


Valeo

Locations: France (HQ)

Industries: Automobiles and Components

RISK LEVEL:

Medium Risk
DESCRIPTION:

Valeo, an automotive supplier, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Valeo promotes ESG goals, including DEI trainings for employees. However, Valeo has not used its corporate funds for ideological purposes. The company does not discriminate against charitable organizations based on views or beliefs. For these reasons, Valeo 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**

Valeo has a written policy pledging to vet vendors for LGBTQ policies. Its Business Partners Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy [\(1\)](#)[\(2\)](#)[\(3\)](#). However, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

Valeo does not discriminate against charitable organizations based on views or beliefs. Valeo's charitable activities include volunteer work and a foundation improving the quality of life for people with motor disabilities [\(1\)](#).

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

Valeo does not provide viewpoint protections for employees [\(1\)](#).

Corporate Governance and Public Policy

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

Valeo supports ESG within its business practices and is on the CAC 40 ESG index that comprises 40 companies within the CAC

Large 60 Index that demonstrate the best ESG practices (1)(2)(3). Valeo holds employee DEI and ESG training (4)(5).

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

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

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

N/A

Valeo does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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