

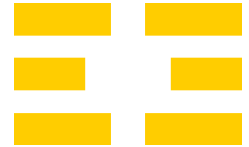


# Valmont

Locations: Nebraska (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Valmont, an American manufacturer, vet's vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company requires suppliers to abide by its ESG requirements and implements ESG principles into all aspects of its business. However, Valmont has not used its corporate funds for ideological purposes. For these reasons, Valmont receives a Medium Risk rating.

## Corporate Weaponization

**Has denied service to 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

*Valmont has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct/Code of Business Ethics requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, it has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Valmont does not publish charitable giving guidelines.*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** High Risk

*Valmont does not provide viewpoint protections for its employees (1)(2).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** Medium Risk

*Valmont supports ESG within its business practices through its Sustainability and Environmental Playbooks and the ESG Committee Charter (1)(2).*

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

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

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**Uses corporate political contributions for ideological, non-business purposes.**

**N/A**

*Valmont does not operate a PAC or report on its lobbying at this time (1)(2)(3).*

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