



The GIANT Company (GIANT)

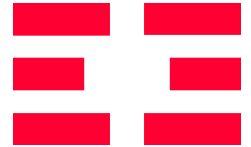
Subsidiaries: Martin's

Locations: Pennsylvania (HQ)

Industries: Food and Staples Retailing

1792
EXCHANGE

RISK LEVEL:



High Risk

DESCRIPTION:

The GIANT Company (GIANT) scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, The GIANT Company (GIANT), 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. The GIANT Company 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. GIANT advocates for racially divisive causes by implementing corporate racial sensitivity training in partnership with the National Urban League. Giant Food Stores partnered with the Keystone Business Alliance, the LGBT center, and participated in Pride celebrations. The company partnered with P&G and The Kellogg Co. to donate a total of \$25,000 to Can't Cancel Pride 2021. Giant Food donated \$15,000 to the Capital Pride Alliance to be a sponsor and participate in the Pride parade. For these reasons, The GIANT Company 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**

GIANT received a score of 100 recruit's 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). However, The Giant Company has not publicly terminated business relationships due to religious beliefs or political views.

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

GIANT(1)(2).

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

GIANT 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). GIANT advocates for racially divisive causes by implementing corporate racial sensitivity training through a continuing partnership with the National Urban League (3)(4). The company does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

GIANT 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company partnered with P&G and The Kellogg Co. for Pride Month by having LGBTQ products on the shelves, including Kellogg's "Together with Pride" cereal and matching P&G donations, for a total of \$25,000 to Can't Cancel Pride 2021 (3)(4)(5). GIANT donated \$15,000 to the Capital Pride Alliance to be a sponsor and participate in the Pride parade (6). GIANT has partnered with the Keystone Business Alliance and LGBT center (7).

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

GIANT 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. GIANT does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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