

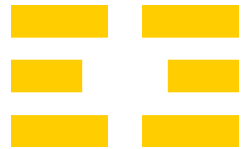


ZF Friedrichshafen

Locations: Germany (HQ)

Industries: Automobiles and Components, Capital Goods

RISK LEVEL:



Medium Risk

DESCRIPTION:

ZF Friedrichshafen, also known as ZF Group and commonly doing business as ZF, has not publicly terminated business relationships due to views or beliefs. ZF has implicitly advocated for required diversity training in the workplace and sponsored an LGBTQ in the workplace advocacy organization. ZF does not provide viewpoint protections for its employees. However, the company has not used its PAC spending for ideological purposes. For these reasons, ZF Friedrichshafen 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**

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

ZF does not discriminate against charitable organizations based on views or beliefs (1).

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

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

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations 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](#)).

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

ZF Friedrichshafen's PAC contributes in a bipartisan manner consistent with its business interests ([1](#))([2](#)).

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