

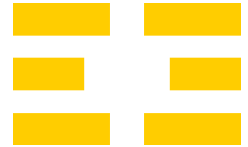


Engie

Locations: France (HQ)

Industries: Energy, Utilities

RISK LEVEL:



Medium Risk

DESCRIPTION:

Engie is a utility company headquartered in La Defense, France specializing in fields such as energy and electricity distribution. Originally a state-owned entity known as Gaz de France, the company went private and merged with Suez in 2006, finally adopting the name Engie in 2015. However, the French government maintains a significant stake in the business, including a legally-mandated 33% of voting rights. Engie vets vendors according to LGBTQ policies, does not provide its employees with protections against viewpoint discrimination, and ranks employees based on "inclusion" in performance reviews, but has not publicly terminated business relationships based on views or beliefs. Engie uses its corporate image to promote ESG but its PAC contributions have been bipartisan and business-focused in nature. For these reasons, Engie receives a "Medium 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 North America received a score of 95 on the Corporate Equality Index from the Human Rights Campaign (1). Among other requirements, Engie pledges to vet its vendors for LGBTQ policies. However, the company has not publicly terminated business relationships due to ideological differences. In addition, Engie has made "inclusion" a part of the performance review process for every employee and executive at the company (2).

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

Engie does not expressly discriminate against religious organizations in its charitable giving (1).

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

Engie does not provide protections from political viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Despite its status as a leading energy company in France, Engie has pledged to reach net zero carbon emissions by 2045 (1). Engie 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 (2).

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

Engie is a corporate partner of the National LGBT Chamber of Commerce (1). Otherwise, Engie has not corporately funded ideological groups hostile to freedom of expression (2).

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

Engie’s American lobbying practices have been bipartisan in nature and not ideological (1).

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