



## WillScot

Subsidiaries: Williams Scotsman, Inc., Enterprise Risk Solutions, Inc., Elite Modular Leasing and Sales, Inc., BRT Structures Ltd., Modern Building Systems, LLC

Locations: Arizona (HQ)

Industries: Commercial and Professional Services

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

WillScot 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**

*WillScot integrates DEI into its supply chain. From its Vendor/Supplier Code of Conduct: "In the United States, vendors shall make good faith efforts to identify and, where available and appropriate, use suppliers certified as minority, women, disabled person, lesbian, gay, bisexual, transgender and/or U.S. veteran-owned" (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**

*WillScot 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**

*WillScot offers unconscious bias and DEI training to its employees (1). The company appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Guidelines: "The Board will select nominees based on, among other things, their independence, character, ability to exercise sound judgment, diversity" (2). WillScot 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**

*WillScot supports DEI within its business practices, hosting a DEI Council (1). The company supports DEI within its business practices. From its 2025 Schedule 14A: "Our commitment to inclusion at all levels of the organization is amplified by our Inclusiveness Resource Teams" (2). Moreover, from its LinkedIn page: "At WillScot, diversity and inclusion are core values we support year round" (3). The company supports ESG within its business practices. From its 2024 Annual Report: "We are committed to upholding high standards when it comes to our environmental, social and governance responsibilities" (4).*

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

*WillScot donated building units to the Come Out With Pride event in Orlando, Florida (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

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

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