



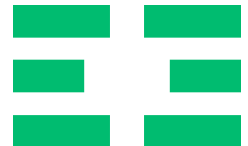
HF Sinclair (HollyFrontier)

Subsidiaries: Sinclair Oil

Locations: Texas (HQ)

Industries: Energy

RISK LEVEL:



Lower Risk

DESCRIPTION:

HF Sinclair, formerly Holly Frontier, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. HF Sinclair has not used its reputation, corporate funds, or political contributions for ideological purposes. The company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, HF Sinclair receives a Lower Risk rating.

Corporate Weaponization

Has denied service to 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

HF Sinclair has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

HF Sinclair does not appear to discriminate against charitable organizations based on views or beliefs ([1](#)).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

HF Sinclair does not provide viewpoint protections for its employees ([1](#)).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Lower Risk

HF Sinclair has not supported ideological causes or policies ([1](#)).

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

HF Sinclair has not used corporate funds to advance ideological causes, organizations, or policies.

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

HF Sinclair has not used its PAC donations or lobbying for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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