

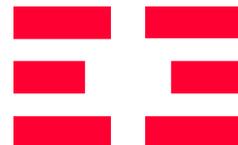


# Sensata Technologies

Locations: Massachusetts (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

## DESCRIPTION:

Sensata 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. Sensata 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**

*Sensata received a score of 85 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). Sensata integrates ESG into its business practices. From its Supplier Code of Conduct: "Suppliers are required to take active steps to minimize that impact...acknowledge and agree to support Sensata's commitment to reduce carbon emissions and work toward achieving carbon neutrality" (3). However, Sensata has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).*

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

*Sensata's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Sensata Foundation'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. It will only give to religious organizations that provide non-sectarian services (3)(4).*

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

*Sensata'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). Sensata requires its employees take diversity awareness training (3)(4). The company appears to prioritize diversity over merit in its business structure through the establishment of racial targets for its leadership composition. Sensata is seeking to "Reach 25%*

racial/ethnic diverse representation in manager and above roles " by 2026 (5). The company does not publish a nondiscrimination policy (6).

## Corporate Governance and Public Policy

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

Sensata'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). Sensata's former CEO Jeff Cote signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). The company hosts annual diversity days and sponsors diversity in engineering events (5). Sensata employs a DEI Committee and is committed to carbon neutrality by 2050. The company hosted three CEO Action's Days of Understanding and is a signatory of the Bulgarian Diversity Charter signifying that it commits to creating a diversity policy (6)(7)(8).

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

Sensata'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. 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). Sensata funds Hack.Diversity, an organization focused on racial equality in tech. The company also funds the National Society of Black Engineers, an organization focused on racial equality in engineering (3)(4)(5). Otherwise, there are no publicly known cases of Sensata using corporate funds to advance ideological causes, organizations, or policies (6).

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

Sensata'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). Sensata does not operate a PAC at this time, and it has not used its lobbying for ideological purposes (3)(4)(5)(6)(7).

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