W&T Offshore

Subsidiaries: Offshore Energy, White Shoal Pipeline Corporation
Locations: Texas (HQ)
Industries: Energy

RISK LEVEL:

Medium Risk

DESCRIPTION:

W&T Offshore 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**

W&T Offshore integrates ESG into its business practices. From its 2023 Corporate ESG Report: "Perform vendor due diligence, require vendors to have an ESG program or plans to implement an ESG program" (1). From its 2021 Corporate ESG Report: "We believe that ESG is the responsibility of all our employees – from front line operations professionals all the way up through management and to the Board. We all have a responsibility to ensure that we operate with the highest standards with regard to ESG" (2). Also from its 2021 ESG Report: "We also tied a portion of our executive and employee incentive compensation to the accomplishment of annual key ESG goals to better align our employees with our goals" (3). However, W&T Offshore has not canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

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

W&T Offshore does not 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. **Medium Risk**

W&T Offshore requires its employees to take diversity and inclusion training (1). W&T Offshore protects its employees against viewpoint discrimination (2).

Corporate Governance and Public Policy

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

W&T Offshore supports ESG within its business practice. In 2022, W&T Offshore expanded its board to include a new director to manage ESG oversight (1). From its 2023 Corporate ESG Report: "We all have a responsibility to ensure that we operate with the highest standards with regard to ESG, and we have empowered our management to allocate resources and tools necessary to create a working environment focused on accomplishing our ESG objectives" (2). Otherwise, W&T Offshore has not supported ideological causes or policies (3).

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

W&T Offshore 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**

W&T Offshore seems to have registered a PAC with the FEC, though it has never been active (1)(2)(3).

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