



## Now, Inc. (DistributionNOW)

Subsidiaries: DistributionNOW, DNOW, Odessa Parts & Equipment  
 Locations: Texas (HQ)  
 Industries: Capital Goods, Energy

RISK LEVEL:



Lower Risk

### DESCRIPTION:

Now, Inc. is the parent holding company of oil, gas, and industrial supplies distributor DistributionNOW. Now, Inc. 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. Now, Inc. 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

*Now, Inc. 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

*Now, Inc. 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

*Now, Inc. does not publish a nondiscrimination policy (1).*

### Corporate Governance and Public Policy

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

*DistributionNOW held a Pride Month Coffee Chat during the month of June to celebrate diversity (1). Otherwise, there are no publicly known cases of DistributionNOW 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**

*Now, Inc. 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**

*Now, Inc. does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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