



# Orange

Locations: France (HQ)

Industries: Telecommunication Services

RISK LEVEL:



High Risk

## DESCRIPTION:

Orange 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. High Risk**

Orange has boycotted business within Israel due to pressure campaign from BDS activists [\(1\)](#)[\(2\)](#). The company integrates ESG into its business practices. From its 2023 Supplier Code of Conduct: "The Supplier must monitor and document greenhouse gas emissions for scopes 1 and 2, as well as scope 3 if Orange so requests, in accordance with the GHG Protocol or other equivalent standards" [\(3\)](#). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy [\(4\)](#).

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

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

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

Orange offers Diversity and Inclusion training to its employees [\(1\)](#). The company appears to prioritize diversity over merit in its leadership composition. From its Corporate Governance Code of Listed Corporations: "At the proposal of the executive management, the Board shall determine gender diversity objectives for governing bodies" [\(2\)](#). The company protects its employees against viewpoint discrimination [\(3\)](#).

## Corporate Governance and Public Policy

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

**High Risk**

Orange is committed to net zero carbon emissions by 2040 (1). The company supports DEI within its business practices. From its Human Rights Group Policy: "The Group's diversity, equity and inclusion policy sets out the principles for implementation by all entities and their spheres of influence" (2). The company supports ESG within its business practices. From its Non-Financial Information page: "Evaluated and rated by non-financial rating agencies, we meet regularly with our investors and stakeholders to present our strategy and results, and to discuss environmental, social and governance issues" (3).

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

**Lower Risk**

Orange has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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

**N/A**

Orange does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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