



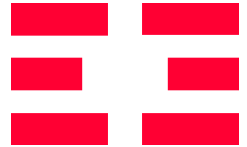
# Ahold Delhaize

Subsidiaries: Giant Foods, Food Lion, Stop & Shop, Peapod Digital, Hannaford, FreshDirect, ADUSA, ADUSA Distribution, ADUSA Transportation

Locations: The Netherlands (HQ)

Industries: Food and Staples Retailing

## RISK LEVEL:



**High Risk**

## DESCRIPTION:

ADUSA (Ahold Delhaize) is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Ahold Delhaize embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard 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. Medium Risk**

Ahold Delhaize's received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity. 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 (4).

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

Ahold Delhaize's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Ahold Delhaize does not appear to discriminate against religious organizations (3).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

Ahold Delhaize's HRC 2023-2024 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 provides trainings on intercultural awareness and unconscious bias for its employees (3). The company does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**High Risk**

Ahold Delhaize's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company's subsidiaries Giant Food and Peapod Digital have made commitments and campaigns to engage in more Pride-related advocacy (3)(4)(5). Giant Foods, Food Lion, Stop & Shop, and Peapod Digital Labs signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (6)(7). For 2021 and 2022 Pride Month, Peapod Digital Labs have posted press releases encouraging doing business specifically with LGBT-owned brands and suppliers (8). 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 (9)(10). Stop & Shop's CEO, Gordon Reid, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (11)(12). Ahold Delhaize Pensioen is a member of Climate Action 100+, committed to carbon neutrality by 2050 (13)(14). Peapod Digital's former CEO JJ Fleeman signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (15)(16).

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

**High Risk**

Ahold Delhaize's HRC 2025 CEI rating 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (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 actions and/or financial contributions for ideological, non-business purposes.**

**High Risk**

Ahold Delhaize's HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). 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 (3)(4)(5). Ahold Delhaize has not used its PAC donations for ideological purposes but has not reported on its lobbying at this time (6)(7)(8).

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