



# Northern Oil and Gas

Locations: Minnesota (HQ)

Industries: Energy

RISK LEVEL:



Lower Risk

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## DESCRIPTION:

Northern Oil and Gas does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Northern Oil and Gas 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**

*Northern Oil and Gas 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**

*Northern Oil and Gas does not appear to discriminate against charitable organizations based on views or beliefs (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk**

*Northern Oil and Gas does not provide viewpoint protections for its employees (1).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk**

*Northern Oil and Gas supports ESG within its business practices (1). From its ESG Report: "In 2021, we created an ESG Task Force*

charged with proposing, implementing and monitoring adherence to ESG standards, and formally communicating its findings on an ongoing basis to our Chief Executive Officer (CEO) and our Board of Directors (the "Board")" (2). Otherwise, there are no publicly known cases of Northern Oil and Gas using its reputation to advance ideological causes or policies (3).

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

Northern Oil and Gas has not used corporate funds to advance ideological causes, organizations, or policies (1).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

Northern Oil and Gas does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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