



Schneider Electric

Locations: France (HQ)

Industries: Energy, Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

Schneider Electric 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. Schneider Electric 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

Schneider Electric received a score of 80 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). Schneider Electric was a member of the Global Alliance for Responsible Media, which demonetized and suppressed content that it deemed to spread "hate speech" or "misinformation", discuss "debated social issues in a negative or partisan context", or "vilify" individuals based on sexual orientation and gender identity. These arbitrary guidelines were used to censor mainstream perspectives online (3)(4)(5). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (6).

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

Schneider Electric's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not discriminate against charitable organizations based on views or beliefs (3).

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

Schneider Electric'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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Schneider Electric is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions (3)(4). Schneider Electric

requires unconscious bias training for all employees annually (5). The company protects its employees against viewpoint discrimination (6).

Corporate Governance and Public Policy

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

Schneider Electric posted an article encouraging people to read *White Fragility* by Robin DiAngelo (1). The company's 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 (2)(3).

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

Schneider'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. 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). Schneider Electric is a corporate partner of the National LGBT Chamber of Commerce (3). The company's charitable foundation supports DEI-focused organizations (4). Schneider Electric was a member of the Global Alliance for Responsible Media (5)(6)(7)(8). Schneider Electric and Foundation are a corporate partner of Ashoka, a global network of entrepreneurs focused on widespread, systemic social and environmental change (9).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Schneider Electric does not operate a PAC at this time and has not reported on its lobbying (1)(2)(3).

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