



## GXO Logistics

Subsidiaries: Wincanton, XPO Logistics UK Limited, PFSweb

Locations: Connecticut (HQ)

Industries: Commercial and Professional Services

### RISK LEVEL:



**Medium Risk**

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#### DESCRIPTION:

GXO Logistics is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. GXO Logistics occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

### 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**

*GXO Logistics integrates ESG into its business practices. From its 2023 ESG Impact Report: "Emphasizing ESG ensures that employees excel with us, customers thrive with us and suppliers regard us as a business partner of choice" (1). The company promotes divisive sex and gender policies. Its ESG Impact 2023 Report requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (2)(3). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (4).*

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

*GXO Logistics does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*GXO Logistics appears to prioritize diversity over merit in its recruitment, leadership composition, and supply chain. From its ESG Impact 2023 Report: "Our material issues include: Our culture of belonging as well as our continued diversification of board, executive, workforce and suppliers" (1). The company does not provide viewpoint protections for its employees (2).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

*GXO Logistics is committed to Scope 1 & 2 net zero carbon emissions by 2040 (1). The company supports DEI within its business practices. From its ESG Impact 2023 Report: "GXO remains dedicated to creating a best-in-class workplace that enables diversity, inclusion and belonging (DI&B) for all: military, genders, generations, LGBTQ+, heritage and ethnicity, and disabilities. These priorities are embedded in our core values—to "Be inclusive" and to "Make an impact"" (2). The company supports ESG within its business practices. From its ESG Impact 2023 Report: "How we do business is the foundation of ESG. From developing environmentally-friendly warehouse solutions to ensuring a safe and inclusive workplace for our team members and ethical conduct throughout our operations, ESG is not something that we do — it is a part of who we are and one of our key competitive advantages" (3).*

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

*GXO Logistics has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

*GXO Logistics does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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