



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 implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, ZF 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 Friedrichshafen 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. 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). ZF scored a 30 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (3)(4).

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). Otherwise, there are no publicly known cases of ZF using corporate funds to advance ideological causes, organizations, or policies (2).

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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