



Par Pacific Holdings

Locations: Texas (HQ)
Industries: Energy

RISK LEVEL:



Lower Risk

DESCRIPTION:

Par Pacific does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Par Pacific 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

Par Pacific 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

Par Pacific'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 [\(1\)](#)[\(2\)](#)[\(3\)](#).

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

Par Pacific does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

Par Pacific has not supported ideological causes or policies [\(1\)](#).

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

Par Pacific 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. Lower Risk

Par Pacific has not used its PAC donations for ideological purposes and does not engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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