



nVent Electric PLC

Locations: United Kingdom (HQ)
Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

nVent Electric is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. nVent Electric occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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

nVent Electric received a score of 50 on the 2025 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). However, nVent Electric has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

nVent Electric will not support "Religious organizations (churches, synagogues, mosques and other houses of worship), or other organizations primarily promoting religious purposes" (1)(2).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

nVent Electric is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its hiring, promotions, and leadership composition (1)(2). The company appears to prioritize diversity over merit in its supply chain (3). nVent Electric provides training on "inclusion, include unconscious bias elimination in our code of conduct" (4). The company does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **High Risk**

nVent supports ESG within its business practices. From its 2022 ESG report: "ESG is core to our strategy and how we operate" (1). The company supports DEI in its business practices, employing a Chief Inclusion & Diversity Officer (2). nVent Electric's, CEO Beth Wozniak, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (3)(4). nVent Electric scored a 50 out of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (5)(6).

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

nVent Electric's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). nVent Electric partners with the Minnesota Business Coalition for Racial Equity to fight "systemic racism" through "changing public policy, creating more opportunities in the workplace, activating allyship and supporting philanthropic practices" (3). Otherwise, there are no publicly known cases of nVent Electric using corporate funds to advance ideological causes, organizations, or policies (4).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. **N/A**

nVent Electric does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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