



DESCRIPTION:

Prysmian is High Risk. The company 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. Prysmian embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Prysmian received a score of 100 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). Prysmian promotes divisive sex and gender policies. Its Code of Business Ethics requires international vendors to include sexual orientation in their nondiscrimination policy. The company integrates ESG into its business practices. It requires suppliers to be "committed to a responsible use of energy and energy-saving strategies such as the use of renewable sources". It also requires future suppliers to develop "Sustainability Procurement Policies within their own Supply Chain Operations" (3). Prysmian audits its suppliers for ESG practices (4)(5). Prysmian integrates ESG into its business practices. It "has adopted a management incentive scheme linked to the achievement of objectives for the improvement of our ESG parameters" (6). However, Prysmian has not canceled customers, suppliers, or vendors based on political views or religious beliefs (7).

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

Prysmian's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Prysmian charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation, thereby excluding some religious charities (3).

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

Prysmian's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).

Prysmian offers unconscious bias and leadership training to its employees (3). The company appears to prioritize diversity over merit in its recruitment, "we will continue to give priority to...the diversity of backgrounds and skills". Prysmian launched an internal "Turn off Your Bias" campaign and a Diversity Academy at its Philippines site (4). Prysmian has a 30% target for "under-represented nationalities/ethnic groups/origins" in the executive composition (5). Prysmian does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

Prysmian's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Prysmian offers annual diversity workshops to its employees. The company supports DEI within its business practices, employing a DEI Committee and a global DEI committee (3). In 2020, Prysmian hosted a "Prysmian Sustainability Day" which focused on diversity, equity and inclusion. The company supports DEI within its business practices. In 2020, it integrated diversity into its leadership model (4)(5).

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

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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. 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). Otherwise, there are no publicly known cases of Prysmian using corporate funds to advance ideological causes, organizations, or policies (3).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Prysmian's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Prysmian does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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