



Siemens

Locations: Germany (HQ)

Industries: Software and Services, Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

According to allegations from pro-Israel groups, Siemens has agreed to boycott Israel in an agreement it signed with the Turkish government in 2018. By complying with Human Rights Campaign's controversial demands, Siemens 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 vendor selection, marketing, and philanthropic support. Siemens 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. The company supports the Equality Act and funds multiple LGBTQ organizations. Siemens is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Siemens 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**

According to reports from a German news outlet and a pro-Israel watchdog group, The Zachor Legal Institute, Siemens has agreed to boycott sales to Israel per an agreement with the Turkish government signed in 2018 [\(1\)](#). The alleged clause states, "providers of goods and works, and their associates and subcontractors, shall be in strict compliance with the Boycott Regulations of the Organization of the Islamic Conference, the League of Arab States, and the Organization of the African Union." Siemens continues to deny the allegations [\(2\)](#). Siemens has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy [\(3\)](#).

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

Siemens does not discriminate against religious organizations in its charitable giving [\(1\)](#)[\(2\)](#).

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

Siemens 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 a specific

benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Siemens 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

Siemens HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Siemens has signed an open letter in support of the Equality Act (3). Former CEO Lisa Davis signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (45).

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

Siemens HRC 2023 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. 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. Siemens is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

Siemens HRC 2023 CEI rating 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. Siemens has not used its PAC donations or lobbying for ideological causes (3)(4).

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