

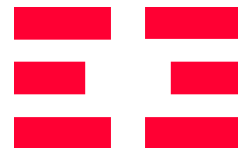


Starbucks

Locations: Washington (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



High Risk

DESCRIPTION:

Starbucks has fired employees due to religious beliefs and does not have viewpoint protections for employees. Starbucks covers the cost of "medically necessary transition-related care" for its employees and their children. The company discriminates against religious nonprofits and uses the Southern Poverty Law Center (SPLC) to vet charities. Starbucks is a corporate partner of the Human Rights Campaign (HRC) and funds Planned Parenthood. Starbucks has used its corporate position to advocate for many progressive, ideological causes and policies. It has pledged to vet vendors for their LGBTQ policies and is a Ceres Network Member, committed to carbon neutrality by 2040. For these reasons, Starbucks receives a High 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. High Risk

Starbucks received a score of 100 on the HRC's Corporate Equality Index. Among other requirements, this means Starbucks has pledged to vet vendors based on LGBTQ policies (1)(2). In 2020, a lawsuit was filed by a New York woman who alleges she was fired for refusing to wear an LGBTQ Pride logo on her uniform (3).

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

Starbucks will not match employees' donations to "religious organizations benefiting only those with like beliefs" (1). Starbucks also uses the SPLC Hate List to determine eligible organizations for its gift-matching program (2). Other programs do not have public restrictions on donations to religious organizations (3).

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

Starbucks does not protect its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Starbucks reversed its company policy due to activist pressure, thereby allowing employees to wear Black Lives Matter pins on their uniforms after initially not allowing employees to do so, not wanting to “amplify divisiveness” (1). Starbucks has also signed open letters supporting the Equality Act and supporting revisions to the Voting Rights Act of 1965 in the wake of state election security laws (2)(3). In 2015, the company encouraged its 12,000 baristas to strike up conversations with customers about racism (4)(5). Its outspoken CEO, Howard Schultz, also denounced the 2015 NC bathroom bill requiring citizens to use the restroom of their biological gender (6). The company pushed for bathrooms to correspond with gender identity (7)(8). In 2018, Starbucks closed over 8,000 locations to give over 175,000 employees implicit bias training regarding race and gender (9). CEO Laxman Narasimham is a member of the Business Roundtable, but has not supported ideological initiatives (10). Starbucks is a Ceres Network Member, committed to net zero carbon emissions by 2040 (11)(12).

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

1)(2). Starbucks is a bronze partner of the HRC (3). Starbucks does sponsor multiple Planned Parenthood facilities (4)(5). Additionally, Starbucks has pledged to provide travel benefits for abortion as well as “gender-affirming” surgeries for employees (6). Starbucks has also pledged over \$1 million to BLM-adjacent organizations (7)(8).

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

N/A

Starbucks does not operate a PAC at this time (1).

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