

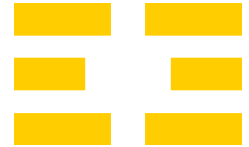


XPO Logistics

Locations: Connecticut (HQ)

Industries: Transportation

RISK LEVEL:



Medium Risk

DESCRIPTION:

XPO Logistics, an LTL freight network, settled a lawsuit with the Equal Employment Opportunity Commission (EEOC) in 2018 after discriminating against a Jewish applicant. XPO Logistics received a score of 50 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with any of the Human Rights Campaign's controversial demands, XPO Logistics increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. The company does not provide viewpoint protections for its employees and discriminates against some religious organizations in its charitable giving. XPO Logistics has sponsored Pride parades and donated to PFLAG, an LGBTQ advocacy organization. The company is a bronze partner of PFLAG. For these reasons, XPO Logistics receives a Medium 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. Medium Risk

XPO Logistics received a score of 50 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (1)(2). In 2018, XPO Logistics settled a suit with the EEOC over purported discrimination against a Jewish applicant in the hiring process (3).

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

XPO's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1).

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

XPO Logistics 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. Lower Risk

XPO Logistics has not supported ideological causes or policies (1).

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

XPO Logistics' 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. XPO Logistics has sponsored Pride parades in areas where it operates (3). The company is a bronze partner of PFLAG, an LGBTQ+ activist group that promotes books for children with sexually explicit and gender fluid content and advocates against laws that inform parents of their child's gender dysphoria or prevent unapproved transgender medical treatments for minors (4)(5)(6).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

XPO Logistics does not operate a PAC or report on its lobbying at this time (1)(2).

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