



BJ's Wholesale Club

Locations: Massachusetts (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

BJ's Wholesale Club (BJ's) vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. BJ's covers transgender-related medical costs for its employees and their children, and also uses sex and gender ideology criteria in philanthropic support. The company has funded Out & Equal but has not used its reputation for ideological purposes. For these reasons, BJ's Wholesale Club 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**

BJ's received a score of 55 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, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

BJ's does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that support, food security, health, and education (1). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (2)(3).

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

BJ's does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

BJ's 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

BJ's has donated \$300,000 to Out & Equal, a nonprofit working for LGBTQ workplace equality (1). The company'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 (2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

N/A

BJ's does not operate a PAC or engage in lobbying at this time (1)(2).

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