

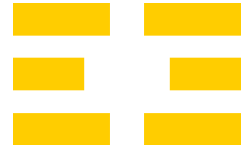


# Otis Worldwide (Otis Elevators)

Locations: Connecticut (HQ)

Industries: Capital Goods, Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Otis scored an 80 on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI). By complying with Human Rights Campaign's controversial demands, Otis increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Otis forces employees to undergo multiple ideological trainings and uses its corporate funds to support controversial sex and gender ideologies and organizations. Otis has implemented several internal DEI strategies, including unconscious bias trainings and company-wide reviews of "anti-racist" and gender ideology practices. Otis funds the National Urban League and aligns executive incentive compensation with ESG strategy. However, Otis has not used its PAC donations for ideological purposes. For these reasons, Otis Elevator 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**

*Otis received a score of 80 on the 2023 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). However, Otis has not publicly terminated business relationships due to religious beliefs or political views. 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).*

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

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

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

*(1)(2). Otis does not provide viewpoint protections for employees (3).*

## Corporate Governance and Public Policy

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

Otis has promoted LGBTQ+ causes in internal and external communications through its Japanese subsidiary, Nippon Otis (1). The company holds employee diversity training (2). 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” (3)(4). Otis implemented a gender identity policy in the Americas with accompanying training for managers (5). The company supports ESG within its business practices (6). Otis signed an open letter in support of the Equality Act (7). Otis(7).

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

Otis’s HRC 2023 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. 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 donates to the National Urban League, which engages in DEI and pro-abortion advocacy (5)(6)(7). The company aligns executive incentive compensation with ESG strategy (8). Otis is a Brass Sponsor of Out & Equal (9).

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

Otis has not used its PAC donations for ideological purposes but does not report on its lobbying at this time (1)(2)(3).

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