



FormFactor

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



Medium Risk

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DESCRIPTION:

FormFactor, Inc. 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

FormFactor integrates DEI into its supply chain. From its Supplier Ethics Statement: Suppliers are required to "promote diversity and inclusion in the workplace and enable equality of opportunity through fairness and transparency" (1). However, the company has not 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

FormFactor 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

FormFactor offers diversity and inclusion training to its employees (1). The company appears to prioritize diversity over merit in its recruitment and hiring. From its Diversity and Inclusion webpage: "We are improving our demographic make-up throughout our people processes – from recruiting and hiring to developing and retaining team members with diverse background and experiences" (2). The company is an affirmative action employer. "We maintain an affirmative action plan and equal employment opportunity program" (3). The company 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. High Risk

FormFactor supports DEI within its business practices. From its CSR Disclosures and Standards webpage: "We are committed to fostering diversity and inclusion throughout our global organization and business partners" (1). The company supports ESG within its business practices. From its 2023 Proxy Statement: "In recent years, ESG matters have become a key focus for our Board, management, and all our employees" (2).

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

FormFactor 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

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

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