



## ITT Inc.

Subsidiaries: ITT Corporation  
Locations: Connecticut (HQ)  
Industries: Technology Hardware and Equipment

### RISK LEVEL:



Lower Risk

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#### DESCRIPTION:

ITT Inc. is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, ITT Inc. does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk**

*ITT Inc. has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*ITT Inc. does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focus areas are "supporting underserved communities" (1)(2).*

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

*ITT Inc. requires its employees to take unconscious bias training (1). The company appears to prioritize diversity over merit in its recruitment and promotions. From its website: "With a focus on recruitment, retention, and the advancement of women, underrepresented minority groups, and veterans, our employee resource groups help to foster an inclusive culture of belonging, ensure fair and equitable opportunities, and promote purpose and accountability throughout the company" (2). The company appears to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its recruitment, hiring, and leadership composition. The company is seeking 35% women globally, 25% women in leadership roles globally, 15% black and Hispanic people in U.S. based leadership roles, and 25% people of color in U.S. based leadership roles (3). The company prioritizes diversity in its supply chain, "While we are tightening our supply chain to achieve maximum efficiencies with world-class suppliers who can serve multiple ITT businesses, we also realize that supplier diversity will help us remain competitive in the global marketplace" (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**

*ITT Inc.'s CEO Luca Savi 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 (1)(2). The company supports DEI within its business practices. From its 2023 Sustainability Update: "We recognize that a diverse, equitable and inclusive workforce is fundamental to our success and growth" (3). The company supports ESG within its business practices. From its website: "We believe having environmental, social and governance (ESG) priorities engrained in our strategy will drive long-term growth and shareholder value" (4).*

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

*ITT Inc. has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

*ITT Inc. does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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