



California Resources Corporation

Subsidiaries: Elk Hills Power, LLC, Thums Lomg Beach Company, Inc.,

Tidelands Oil Production Company

Locations: California (HQ)

Industries: Energy

RISK LEVEL:



Lower Risk

DESCRIPTION:

California Resources Corporation, a carbon management company, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. California Resources Corporation integrates ESG into all of its business practices, tying executive pay to ESG performance. California Resources Corporation does donate to religious organizations. However, it does not use corporate funds for ideological purposes. For these reasons, California Resources Corporation 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. **Medium Risk**

California Resources Company integrates ESG into all of its business practices. "30% of executive annual incentive pay" is "related to company performance [on] ESG metrics" (1). However, California Resources Company has not publicly fired customers, suppliers, or vendors based on views or beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Medium Risk**

California Resources Company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1).

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

California Resources Company does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

California Resources Corporation committed to achieving net zero emissions by 2045 (1).

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

California Resources Corporation does not use corporate funds to advance ideological causes, organizations, or policies (1).

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

California Resources Corp does not operate a PAC or engage in lobbying at this time (1)(2).

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