



## DESCRIPTION:

Sotera Health often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Sotera Health occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled 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

*Sotera promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy ([1](#)). The company has not publicly canceled 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

*Sotera Health does not appear to discriminate against charitable organizations based on views or beliefs ([1](#)).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** High Risk

*Sotera's DEI council implements unconscious bias training for all new employees ([1](#)). The company does not provide viewpoint protections for its employees ([2](#)).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** High Risk

*Sotera Health supports DEI within its business practices, hosting a Diversity, Equity and Inclusion Council led by its CEO ([1](#)). The*

company hosted webinars on LGBTQ+ History [\(2\)](#). Sotera Health's CEO, Michael B. Petras signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies [\(3\)](#)[\(4\)](#).

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

*Sotera has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

*Sotera does not operate a PAC at this time and has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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