



## Phillips 66

Locations: Texas (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

### DESCRIPTION:

Phillips 66 is a copper sponsor of Out & Equal. It does not provide viewpoint protections for employees and does, in some cases, unfairly restrict donations to faith-based organizations. Phillips 66 is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. It has not publicly canceled any business relationships because of viewpoints. For these reasons, Phillips 66 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**

*Phillips 66 The company received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means Phillips 66 has pledged to vet vendors based on LGBTQ policies (1).*

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

*Phillips 66 will not match employee donations to churches or religious organizations as stated in its policy – “gifts to churches, mosques, synagogues, or other houses of worship” are considered ineligible as are “Organizations that, in their constitution, bylaws, or practices, discriminate against... sexual orientation”(1).*

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

*Phillips 66 does not protect its employees from viewpoint discrimination (1)(2).*

### Corporate Governance and Public Policy

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

*When pressured, Phillips 66 did not make a public comment on the Black Lives Matter movement or the death of George Floyd,*

choosing to focus “internally on its employees” (1). CEO Mark Lashier is a member of the Business Roundtable and Former CEO Greg Garland signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (2)(3).

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

Phillips 66 is a copper sponsor of Out & Equal (1).

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**Uses corporate political contributions for ideological, non-business purposes. Lower Risk**

Phillips 66 has not used its PAC donations for ideological purposes (1)(2).

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