



## ONE Gas

Locations: Oklahoma (HQ)

Industries: Utilities

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/one-gas/>

### DESCRIPTION:

ONE Gas is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. ONE Gas occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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**

ONE Gas received a score of 55 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, ONE Gas has not 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. High Risk**

ONE Gas's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). ONE Gas does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that support, "Community Enrichment & Assistance, Education & Workforce Development, and Community Collaboration" (3).

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

ONE Gas's HRC 2025 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). ONE Gas encourages leadership to take Conscious Inclusion Training (3)(4). ONE Gas appears to prioritize diversity over merit in its promotions. From its Sustainability report part of their Inclusion and Diversity Plan is to have "Intentional succession planning and career development at all levels" (5). ONE Gas does not provide viewpoint protections for its employees (6).

## Corporate Governance and Public Policy

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

**Medium Risk**

ONE Gas supports DEI within its business practices, employing a Director of Inclusion and Diversity and hosting an Inclusion and Diversity Council (1). Otherwise, there are no publicly known cases of ONE Gas using its reputation to advance ideological causes or policies (2).

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

**Medium Risk**

ONE Gas' HRC 2025 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical benefits for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Otherwise, there are no publicly known cases of ONE Gas using corporate funds to advance ideological causes, organizations, or policies (3).

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

**Lower Risk**

ONE Gas has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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