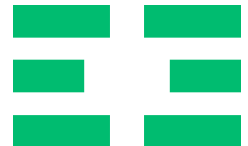


**HNTB**

Locations: Missouri (HQ)

Industries: Capital Goods, Commercial and Professional Services

**RISK LEVEL:****Lower Risk****DESCRIPTION:**

HNTB has not publicly terminated business relationships based on views or beliefs but does not protect its employees against viewpoint discrimination. However, the company has not used its corporate reputation or funds to advance ideological agendas. HNTB signed the Orlando Economic Partnership's DEI pledge, endorsing DEI as a strategic imperative in its business practices. The company does not discriminate against charitable organizations based on views or beliefs and does not use its PAC donations or lobby for ideological purposes. For these reasons, HNTB 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.** **Lower Risk**

*HNTB has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*HNTB does not discriminate against charitable organizations based on views or beliefs. The company focuses on funding "charitable campaigns and corporate contributions to organizations that make a difference every day" (1).*

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

*HNTB 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**

*HNTB signed Orlando Economic Partnership's DEI pledge, committing themselves to fight systemic racism, prioritize the success of diverse people in its workplace, and ensure DEI "is a strategic imperative with demonstrated commitment and actions" (1).*

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

*HNTB does not use corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

*HNTB has not used its PAC donations or lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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