



# HEB Grocery

Locations: Texas (HQ)

Industries: Food and Staples Retailing

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

HEB Grocery, does not provide viewpoint protections for its employees. However, the company has not terminated business relationships based on views or beliefs. HEB's CEO has opposed school choice and supported mail-in voting procedures. The company has also donated to groups such as the American Civil Liberties Union (ACLU) and the National Urban League. HEB Grocery does not discriminate against charitable organizations based on views or beliefs. For these reasons, HEB Grocery 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.** Lower Risk

*HEB Grocery has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*HEB Grocery 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

*HEB Grocery 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.** Medium Risk

*HEB Grocery CEO Charles Butt has been openly left-leaning in his public image, opposing school choice policy and endorsing vote-by-mail without additional security measures [\(1\)](#)[\(2\)](#).*

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

*In June 2022, HEB Grocery sponsored a “family-friendly all-ages drag show” Pride Month event in Austin, Texas, which included a drag queen story hour (1). HEB also supports the ACLU, the Human Rights Campaign, and the Urban League affiliates of Austin and Houston (2).*

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

**Lower Risk**

*HEB Grocery does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).*

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