



Honeywell International

Locations: North Carolina (HQ)

Industries: Capital Goods

RISK LEVEL:



High Risk

DESCRIPTION:

A lawsuit filed in October 2021 alleges that Honeywell requires critical race theory-influenced training for all employees under threat of termination. Honeywell scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Honeywell increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Honeywell forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Honeywell is a copper sponsor of Out & Equal, supports the Equality Act, and has funded the Equality PAC. Honeywell is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. For these reasons, Honeywell receives a High 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. **High Risk**

Lawsuits were filed against the company by a former employee who claimed he was fired for refusing to take mandatory critical race theory training for employees (1)(2). The company's Supplier Code of Business Conduct mandates its supplier be free of "unlawful discrimination", meaning it likely vets vendors for LGBTQ policies (3). Honeywell received a score of 100 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 (4)(5).

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

Honeywell(1)(2).

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

Honeywell indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Honeywell does not provide

viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Honeywell signed onto an open letter in support of the Equality Act (1). Internal allegations of the use of critical race theory in employee training have recently surfaced (2)(3). CEO Darius Adamczyk is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4)(5). Honeywell indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Honeywell 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Honeywell is a copper sponsor of Out & Equal (3). Honeywell pledged \$2.8 million toward racial justice in response to the death of George Floyd (4).

Uses corporate political contributions for ideological, non-business purposes. High Risk

Honeywell indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Honeywell has donated to the Equality PAC, Progressive Americans for Democracy (3)(4)(5).

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