



# Hilti

Industries: Commercial and Professional Services, Technology Hardware and Equipment

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Hilti, which is a manufacturer of construction-related products, vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, the company has not publicly terminated business relationships based on views or beliefs and does not appear to discriminate against religious organizations in its charitable giving. The company covers the cost of "medically necessary transition-related care" for its employees and their children. However, Hilti does not use its corporate reputation to advance ideological agendas. For these reasons, Hilti receives a Lower 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**

*Hilti received a score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). 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**

*Hilti does not appear to discriminate against religious organizations in its charitable giving (1).*

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

*Hilti does not provide viewpoint protections for its employees (1).*

## Corporate Governance and Public Policy

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

*Hilti has not supported ideological causes or policies (1).*

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

*Hilti has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2).*

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

**N/A**

*Hilti does not operate a PAC at this time (1).*

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