollar General's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Dollar General has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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