

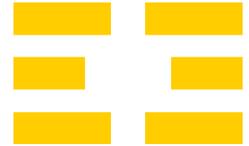


Peabody Energy Corporation

Locations: Missouri (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

Peabody Energy 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. Peabody Energy 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. Medium Risk

Peabody Energy received a score of 40 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Peabody Energy has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Peabody Energy will not match gifts too "organizations whose primary purpose is to promote religion, even if volunteering is specified for a community outreach program, such as a soup kitchen or homeless shelter (1).

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

Peabody's goal is to achieve net zero emissions by 2050 (1). The company's CEO, James Grech, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2)(3).

Corporate Governance and Public Policy

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

Peabody Energy provides unconscious bias training for its employees and inclusive leader training for its leaders (1)(2). The company does not provide viewpoint protections for its employees (3).

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

Peabody Energy's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2).

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

Peabody Energy has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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