



Sonepar

Locations: France (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Sonepar 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 marketing and philanthropic support. Sonepar 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. Sonepar has implemented unconscious bias training programs for its employees, and the company is a Brass-level sponsor of Out & Equal. Tge company is a bronze partner of PFLAG. However, the company has not discriminated against religious charities or advocated for ideological causes or policies. For these reasons, Sonepar 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. Lower Risk

Sonepar 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

Sonepar does not appear to discriminate against religious organizations in its charitable giving¹).

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

Sonepar 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company ⁽¹⁾⁽²⁾. Sonepar protects its employees against viewpoint discrimination ⁽³⁾.

Corporate Governance and Public Policy

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

Sonepar has implemented unconscious bias trainings for employees and team leaders at its US locations (1). Sonepar has also engaged in some Pride-related advocacy on its site, though actual programming was orchestrated by the company's LGBTQ employee resource group rather than the company's administration (2). Sonepar indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (3)(4). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Sonepar 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. Sonepar is a Brass sponsor of Out & Equal (34)(5)(6).

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

Sonepar 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. Sonepar does not operate a PAC at this time.

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