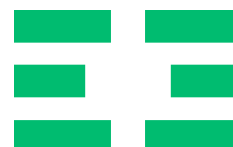


RISK LEVEL:



Lower Risk

DESCRIPTION:

Alstom is a railway vehicle manufacturer headquartered outside Paris, France. Alstom provides viewpoint anti-discrimination protections, and the company has not publicly terminated business relationships due to ideological differences. Though Alstom has launched several internal DEI initiatives, the company has not advocated for specific causes or policies or funded ideological groups hostile to freedom of expression. For these reasons, Alstom 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**

Alstom has not terminated business relationships due to ideological differences.

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

Alstom does not explicitly discriminate against religious organizations in its philanthropy program [\(1\)](#).

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

Alstom provides viewpoint protections for employees [\(1\)](#).

Corporate Governance and Public Policy

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

Internally, Alstom has launched several DEI initiatives, including inclusion training for all employees and an optional "Rainbow Train" online fitness challenge in which employees could mimic marching in a Pride parade in a synchronized manner [\(1\)](#). Alstom has not

externally advocated for ideological causes or policies.

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

Alstom has not corporately funded ideological groups hostile to freedom of expression.

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

Alstom's lobbying practices have been consistent with business interests without donating to ideological groups [\(1\)](#).

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