

THALES

**Thales**

Locations: France (HQ)

Industries: Technology Hardware and Equipment, Transportation

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Thales Group is Medium Risk. The company 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. The company 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**

*Thales integrates ESG into its business practices. From its Thales General Terms and Conditions of Purchase: "the Supplier takes all the appropriate measures to mitigate the carbon footprint related to the manufacturing and the performance of Supplies" (1). The company promotes divisive sex and gender policies. Its Integrity and Corporate Responsibility Charter requires international vendors to include sexual orientation in their nondiscrimination policy (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Thales does not appear to discriminate against charitable organizations based on views or beliefs. Thales Solidarity programme's charitable giving focus areas is "demystifying STEM and inspiring vocations" (1).*

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

*Thales offers unconscious bias training to its employees (1). The company offers LGBTQ+ training to its employees (2). The company appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance page: "As well as examining Thales's non-financial performance statement, the [Strategic & CSR Committee] has made a number of recommendations to the Board... diversity in governance bodies and Thales's new purpose statement" (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**

Thales has signed an LGBT Commitment Charter initiated by l'Autre Circle, a French LGBT advocacy group (1). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (2). The company is committed to net zero carbon emissions by 2040 (3). The company supports DEI within its business practices, hosting The Group Social and Societal Responsibility Office (4). The company supports DEI within its business practices. From its Diversity, Equity and Inclusion at Thales page: "Firmly committed to fighting all forms of discrimination, Thales strives to promote lesbian, gay, bisexual and transgender inclusion" (5). The company supports ESG within its business practices. From its Corporate Governance page: "All matters relating to environmental, social and societal responsibility are managed by an integrated department led by a Chief Sustainability Officer" (6). The company promotes DEI within its business practices: "In 2024, Thales employees received an "inclusion calendar" suggesting actions they could take, each day over a three-week period, to help promote diversity and inclusion in the workplace" (7).

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

**Lower Risk**

Thales has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

**Lower Risk**

Thales has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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