

**HNTB**

Locations: Missouri (HQ)

Industries: Capital Goods, Commercial and Professional Services

RISK LEVEL:



Lower Risk

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DESCRIPTION:

HNTB does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, HNTB does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

HNTB 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. 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 viewpoint or other discrimination and/or are ideological in nature. Medium Risk

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

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies 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). Otherwise, there are no publicly known cases of HNTB using its reputation to advance ideological causes or policies (2).

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).

Uses corporate political actions and/or financial 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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