



# Costco Wholesale

Locations: Washington (HQ)  
Industries: Food and Staples Retailing, Retailing

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Costco does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Costco does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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**

*Costco received a score of 25 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, Costco 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. Lower Risk**

*Costco's donation program is specifically directed at nonprofits that focus on kids, education, or health and human services. Eligible organizations must also be in the same neighborhood as a Costco store. Costco does not make any donations outside of this, including to "religious organizations for religious purposes" (1).*

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

*Costco's protects its employees against viewpoint discrimination (1).*

## Corporate Governance and Public Policy

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

*Costco has not supported ideological causes or policies (1).*

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

*Costco has not used corporate funds to advance ideological causes, organizations, or policies (1)(2). Senate Democrats have put pressure on Costco to carry abortion pills, though the company has resisted (3).*

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

*Costco does not operate a PAC at this time and has not reported on its lobbying (1)(2)(3). Costco has not made political donations to candidates or causes and has a policy to remain removed from politics (4).*

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