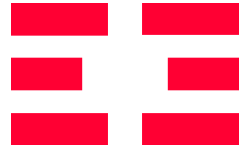




Saint-Gobain

Subsidiaries: Saint-Gobain Corp.
Locations: France (HQ)
Industries: Capital Goods, Materials

RISK LEVEL:



High Risk

DESCRIPTION:

Compagnie de Saint-Gobain is High Risk. The company 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. The company embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Saint-Gobain received a score of 90 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). The company integrates ESG into its business practices. From its Suppliers Charter: Suppliers ought to "reduce emissions of greenhouse gases, pollutants and volatile organic compounds" (3). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

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

Saint-Gobain's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company will not give to "organizations furthering religious causes" (3).

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

Saint-Gobain'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 gender transition guidelines for its employees (1)(2). The company offers DEI training to its employees (3). The company protects its employees against viewpoint discrimination (4).

Corporate Governance and Public Policy

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

High Risk

Saint-Gobain's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company's CEO, Benoit Bazin, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (3)(4). The company was a part of the We Are Still In organization, whose goal was to re-enter the United States into the Paris Climate Accords after former President Donald Trump exited the agreement pending renegotiation, as well as many other environmental policy organizations (5). The company is committed to net zero carbon emissions by 2050 (6). The company supports DEI within its business practices. From its Employee Engagement and Diversity page: "Our policy on inclusion and diversity is driven by three complementary levers: a proactive policy adapted to local contexts that increases the diversity of the teams, internal promotions and managerial integration that promote internal diversity, equitable remuneration and access to training and promotion that foster equal opportunities" (7). The company supports ESG within its business practices. From its 2024 Integrated Report: "Annual monitoring of ESG (environmental, social and governance) performance and progress of action plans is communicated transparently to all stakeholders" (8). The company scored a 90 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (9)(10).

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

High Risk

Saint-Gobain'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. 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). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

High Risk

Saint-Gobain's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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