



# Caribou Coffee

Locations: Minnesota (HQ)

Industries: Food Beverage and Tobacco

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

Caribou Coffee has not publicly terminated business relationships based on views or beliefs but vets vendors according to LGBTQ policies. The company integrates ESG into all of its business practices and does not publish charitable giving guidelines. Caribou Coffee uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. For these reasons, Caribou Coffee 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

*Caribou Coffee 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

*Caribou Coffee does not publish charitable giving guidelines (1).*

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

*Caribou Coffee does not provide viewpoint protections for its employees (1). The company's HRC 2023 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).*

### Corporate Governance and Public Policy

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

*1). The company's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (2)(3). 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. Medium Risk**

*Caribou Coffee indicates the company [\(1\)](#)[\(2\)](#). By allowing a political stakeholder group to dictate operations, the company increases risks dividing employees, alienating customers and harming shareholders.*

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

**High Risk**

*Caribou Coffee does not operate a PAC at this time [\(1\)](#). The company's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives [\(2\)](#)[\(3\)](#). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.*

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