



Kawasaki Heavy Industries

Subsidiaries: Kawasaki Motors, Kawasaki Robotics (USA), Inc., Kawasaki Rail Car, Inc., Flutek, Ltd, Nichijo Manufacturing Co., Ltd., Kawasaki Motors Racing, NIPPI Corporation, Mediaroid Corporation, Kawasaki Aerospace Company, Kawasaki Motors Finance Corporation, EarthTechnica Co., Ltd., Japan Suiso Energy, Ltd., Kawasaki Hydromechanics Corp.

Locations: Japan (HQ)

Industries: Energy, Technology Hardware and Equipment, Transportation

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Kawasaki Heavy Industries 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. Kawasaki Heavy Industries 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

Kawasaki Heavy Industries promotes divisive sex and gender policies. Its Sustainable Procurement Guidelines requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Kawasaki Heavy Industries does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are local communities, next generation, and environmental conservation (1).

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

Kawasaki Heavy Industries appears to prioritize diversity over merit in its recruitment and hiring. From its Diversity, Equity, and Inclusion page: "Kawasaki launched a regular hiring program for non-Japanese new graduates in fiscal 2012 and continues to recruit from countries around the globe, including Korea, China, Sweden, and India" (1). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. The company is seeking "to double the fiscal 2020 number of female managerial staff to over 116 and to raise the female ratio for career-track administrative positions to at least 40%" (2). The company protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Kawasaki Heavy Industries hosted "seminars on 10 occasions, for approximately 4,000 participants, including employees from group companies, with topics covered including unconscious bias, LGBT, developmental disability work support, and support for balancing work and fertility treatment" (1). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (2). The company supports DEI within its business practices. From its Diversity, Equity, and Inclusion: "We believe that diversity and inclusion (D&I) is crucial for the Kawasaki Group to sustainably improve its enterprise value in such an environment" (3). The company supports ESG within its business practices. From its Kawasaki Sustainability Report 2024: "We aim to achieve [a sustainable future for society] by continuing to respond to the needs of society in partnership with our stakeholders, by taking up the challenge of creating solutions for various social issues, and by pursuing ESG initiatives" (4). From its Sustainable Procurement Guidelines: requesting its suppliers "set targets for greenhouse gas emissions reduction activities and strive to manage emissions" (5).

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

Kawasaki Heavy Industries 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

Kawasaki Heavy Industries does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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