



# Stellantis

Subsidiaries: Chrysler, RAM, Jeep, Fiat, Dodge, Peugeot, Abarth, Maserati, Alfa Romeo, Lancia, Free2Move, Opel, Leasys  
Locations: The Netherlands (HQ)  
Industries: Automobiles and Components

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Stellantis 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 vendor selection and marketing. Stellantis forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Stellantis committed to achieving carbon neutrality by 2038 and aligns its goals with the 2030 United Nations Sustainable Development Goals. The company has sponsored multiple LGBTQ events and is a corporate partner of the NGLCC. However, Stellantis does not appear to discriminate against charitable organizations based on views or beliefs and has not lobbied for ideological purposes. For these reasons, Stellantis 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**

*Stellantis has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (1). The company 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**

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

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

*Stellantis 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). Stellantis (3)(4).*

## Corporate Governance and Public Policy

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

Stellantis' HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders.(3).

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

Stellantis 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (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. Stellantis and Jeep sponsored the Motor City Pride Parade, Michigan's largest LGBTQ pride celebration (3). Stellantis Pride Month celebration included sponsorship of New York City Pride (4). The company is also a corporate partner of the National LGBT Chamber of Commerce (5).

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

Stellantis HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Stellantis does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4).

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