



# Spirit AeroSystems

Locations: Kansas (HQ)  
Industries: Transportation

RISK LEVEL:



Medium Risk

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## DESCRIPTION:

Spirit AeroSystems Inc. 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. Spirit AeroSystems 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**

*Spirit AeroSystems 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, Spirit AeroSystems has not publicly 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**

*Spirit AeroSystems' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Spirit AeroSystems does not appear to discriminate against religious organizations based on views or beliefs. However, 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**

*Spirit AeroSystems appears to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition. The company has "goals of increasing representation of women in leadership (senior manager and above globally) to 30%, and minorities in leadership (senior manager and above in the U.S.) to 20% by 2030" (1). However, Spirit AeroSystems does not provide viewpoint protections for its employees (2)(3).*

## Corporate Governance and Public Policy

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

*Spirit AeroSystems supports DEI within its business practices. From its 2022 Sustainability Report: "Our approach includes integrating diversity, equity and inclusion (DE&I) into our day-to-day business activities". This is done by "applying DE&I to our people and talent processes" (1). Otherwise, there are no publicly known cases of Spirit AeroSystems using its reputation to advance ideological causes or policies (2).*

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

*Spirit AeroSystems' 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). Otherwise, Spirit AeroSystems has not used corporate funds to advance ideological causes, organizations, or policies (3).*

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

*Spirit AeroSystems has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).*

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