



## Trader Joe's

Locations: California (HQ)

Industries: Food and Staples Retailing

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Trader Joe's has fired employees for going around its employee "Open Door Policy" for the purpose of ideological activism, but has applied this without bias. The company does not discriminate against charitable organizations based on views or beliefs. Trader Joe's has not used its reputation or corporate funds for ideological purposes. For these reasons, Trader Joe's receives a Lower 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.** Lower Risk

*Trader Joe's allegedly fired an employee in 2021 after requesting better COVID protections (1). The company also fired an employee in 2021 after criticizing the company's BLM policy (2). Trader Joe's has an "Open Door Policy," allowing employees to vocalize concerns to leadership through internal channels, and the company has fired employees who have openly bypassed this policy (typically for the purpose of political activism) without political bias.*

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

*Trader Joe's does not discriminate against charitable organizations based on views or beliefs (1).*

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

*Trader Joe'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

*Trader Joe's has fought back against ideological messaging campaigns with relative frequency. At the height of the Black Lives Matter protests of 2020, Trader Joe's responded to its left-wing critics by stating that the company "does not make decisions based on*

petitions" [\(1\)](#).

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

Trader Joe's has not used its corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

**N/A**

Trader Joe's does not operate a PAC or report on its lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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