



Volkswagen

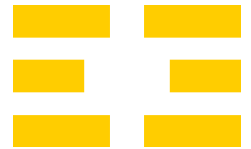
Subsidiaries: Audi, Bentley, Lamborghini, Porsche

Locations: Germany (HQ)

Industries: Automobiles and Components

1792
EXCHANGE

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Volkswagen increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Volkswagen uses its corporate funds to support controversial sex and gender ideologies and organizations. Volkswagen is part of the Global Alliance for Responsible Media and it has been alleged that the company mandates gender and sexuality training for its employees. Volkswagen and Audi have engaged in public LGBTQ advocacy and Volkswagen is a brass sponsor of Out & Equal. However, the company has not lobbied for ideological purposes. For these reasons, Volkswagen receives a Medium 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. **Medium Risk**

Volkswagen received a score of 50 on the 2023 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)(3)(4)(5). Volkswagen integrates ESG policies into all its business strategies (6). Volkswagen has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

VolkswagenRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

Volkswagen protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Volkswagen pushed mandatory "Gender and Sexuality" training on its employees [\(1\)](#). Volkswagen subsidiary Audi has committed to public advocacy and engagement with LGBTQ causes, by displaying a Pride flag in an ad to mark European Diversity Month in 2022 and participating in the Pride event Christopher Street Day in Ingolstadt [\(2\)](#)[\(3\)](#)[\(4\)](#). Audi is a member of the Charta der Vielfalt (German Diversity Charter) and the UnternehmensForum, which both engage in DEI advocacy [\(5\)](#). As part of its Pride celebrations, US Soccer partnered with Volkswagen to support The You Can Play Project [\(6\)](#).

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

Volkswagen 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.[\(3\)](#)[\(4\)](#)[\(5\)](#)[\(6\)](#). Volkswagen Ireland is a Platinum sponsor of the Dublin Pride Parade [\(7\)](#). The Audi Environmental Foundation supports One Young World, which engages in ESG and DEI advocacy ([8](#))[\(9\)](#).

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

Volkswagen does not operate a PAC at this time but has not used its lobbying for ideological purposes [\(1\)](#)[\(2\)](#).

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