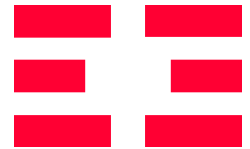



**Meijer**

Subsidiaries: Fresh Thyme

Locations: Michigan (HQ)

Industries: Food Beverage and Tobacco

**RISK LEVEL:**

**High Risk**
**DESCRIPTION:**

Meijer has not publicly terminated business relationships based on views or beliefs. Meijer scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Meijer increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Meijer forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not provide its employees with protections against viewpoint discrimination. Meijer uses its corporate reputation and funds to advance ideological causes and fund several groups hostile to freedom of expression. However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Meijer receives a High 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.** **Medium Risk**

Meijer received a score of 100 on the 2023 The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). Meijer has a supplier diversity pledge that requires vendors not to discriminate based on sexual orientation (3).

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

Meijer(1)(2). Meijer does not discriminate against charitable organizations based on views or beliefs (3)(4)(5).

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

Meijer indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Meijer's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). Meijer does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

Meijer indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. (3). Meijer has committed to multiple acts of public advocacy for or engagement with the LGBTQ movement (4). Meijer's Diversity Team held a Black Business Month Summit (5)

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

Meijer indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). customers and harming shareholders. Meijer donated \$1 million to 19 Urban League chapters (3). Meijer has sponsored LGBTQ pride parades, featured products from LGBTQ vendors, and the Gay & Sexualities Alliance (4)(5). Meijer also sponsors the Phluid project "to create a special collection of gender-free apparel" (6).

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

Meijer indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Meijer does not operate a PAC at this time (3)(4).

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