



Helmerich & Payne

Locations: Oklahoma (HQ)

Industries: Commercial and Professional Services, Energy

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Helmerich & Payne 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. The company 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

Helmerich & Payne integrates ESG into its business practices. From its 2024 Sustainability Report: "Corporate governance at H&P encompasses the oversight mechanisms that help us mitigate risk and facilitate the execution of environmental, social, and governance initiatives" (1). However, Helmerich & Payne 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

Helmerich & Payne 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

Helmerich & Payne offers DEI and unconscious bias training to its employees (1). The company appears to prioritize diversity over merit in its recruitment and hiring. From its HP Sustainability Report 2024: "Our DE&I strategy is applicable to hiring external talent as well as offering internal growth opportunities to our existing talent" (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Helmerich & Payne is committed to net zero emissions by 2050 (1). The company supports DEI within its business practices, hosting a DE&I Advisory Council (2). The company supports DEI within its business practices. From its 2024 HP Sustainability Report: "H&P's U.S. operations underwent a third-party DE&I Audit to assess the efficacy of our current initiatives and identify potential opportunities" (3). The company supports ESG within its business practices. From its HP Sustainability Report 2024: "When certain supplier ESG-centered risks become apparent, our global supply chain team works with our HSE team to identify and mitigate these risks" (4).

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

Helmerich & Payne 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. N/A

Helmerich & Payne does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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