



# SpartanNash

Locations: Michigan (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, SpartanNash increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. The company covers the cost of "medically necessary transition-related care" for its employees and their children. However, it does not discriminate against charitable organizations based on views or beliefs and has not used its reputation for ideological purposes. For these reasons, SpartanNash 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**

*SpartanNash received a score of 202023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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).*

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

*SpartanNash's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).*

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

*SpartanNash does not provide viewpoint protections for its employees (1)(2).*

## Corporate Governance and Public Policy

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

SpartanNash has not supported ideological causes or policies (1)(2).

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

(1)(2). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies (3)(4).

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

**N/A**

SpartanNash does not operate a PAC at this time (1)(2).

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