



# Emerson Electric

Locations: Missouri (HQ)

Industries: Technology Hardware and Equipment

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, [Company Name] 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. [Company Name] 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. Emerson Electric supports 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 70 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). However, Emerson Electric has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Emerson Electric's HRC 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**

*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).*

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

*Emerson Electric 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.*

**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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