



Schneider Electric

Locations: France (HQ)

Industries: Energy, Technology Hardware and Equipment

RISK LEVEL:



Lower Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Schneider Electric increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Schneider Electric forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Schneider's social impact initiatives maintain an ESG focus: the company has required unconscious bias training for all its employees, endorsed partisan climate plans in the United States, and pushed for stricter climate policy in Europe. The company is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, Schneider Electric receives a High 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**

Schneider Electric received a score of 90 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, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Schneider Electric (1)(2).

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

Schneider Electric HRC 2023 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). Schneider Electric protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Schneider indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Schneider's requires unconscious bias training for all employees annually (3). The company's blog posted an article encouraging people to read *White Fragility* by Robin DiAngelo (4). Schneider CEO Jean-Pascal Tricoire has signed the CEO Action Group for the European New Deal, and the company has endorsed and outlined a plan of action to support the Biden administration's climate plan (5)(6). Schneider has press releases in support of the LGBTQ community (7)

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

Schneider 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Schneider is a corporate partner of the National LGBT Chamber of Commerce (3). Schneider's charitable foundation supports DEI-focused organizations (4)

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

Schneider Electric's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Schneider Electric does not operate a PAC at this time (3)(4).

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