



## O-I Glass

Locations: Ohio (HQ)  
Industries: Materials

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

O-I Glass does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company imposes unconscious bias training and DEI advocacy. However, O-I Glass does not discriminate against charities based on views or beliefs in its donations and does not use its corporate funds for ideological purposes. O-I Glass scored a 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. O-I Glass increases the risk of dividing employees, alienating customers and harming shareholders. O-I Glass forces employees to undergo multiple ideological trainings and provides specific sexual orientation and gender identity-based benefits. For these reasons, O-I Glass 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

*O-I Glass has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*O-I Glass does not discriminate against charitable organizations based on views or beliefs [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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

*O-I Glass does not provide viewpoint protections for its employees [\(12\)](#)[\(3\)](#). O-I Glass' CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [\(4\)](#)[\(5\)](#)[\(6\)](#). The company includes unconscious bias training in its DEI programs [\(7\)](#).*

### Corporate Governance and Public Policy

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

*O-I Glass has not supported ideological causes or policies [\(1\)](#).*

---

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

*O-I Glass has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

---

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

*O-I Glass has not used its PAC donations for ideological purposes and does not engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).*

---

*The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023