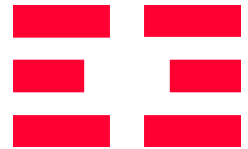




Southeastern Grocers

Subsidiaries: Winn-Dixie, Harvey's Supermarket, Fresco y Mas, BI-LO
Locations: Florida (HQ)
Industries: Food and Staples Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Southeastern Grocers 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. Southeastern Grocers 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

Southeastern Grocers received a score of 75 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 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 company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Southeastern Grocers HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not appear to discriminate against charitable organizations based on views or beliefs. Southeastern Grocers charitable giving focus areas are "fighting hunger, disaster relief, military families, and social justice causes" (3)(4).

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

Southeastern Grocers HRC 2025 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). Southeastern Grocers does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Southeastern Grocers HRC 2025 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). Winn-Dixie has taken "a stand in the fight for LGBTQ equality in the corporate sector in Florida" (3). Southeastern Grocers has participated in multiple Pride festivals throughout Florida, is a partner of the National LGBT Chamber of Commerce, and corporately recognizes Pride Month and National Coming Out Day (4)(5). Winn Dixie and Harvey's Supermarket posted content on its FaceBook account in support of BLM (6)(7). The company supports the National Diversity Council CEO Antiracism Pledge, and has hosted company-wide DEI conferences and unconscious bias trainings (8)(9). Southeastern Grocers publicly celebrates Pride Month (10)(11).

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

Southeastern Grocers HRC 2025 CEI rating indicates 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). Southeastern Grocers is a corporate partner of the NGLCC, a Gold Partner of the National Diversity Council, and sponsored four Pride Festivals in Florida (3)(4)(5). The company also has a Diversity Grant Program that is committed to supporting organizations that combat social injustices (6).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Southeastern Grocers HRC 2025 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). Southeastern Grocers does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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