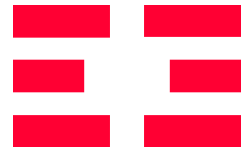




Ahold Delhaize

Subsidiaries: Giant Foods, Food Lion, Stop & Shop, Peapod Digital, Hannaford, FreshDirect, ADUSA
 Locations: The Netherlands (HQ)
 Industries: Food and Staples Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

ADUSA (Ahold Delhaize) scored an 80 out of 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 company increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Ahold Delhaize 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. Ahold Delhaize does not provide viewpoint protections for its employees and discriminates against religious organizations in its charitable giving. Giant Foods, Food Lion, Stop & Shop, and Peapod Digital Labs have all advocated for the Equality Act. ADUSA former CEO, Chris Lewis, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Peapod Digital Labs is a corporate partner of the NGLCC and made a \$7,500 donation to Campus Pride, a group aimed to expand LGBT causes on college campuses. Stop & Shop donated over \$80,000 to LGBTQ organizations including to GLAAD and The Trevor Project. For these reasons, Ahold Delhaize 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

Stop & Shop, a subsidiary of Ahold Delhaize, HRC 2023-2024 CEI rating indicates 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)(3). However, Ahold Delhaize has not publicly canceled business relationships 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. High Risk

Ahold Delhaize will not fund “religious organizations” (1).

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

Ahold Delhaize's HRC 2023 CEI rating 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). Ahold Delhaize does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

The company's subsidiaries Giant Food and Peapod Digital have made commitments and campaigns to engage in more Pride-related advocacy (1)(2)(3). Giant Foods, Food Lion, Stop & Shop, and Peapod Digital Labs have all advocated for the Equality Act (4)(5). For 2021 and 2022 Pride Month, Peapod Digital Labs have posted press releases encouraging doing business specifically with LGBT-owned brands and suppliers (6). ADUSA former CEO, Chris Lewis, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (7)(8).

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

Ahold Delhaize's 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 (1)(2). Giant Food gave \$15,000 to the Capital Pride Alliance during the 2022 DC Pride parade, and donated \$12,500 to the Can't Cancel Pride 2022 fundraiser (3). In 2020, Food Lion made significant donations a variety of racial justice organizations, which included the National Urban League (4). In 2021, Peapod Digital Labs made a \$7,500 donation to Campus Pride, a group aimed to expand LGBT causes on college campuses (5). Peapod Digital Labs is also a corporate partner of the National LGBT Chamber of Commerce (6). Stop & Shop donated over \$80,000 to LGBTQ organizations including to GLAAD and The Trevor Project (7). In addition to the LGBTQ donations, Stop & Shop created Pride gear and donated it at Pride Parades (8).

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

Peapod Digital Labs and The Stop & Shop's CEI ratings, subsidiaries of Ahold Delhaize, indicate the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Ahold Delhaize has not used its PAC donations for ideological purposes and has not reported on its lobbying (4)(5)(6).

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