



## Southeastern Grocers

Subsidiaries: Winn-Dixie, Harvey's Supermarket, Fresco y Mas, BI-LO

Locations: Florida (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

### DESCRIPTION:

By complying with the HRC's controversial demands, Southeastern Grocers 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 vendor selection, marketing, and philanthropic support. Southeastern Grocers 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. The company is a corporate partner of the NGLCC, a Gold Partner of the National Diversity Council, and sponsored four Pride Festivals in Florida. The company also hosts unconscious bias training. However, it does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Southeastern Grocers 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. Medium Risk**

*Southeastern Grocers has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (1). However, the company has not publicly terminated 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. Lower Risk**

*Southeastern Grocers does not appear to discriminate against charitable organizations based on views or beliefs. It focuses on fighting hunger, disaster relief, military families, and social justice causes (1)(2). Winn Dixie has supported Catholic Charities, a pro-life organization that supports the Religious Freedom Restoration Act (3).*

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

*Southeastern Grocers 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). Southeastern Grocers does not provide viewpoint discrimination protection for employees (3).*

## Corporate Governance and Public Policy

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

*Southeastern Grocers 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 (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. 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 2023 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 (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. 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 contributions for ideological, non-business purposes.

**High Risk**

*Southeastern Grocers HRC 2023 CEI rating 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. Southeastern Grocers does not operate a PAC or engage in lobbying at this time (3)(4).*

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