



Delek

Locations: Tennessee (HQ)

Industries: Energy

RISK LEVEL:



Lower Risk

DESCRIPTION:

Delek has not terminated business partners due to ideological differences. However, the company has implemented various ESG practices including climate advocacy. Delek does not provide viewpoint protections for employees. However, the company does not discriminate against religious organizations in its charitable giving or use its PAC for ideological purposes. For these reasons, Delek receives a Lower 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**

Delek has not publicly fired customers, suppliers, or vendors based on views or beliefs. Delek integrates ESG into all of its business practices (1). Delek is looking to further improve its CEI score in support of LGBTQ advocacy (2).

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

Delek will donate to religious organizations that engage in nonsectarian community work under a 501(c)(3) status (1).

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

Delek does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Delek may require employees to attend diversity awareness training (1). Delek collaborates with the Human Rights Campaign and is actively striving to increase its CEI rating (2). Delek advocates for federal support for policies facilitating a decarbonized future (3).

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

Delek has not funded ideological groups or organizations.

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

Delek has not used its PAC donations for ideological causes [\(1\)](#)[\(2\)](#).

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