



# Emerson Electric

Locations: Missouri (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Emerson Electric vets vendors according to LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Emerson Electric has advocated for the Equality Act and hosts unconscious bias trainings for its employees. For these reasons, Emerson Electric 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**

*Emerson Electric received a score of 100 on the Human Rights Campaign Corporate Equality Index. Among other requirements, this means Emerson Electric has a written policy pledging to vet vendors for LGBTQ policies (1)(2). Emerson Electric 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. Medium Risk**

*Emerson Electric's charitable giving guidelines require that organizations abide by its nondiscrimination policy including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1)(2).*

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

*Emerson Electric 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. High Risk**

*Emerson Electric signed an open letter in support of the Equality Act (1). The company hosts unconscious bias trainings for employees, and all "upper-level management positions" have experienced such trainings (2). CEO Lal Karsanbhai is a member of the*

Business Roundtable (3).

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

*Emerson Electric has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2).*

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

**Lower Risk**

*Emerson Electric has not used its PAC for ideological purposes (1)(2).*

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