



HEB Grocery

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

RISK LEVEL:



Lower Risk

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DESCRIPTION:

HEB Grocery 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. HEB Grocery 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

HEB Grocery has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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 viewpoint or other discrimination and/or are ideological in nature. Medium Risk

HEB Grocery does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies 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). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (3).

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). The company also supports the ACLU, the Human Rights Campaign, and the Urban League affiliates of Austin and Houston (2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

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

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