



A. O. Smith

Locations: Wisconsin (HQ)

Industries: Household and Personal Products, Utilities

RISK LEVEL:



Lower Risk

DESCRIPTION:

A. O. Smith, a manufacturing company, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. A. O. Smith is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. The company discriminates against religious organizations in its charitable giving. However, A.O. Smith has not used its corporate funds or political contributions for ideological purposes. For these reasons, A. O. Smith receives a Lower 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**

A. O. Smith 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. **High Risk**

A. O. Smith will not fund "tithes or other church-related commitments" or donations to "seminaries or other theological institutions" [\(1\)](#) [\(2\)](#) [\(3\)](#).

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

A. O. Smith does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

The CEO of A. O. Smith, Kevin Wheeler is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers [\(1\)](#) [\(2\)](#).

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

A. O. Smith has not used corporate funds to advance ideological causes, organizations, or policies ([1](#)).

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

A. O. Smith has not used its PAC donations or lobbying for ideological purposes ([1](#))([2](#))([3](#)).

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