



## ZF Friedrichshafen

Locations: Germany (HQ)

Industries: Automobiles and Components, Capital Goods

RISK LEVEL:



Lower Risk

### DESCRIPTION:

ZF North America does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. ZF North America does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk**

*ZF North America received a score of 30 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (1)(2). ZF Friedrichshafen 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**

*ZF does not 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. Medium Risk**

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

### Corporate Governance and Public Policy

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

*ZF is a member of the German Diversity Charter which has a goal of keeping "staff informed about the value of diversity and [involving] them in implementing the Charter" (1)(2).*

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

*ZF North America is a Brass sponsor of Out & Equal, an LGBTQ organization (1).*

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

*ZF Friedrichshafen has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).*

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