



KBR

Subsidiaries: KBR Technical Services, Inc., Affinity Capital Works Limited, Fasttrax Limited, KBR Employment Services Limited, Overseas Supply Services Limited

Locations: Texas (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

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DESCRIPTION:

KBR, 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. Medium Risk

KBR integrates ESG into its business practices. From its Sustainable Supply Chain Charter: "The process of embedding environmental, social, and governance responsibilities applies to all KBR operations and sets out the expectations required of our supply chain" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

KBR does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

KBR requires its managers to take unconscious bias and I&D training (1). The company requires its employees to take "diversity, discrimination, and workplace harassment" training (2). The company appears to prioritize diversity over merit in its recruitment. From its 2023 Sustainability and Corporate Responsibility Report: "KBR's approach to recruiting diverse talent is rooted in our commitment to significantly enhancing candidate diversity and fostering inclusivity at every stage of the talent acquisition process," (3). KBR appears to prioritize diversity over merit in its leadership composition and mentorship program. From its 2023 Sustainability and Corporate Responsibility Report: "To cultivate a more diverse leadership population within the company, we have implemented robust frameworks for mentoring and sponsorship". The company appears to prioritize diversity over merit in its supply chain. From its 2023 Sustainability and Corporate Responsibility Report: "Foster[s] inclusivity within our supply chain [as] a priority" (4). The company does

not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

KBR's CEO Stuart Bradie signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company is committed to net zero emissions by 2050 (3). KBR supports DEI within its business practices. From its 2023 Sustainability and Corporate Responsibility Report: "Our I&D strategy outlines plans and targets for each area of the business providing specific measures regarding equal opportunities and diversity"(4).

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

KBR 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

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

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