



Instacart Earns Top Marks in Human Rights Campaign's 2021 Corporate Equality Index

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Instacart earns a 100 percent ranking on the Human Rights Campaign Foundation's annual assessment of LGBTQ workplace equality

SAN FRANCISCO, Jan. 28, 2021 /PRNewswire/ — Instacart, the leading online grocery platform in North America, today proudly announced that it received a score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality.

"At Instacart, we're deeply committed to fostering an inclusive and supportive culture shaped by values, practices, and policies that allow our employees to thrive," said Christina Hall, Chief Human Resources Officer at Instacart. "We're honored to be recognized by the Human Rights Campaign as a Best Place to Work for LGBTQ Equality and are dedicated to continuing to further invest in meaningful actions and programs that create a sense of belonging and community in the workplace."

The results of the 2021 CEI showcase how U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but also helping advance the cause of LGBTQ inclusion in workplaces abroad. Instacart's efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and designation as one of the Best Places to Work for LGBTQ Equality.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

"From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was an unprecedented year. Yet, many businesses across the nation stepped up and continued to prioritize and champion LGBTQ equality," said Alphonso David, Human Rights Campaign President. "This year has shown us that tools like the CEI are crucial in the work to increase equity and inclusion in the workplace, but also that companies must breathe life into these policies and practices in real and tangible ways. Thank you to the companies that understand protecting their LGBTQ employees and consumers from discrimination is not just the right thing to do—but the best business decision."

Instacart has five active employee resource groups (ERGs) that contribute to building a more inclusive culture and business. The Rainbow Carrots, Instacart's LGBTQIA+ ERG, is dedicated to celebrating diversity in the LGBTQ+ community, driving improvements in the work environment, and providing support and opportunities for queer Instacart employees.

The full report is available online at www.hrc.org/cei.

About Instacart

Instacart is the leading online grocery platform in North America. Instacart shoppers offer same-day delivery and pickup services to bring fresh groceries and everyday essentials to busy people and families across the U.S. and Canada. Instacart has partnered with nearly 600 beloved national, regional and local retailers, including unique brand names, to deliver from more than 45,000 stores across more than 5,500 cities in North America. Instacart's delivery service is available to 85% of U.S. households and 70% of Canadian households. The company's cutting-edge enterprise technology also powers the ecommerce platforms of some of the world's biggest retail players, supporting their white-label websites, applications and delivery solutions. Instacart offers an Instacart Express membership that includes reduced service fees and unlimited free delivery on orders over \$35. For more information, visit www.instacart.com. For anyone interested in becoming an Instacart shopper, visit <https://shoppers.instacart.com/>.

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

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