



Advanced Drainage Systems, Inc.

Locations: Ohio (HQ)
Industries: Materials

RISK LEVEL:



Lower Risk

DESCRIPTION:

Advanced Drainage Systems, Inc. (ADS) is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, ADS does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

ADS has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. N/A

ADS does not publish charitable giving guidelines (1).

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

ADS required its senior leaders on the manufacturing floors to take "Culture of Belonging training" (1). The company appears to prioritize diversity over merit in its hiring. From its article on DEI: "Focusing on increasing diversity, especially at the management level, remains one of our company goals" (2). The company does not provide viewpoint protections for its employees (3).

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

ADS supports DEI within its business practices, employing a DEI Director (1). The company supports ESG within its business practices. Its Director of Sustainability wrote, "we are also focused on our ESG goals because it makes good business sense to do it" (2)(3).

Corporate Governance and Public Policy

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

ADS has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

ADS has not used its PAC donations for ideological purposes and has not reported on its lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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