



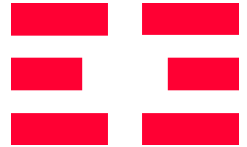
## Veolia

Subsidiaries: Veolia (formerly SUEZ) Water Technologies and Solutions

Locations: France (HQ)

Industries: Technology Hardware and Equipment, Transportation, Utilities

### RISK LEVEL:



High Risk

### DESCRIPTION:

Veolia has stakes in the water, waste management, and transport industries. Veolia has severed all its ties with the Israeli market due to ideological pressure from pro-Palestinian organizations. By complying with the HRC's controversial demands, Veolia 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, and marketing. Veolia 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. Veolia North America has hosted events regarding sustainable development, and the company has revealed its goal to become carbon neutral by 2050, despite its status as a public service corporation. The company supports the Equality Act. For these reasons, Veolia 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.** **High Risk**

*In 2015, Veolia sold its stake in an Israeli light rail project and removed all its products and services from the Israeli market due to pressure from the BDS movement to boycott Israel ([1](#))*

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

*Veolia does not discriminate against charitable organizations based on views or beliefs ([1](#)).*

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

*Veolia 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](#)). Veolia does not provide viewpoint protections for its employees ([3](#)).*

## Corporate Governance and Public Policy

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

Veolia 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. Veolia hosted a 2019 event organized by the World Business Council for Sustainable Development (3). Veolia regularly supports LGBTQ Pride (4). The company has promoted ESG reporting, and the company has stated its goal to become carbon neutral by 2050 (5)(6). Veolia signed an open letter in support of the Equality Act (7).

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

Veolia 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.

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

Veolia 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. Veolia has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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