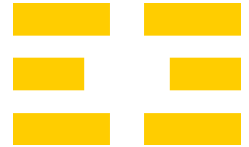


# Albemarle Corporation

Subsidiaries: Rockwood Holdings, Inc., Chemetall Foote Corp, MARBL  
Lithium Operations Pty Ltd,  
Locations: North Carolina (HQ)  
Industries: Materials, Pharmaceuticals Biotechnology and Life Sciences

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

Albemarle Corporation, a chemical manufacturing company, has not publicly terminated business relationships based on views or beliefs. The company frequently uses its reputation to promote LGBT issues and its CEO signed the CEO Action for Diversity & Inclusion pledge. However, it does protect its employees against viewpoint discrimination, does not discriminate against charitable organizations based on views or beliefs. The company uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Albemarle opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Albemarle Corporation receives a Medium 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

*Albemarle has not publicly fired 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

*Albemarle does not discriminate against charitable organizations based on views or beliefs. The Albemarle Care Fund focuses on helping employees impacted by catastrophes (1)(2).*

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

*Albemarle protects its employees against viewpoint discrimination (1).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

*Albemarle's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Albemarle's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). The company promotes its LGBTQ+ Alliance and celebrates Pride Month by releasing educational articles on LGBTQ+ history (4). Albemarle is committed to achieving net-zero carbon emissions by 2050 (56).*

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

*Albemarle's HRC 2023 CEI rating indicates the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2).*

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

*Albemarle's indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.*

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