



Weatherford International

Locations: Texas (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

Weatherford 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

Weatherford integrates ESG into its business practices. From its 2024 Sustainability report: "We continuously evaluate performance on key environmental, social, and governance (ESG) topics to improve performance in alignment with the Company's strategic goals." (1). From its 2024 Sustainability Report: "Supplier screening and due diligence requirements are customized based on risk profiles that consider environmental, social, and governance factors" (2). From its 2024 Sustainability Report: "We recognize the role we play in reducing Scope 3 emissions as part of our industry's overall strategy. To enhance our ability to manage our emissions, we continue to work with companies and stakeholders across our value chain to quantify material Scope 3 emissions" (3). The Company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy (4). However, Company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

Weatherford 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

Weatherford requires its employees to take unconscious bias training (1). The Company appears to prioritize diversity over merit in its leadership composition. From its Nominating and Governance Committee Charter: "Qualifications of directors. The Committee will periodically, and no less frequently than annually, meet to establish, assess, develop and communicate with the full Board concerning the appropriate criteria and processes for nominating and appointing directors, including: the Board's...diversity, including, but not limited to, differences in backgrounds, qualifications, and personal characteristics such as gender, ethnicity, country of citizenship and age;..." (2). Weatherford International appears to prioritize diversity over merit in its supply chain. From its 2024 Sustainability Report:

"100% of new suppliers are screened for social criteria related to... supplier diversity (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

Weatherford supports Diversity within its business practices. From its 2024 Annual Report: "At Weatherford, we embrace diversity as an essential element of our success and our ability to drive meaningful innovation for our customers" (1). The Company also supports ESG within its business practices. From its 2024 Sustainability report: "Weatherford has processes for overseeing, managing, and implementing our ESG strategy at all levels of the organization, leading up to our Board of Directors. The Board's Safety, Environment, and Sustainability (SES) Committee oversees our sustainability strategy and assigns responsibility for overseeing specific ESG risks and opportunities to each of the Committees. The Board and its Committees engage with the executive leaders responsible for material topics at least once per quarter" (2). Weatherford International is committed to net zero location-based emissions by 2050 (3).

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

Weatherford 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

Weatherford has not used its PAC donations for ideological purposes and does not report on its lobbying at this time (1)(2)(3).

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