



Otis Worldwide (Otis Elevators)

Locations: Connecticut (HQ)

Industries: Capital Goods, Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

Otis Worldwide is High Risk. The company 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. Otis Worldwide embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Otis received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). Otis incorporates ESG into all of its business practices. Otis aims to "award at least 20% of U.S. supplier spend annually to diverse suppliers" and expects suppliers to use sustainable practices (3)(4). However, Otis has not publicly canceled 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. High Risk

Otis' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable giving focuses on investing in the next generation of innovators, advancing social equity and inclusion, supporting colleagues in crisis, and furthering colleagues' causes (3)(4)(5). Otis Worldwide likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (6)(7)(8).

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

Otis' HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company holds employee diversity training (3). Otis committed to "conduct(ing) an independent review of Otis to uncover and eliminate biases affecting any of our colleagues in our hiring, compensation, professional development and other business practices"

and to "accelerate anti-racism, unconscious bias and inclusion learning for employees at all levels of the organization and throughout their Otis careers" (4). Otis implemented a gender identity policy in the Americas with accompanying training for managers (5). Otis does not provide viewpoint protections for employees (6).

Corporate Governance and Public Policy

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

Otis' HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Otis has promoted LGBTQ+ causes in internal and external communications through its Japanese subsidiary, Nippon Otis (3). The company supports ESG within its business practices (4). Otis signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (5). The company's CEO Judy Marks is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (6).

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

Otis' HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Otis has committed to "mak(ing) social justice and racial equality an integral part of our community giving, volunteerism and external reporting programs" (3)(4). Otis is a Brass Sponsor of Out & Equal (5). Otherwise, there are no publicly known cases of Otis using corporate funds to advance ideological causes, organizations, or policies (6).

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

Otis' HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Otis has not used its PAC donations for ideological purposes and does not report on its lobbying at this time (3)(4)(5).

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