



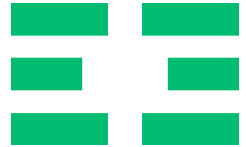
Accor

Subsidiaries: Mercure, Sofitel, Adagio, Pullman Hotels and Resorts, Ibis, WOJO

Locations: France (HQ)

Industries: Real Estate

RISK LEVEL:



Lower Risk

DESCRIPTION:

Accor, a hospitality company, provides viewpoint protections for its employees and has not publicly terminated business relationships based on views or beliefs. The company does not discriminate against charitable organizations based on views or beliefs. Accor committed to achieving carbon neutrality by 2050, partnered with the International LGBTQ+ Travel Association, and supports the United Nations Global LGBTI Standards of Conduct for Business. For these reasons, Accor receives a Lower 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. Lower Risk

Accor promotes has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (1).

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

Accor does not discriminate against charitable organizations based on views or beliefs (1).

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

Accor protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Accor is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (1)(2). Accor celebrated Pride Month by hosting a podcast and added LGBTQI+ inclusion as a pillar to its new DE&I strategy (3)(4). Accor signed the Glasgow

Declaration on Climate Action in Tourism [\(5\)](#).

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

Accor has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

Accor does not operate a PAC at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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