



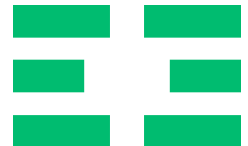
Accor

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

Locations: Florida (HQ)

Industries: Real Estate

RISK LEVEL:



Lower Risk

DESCRIPTION:

Accor 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

Accor integrates ESG into its business practices. From its Responsible Procurement Charter: Suppliers pledge to "Implement an environmental policy to measure and reduce their impact on the environment (reduction of greenhouse gas emissions, protection of the environment and biodiversity, fight against deforestation, pollution, energy waste, development of renewable energy, etc.)" (1). The company promotes divisive sex and gender policies. Its Responsible Procurement 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

Accor 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. Lower Risk

Accor protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies 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). The company is a Platinum-level partner of the International LGBTQ+ Travel Association and has been a supporter of the United Nations Global LGBTI Standards of Conduct for Business (2). The company celebrated Pride Month by hosting a podcast and added LGBTQI+ inclusion as a pillar to its new DE&I strategy (3)(4). The company signed the Glasgow Declaration on Climate Action in Tourism (5). The company supports DEI within its business practices, hosting a Diversity & Inclusion team (6). The company supports DEI within its business practices. From its 2021 Diversity and Inclusion Commitment: "The Executive Committee is responsible for implementing the Diversity & Inclusion policy and ensuring compliance with these commitments on an international scale" (7).

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 actions and/or financial contributions for ideological, non-business purposes.

N/A

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

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