



## Engie Impact

Locations: France (HQ)

Industries: Energy, Utilities

### RISK LEVEL:



High Risk

### DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Engie Impact 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, marketing, and philanthropic support. Engie Impact 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. The company pledged to be carbon neutral by 2045. Engie Storage co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company. For these reasons, Engie Impact 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.** **Medium Risk**

*Engie Impact received a score of 10 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). However, the company has not publicly terminated business relationships due to religious beliefs or political views. In addition, Engie Impact has made "inclusion" a part of the performance review process for every employee and executive at the company (3).*

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

*Engie Impact (1)(2).*

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

*Engie Impacts HRC 2023 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 and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).*

## Corporate Governance and Public Policy

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

Engie Impacts HRC 2023 CEI rating 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. By doing so, the company risks dividing employees, alienating customers and harming shareholders. Despite its status as a leading energy company in France, Engie Impact has pledged to reach net zero carbon emissions by 2045 (3). Engie Impact has made bold DEI commitments, leading an "industry effort" to convince energy companies to make "commitments to racial justice," holding unconscious bias and inclusion trainings for employees and executives, and tasking the procurement team to rank suppliers based on diversity (4). Engie Storage co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (5).

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

Engie Impact 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Engie Impact is a corporate partner of the National LGBT Chamber of Commerce (3).

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

Engie Impacts HRC 2023 CEI rating 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. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. The company has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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