



## Waste Connections, Inc.

Locations: Texas (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

### DESCRIPTION:

Waste Connections, Inc. 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. Waste Connections, Inc. 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**

*Waste Connections integrates ESG into its business practices, stating that its "ESG targets [are] incorporated into management compensation" (1). However, Waste Connections has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).*

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

*Waste Connections does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*Waste Connections requires its employees to take discrimination training and diversity & inclusion training (1). Waste Connections appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. Waste Connections was seeking 30% female board members, a target that it reached in November 2022 (2). Waste Connections is "an Equal Employment Opportunity / Affirmative Action employer" (3). Waste Connections does not provide viewpoint protections for its employees (4).*

### Corporate Governance and Public Policy

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

Waste Connections' CEO, Ronald Mittelstaedt, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). Otherwise, there are no publicly known cases of Waste Connections using its reputation to advance ideological causes or policies (3).

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

Waste Connections supports the Equal Justice Initiative (1)(2)(3). Otherwise, there are no publicly known cases of Waste Connections using corporate funds to advance ideological causes, organizations, or policies (4).

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

Waste Connections does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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