



## Trader Joe's

Locations: California (HQ)  
Industries: Food and Staples Retailing

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Trader Joe's is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Trader Joe's does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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.** 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). The company 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 viewpoint or other discrimination and/or are ideological in nature.** Medium Risk

*Trader Joe's does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies 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)(2).

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

Trader Joe's does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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