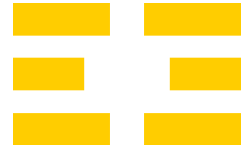


Tetra Tech, Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Tetra Tech, Inc. is Medium Risk. The company 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. The company 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**

Tetra Tech 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. **Medium Risk**

Tetra Tech's employee matching 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)(2).

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

Tetra Tech appears to prioritize diversity over merit in its recruitment, leadership composition, supply chain, mentorship program. From its Sustainability Report 2024: "Tetra Tech's DEI Program is holistic and interconnected with our Wellness Program and Health and Safety Programs, as well as core functions of the company like recruiting, business practices, and operations" and "Our DEI Council and eight global ERGs support our company-wide goals of increasing employee diversity, fostering inclusivity, and supporting professional and leadership development of employees from historically marginalized groups". The company offers DEI training to its employees (1). The company protects its employees against viewpoint discrimination (2).

Corporate Governance and Public Policy

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

High Risk

Tetra Tech supports DEI within its business practices, hosting a DEI Council [\(1\)](#). The company supports DEI within its business practices. From its Sustainability Report 2024: "Diversity, equity, and inclusion (DEI) are among Tetra Tech's core values" [\(2\)](#). The company supports ESG within its business practices. From its Sustainability Report 2024: "We monitor environmental, social, and governance (ESG) metrics throughout our global operations, and in 2023 we have seen progress against 21 of the metrics we track" [\(3\)](#).

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

Lower Risk

Tetra Tech, Inc. has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

Tetra Tech, Inc. does not operate a PAC or report on its lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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