



Hensel Phelps Construction

Subsidiaries: Hydro Construction

Locations: Colorado (HQ)

Industries: Capital Goods, Technology Hardware and Equipment

RISK LEVEL:



Lower Risk

DESCRIPTION:

Hensel Phelps Construction does not protect its employees against viewpoint discrimination but has not publicly terminated business relationships based on views or beliefs. Hensel Phelps advocates for DEI and LGBTQ+ Pride as an element of its core values and publishes articles on LGBTQ Pride. The company signed the Orlando Economic Partnership's DEI pledge, endorsing DEI as a strategic imperative in its business practices. Hensel Phelps Construction does not appear to discriminate against religious organizations in its charitable giving and has not used corporate funds to advance ideological purposes. For these reasons, Hensel Phelps Construction 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**

Hensel Phelps Construction 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**

Hensel Phelps Construction does not appear to discriminate against religious organizations in its charitable giving (1)(2)(3).

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

Hensel Phelps Construction 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. **High Risk**

Hensel Phelps advocates for DEI and LGBTQ+ Pride as an element of its core values and publishes articles on LGBTQ Pride (1)(2). The company 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" (3).

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

Hensel Phelps has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

N/A

Hensel Phelps does not operate a PAC at this time (1).

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