



## Adient

Locations: Ireland (HQ), Michigan  
Industries: Automobiles and Components

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Adient 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. Adient 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 Lower Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.**

*Adient has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs ([1](#)).*

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

*Adient will not make charitable gifts to, "organizations whose programs are predominantly religious in nature, to sectarian institutions or programs whose services are limited to members of any one religious group or whose funds are used primarily for the propagation of a religion, or to organizations that qualify for tax exemption under the blanket exemption of a "church, synagogue, or other religious organizations" ([1](#)).*

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

*The company provides workplace and unconscious bias training ([1](#)). Adient 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.      Medium Risk**

Adient's CEO, Jerome Dorlack, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). Otherwise, there are no publicly known cases of Adient using its reputation to advance ideological causes or policies (3).

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

Adient sponsored the Motor City Pride Parade in 2022 and The Ruth Ellis Legacy Walk in 2023 (1)(2). Otherwise, there are no publicly known cases of Adient using corporate funds to advance ideological causes, organizations, or policies (3).

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

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

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