



Lennox International

Locations: Texas (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

Lennox International vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not terminated business relationships based on views or beliefs. Lennox International offers unconscious bias education and training for its employees. The company signed an open letter in support of the Equality Act. However, it does not discriminate against charitable organizations based on views or beliefs and has not used its corporate funds for ideological purposes. For these reasons, Lennox International receives a Medium 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. **Medium Risk**

Lennox International's has a written policy pledging to vet vendors for LGBTQ policies. Its Business Partner Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy [\(1\)](#). However, Lennox International 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**

Lennox International does not discriminate against charitable organizations based on views or beliefs. Lennox International restricts its charitable giving to education, youth development, the environment, Health and Human Services, and the arts" [\(1\)](#).

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

Lennox International's [\(1\)](#)[\(2\)](#). Lennox International offers unconscious bias education and training for its employees [\(3\)](#). Lennox International does not provide viewpoint protections for its employees [\(4\)](#).

Corporate Governance and Public Policy

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

Lennox International signed an open letter in support of the Equality Act (1). Otherwise, it has not supported ideological causes or policies (2).

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

Lennox International has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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

N/A

Lennox International (1)(2)(3).

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