



## Fastenal

Locations: Minnesota (HQ)

Industries: Materials

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Fastenal, a fastener distributor, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Fastenal uses affirmative action in its hiring practices. The company established a Diversity and Compliance team. However, it has not used its corporate funds for ideological purposes. For these reasons, Fastenal receives a Lower Risk rating.

### 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.** Lower Risk

*Fastenal has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Fastenal does not publish charitable giving guidelines.*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** High Risk

*Fastenal does not provide viewpoint protections for its employees (1). Fastenal uses affirmative action in its hiring process (2).*

### Corporate Governance and Public Policy

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

*Fastenal supports DEI within its business practices, establishing a Diversity and Compliance team (1). Fastenal is committed to net zero carbon emissions by 2050 (2).*

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

*Fastenal has not used its corporate funds to advance ideological causes, organizations, or policies (1)(2).*

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

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

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