



U.S. Employees: Not available

Annual U.S. Revenue (2020): \$23.5 billion

Racial Justice Donations: \$100 million (0.425% annual revenue)

Statement:

- ☐ Expressed concern in response to George Floyd's murder
- ☐ Expressed concern and stated an intention to act in response to George Floyd's murder
- ☒ Expressed concern, stated an intention to act, and named specific actions in response to George Floyd's murder

Racial Justice Actions: 13 actions across 9 categories

Sphere of Action	Category of Racial Justice Action	# of Actions ¹
Society	Support law & policy change²	1
	Support collective actions	1
	Recognize Juneteenth	1
Community	Monetary donations	1
	Non-monetary support of black communities and businesses	0
	Host community conversations	0
	Provide community resources and education	0
Company	Increase diverse suppliers²	0
	Increase diverse employee representation²	1
	Host employee conversations	1
	Provide employee diversity & inclusion, racial justice trainings	2
	Enhance workplace diversity & inclusion efforts	2
Other	Varied actions	3

1. Progress Status of category indicated by color.

Complete In progress Status unknown No actions

Some companies had multiple actions in the same category. In this case, we assigned the category status based on the action(s) with the highest status within that category (e.g., if there was one completed action and one in progress action in the same category it was coded complete).

2. Bolded categories identified as a high impact category by project team. High impact categories were structural and systemic changes with the potential to impact many people.

High Impact Actions:

Law & Policy	Signed onto a letter opposing the 360+ state bills pending in 47 states that contain discriminatory voting measures
Suppliers	No action
Employees	Set a goal of achieving 40% people of color and 55% women in all retail roles, and 50% women and 30% people of color for all enterprise roles by 2025

For a summary of the company's statements and each of their actions, please see:

[Appendix C: Company actions to address racial injustice \(detailed\)](#)