



## Lenovo USA

Subsidiaries: Motorola

Locations: North Carolina (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

### DESCRIPTION:

Lenovo vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, though the company has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Lenovo claims to have increased its "Employee Bias and Awareness" programs, but there are no public reports of required attendance. However, it does not discriminate against religious organizations in its charitable giving. For these reasons, Lenovo receives a Medium Risk rating.

### Corporate Weaponization

**Has denied service to 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**

*Lenovo received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1). Lenovo has not terminated business relationships due to ideological beliefs.*

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

*Lenovo limits its charitable giving to STEM education and disaster relief (1). However, it does publish a rule prohibiting donations to faith-based organizations that strictly engage in proselytizing, though this rule implies that the company will donate to religious organizations that engage in nonsectarian community work.*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **High Risk**

*Lenovo does not provide protections against viewpoint discrimination (1).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk**

*Lenovo has not corporately endorsed ideological policies or agendas.*

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

*1). It is unclear which companies received donations. Lenovo has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (2)(3).*

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**Uses corporate political contributions for ideological, non-business purposes.**

**N/A**

*Lenovo does not have an active PAC.*

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