



US Foods

Locations: Illinois (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, US Foods increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. However, the company has not publicly terminated business relationships based on views or beliefs. The company's CEO signed the CEO Action for Diversity and Inclusion pledge and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). However, the company does not appear to discriminate against religious organizations in its charitable giving. For these reasons, US Foods 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**

US Foods received a score of 60 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, US Foods 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. **High Risk**

US Foods(1)(2). US Foods does not appear to discriminate against religious organizations in its charitable giving. The company focuses on funding organizations that support, "hunger relief and culinary education for underserved students" (3).

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

US Foods protects 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

US Foods' CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The company also provides "Disrupting Bias" training for its employees (2).

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

US Foods' 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 (1)(2).customers and harming shareholders. The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (3).

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

N/A

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

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