



# SPX FLOW

Locations: North Carolina (HQ)

Industries: Technology Hardware and Equipment

## RISK LEVEL:



Medium Risk

### DESCRIPTION:

In 2016, SPX FLOW fired a Christian employee for his personal beliefs regarding marriage, after politely declining to see an LGBTQ colleagues wedding pictures. The company does not protect its employees against viewpoint discrimination. SPX Flow discriminates against religious organizations in its charitable giving. For these reasons, SPX FLOW 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**

*In 2016, SPX FLOW fired a Christian employee who did not personally support same-sex marriage legislation (1). The employee was fired after a conversation with a work colleague who had a gay wedding, the Christian employee asked not to see the photos and shared his religious beliefs about marriage. The company did not reinstate him after public backlash. SPX FLOW has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (2).*

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

*SPX FLOW will not fund "Gifts or payments to religious organizations" (1).*

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

*SPX FLOW does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

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

*SPX Flow 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**

*SPX Flow does not use corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

**N/A**

*SPX FLOW does not operate a PAC at this time [\(1\)](#)[\(2\)](#).*

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