

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 often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Albemarle occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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

Albemarle 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

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

Albemarle protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Albemarle scored a 60 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a

political stakeholder group. Albemarle's HRC 2023-2024 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. The company is committed to achieving net-zero carbon emissions by 2050 (3). Albemarle Corporation opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (4)(5). The company's CEO, J. Kent Masters, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7)(8).

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

Albemarle's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical procedures for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Albemarle's HRC 2023-2024 CEI rating 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. Albemarle does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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