

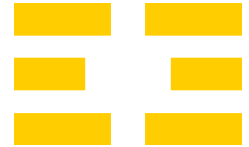


# Alexander & Baldwin

Locations: Hawai'i (HQ)

Industries: Real Estate

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Alexander & Baldwin does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. Alexander & Baldwin appears to prioritize diversity over merit in its recruitment hiring, and leadership composition. Alexander & Baldwin advocates for DEI throughout its corporate structure. However, Alexander & Baldwin does not appear to discriminate against charitable organizations based on views or beliefs, and it has not used its political contributions or lobbying for ideological purposes. For these reasons, Alexander & Baldwin receives a Medium Risk rating.

## 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.** Lower Risk

*Alexander & Baldwin has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1)(2)(3).*

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

*Alexander & Baldwin does not appear to discriminate against charitable organizations based on views or beliefs (1)(2)(3).*

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

*Alexander & Baldwin appears to prioritize diversity over merit in its recruitment hiring, and leadership composition. From its website page: "Additionally, Mr. Benjamin was named to the inaugural Nareit Dividends Through Diversity, Equity & Inclusion (DDEI) CEO Council during the conference. The DDEI CEO Council is made up of CEOs from all segments of the REIT industry, and was formed to lead industry efforts in advancing plans that support the recruitment of women, people of color, ethnically diverse individuals, and members of other under-represented groups in REITs and the publicly traded real estate industry" (1). Alexander & Baldwin does not appear to provide viewpoint protections for its employees (2).*

## Corporate Governance and Public Policy

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

**Medium Risk**

*Alexander & Baldwin advocates for DEI throughout its corporate structure (1)(2)(3). Otherwise, there are no publicly known cases of Alexander & Baldwin using its reputation to advance ideological causes or policies (4). Alexander & Baldwin scored a 40 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (5)(6).*

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

**Medium Risk**

*Alexander & Baldwin's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. This includes paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (1)(2). Otherwise, Alexander & Baldwin has not used corporate funds to advance ideological causes, organizations, or policies (3).*

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

**Lower Risk**

*Alexander & Baldwin has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).*

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