



UGI

Subsidiaries: AmeriGas, AvantiGas, Antar
Locations: Pennsylvania (HQ)
Industries: Energy

RISK LEVEL:

Medium Risk

DESCRIPTION:

UGI often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. UGI 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

UGI integrates ESG into its business practices. From its 2023 ESG Report: "all executives have a diversity and inclusion component of their annual bonus" (1)(2). However, UGI 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

UGI does not discriminate against charitable organizations based on views or beliefs (1)(2).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk

UGI has a supplier diversity program, which includes a "commitment to diversify the vendor pool" (1). UGI does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk

UGI's former CEO, Roger Perreault, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote

DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies [\(1\)](#)[\(2\)](#). Otherwise, there are no publicly known cases of UGI using its reputation to advance ideological causes or policies [\(3\)](#).

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

UGI does not use corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

UGI has not used its PAC donations for ideological purposes and has not reported on its lobbying [\(1\)](#)[\(2\)](#)[\(3\)](#).

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