



DESCRIPTION:

Advanced Energy Industries, a multinational technology company, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company has not used its corporate funds for ideological purposes. For these reasons, Advanced Energy Industries 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. Medium Risk

Advanced Energy Industries has a written policy pledging to vet vendors for LGBTQ policies. It requires vendors to abide by the RBA Business Code of Conduct, whose nondiscrimination policy includes sexual orientation and gender identity¹.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. N/A

Advanced Energy Industries does not publish charitable giving guidelines ¹.

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

Advanced Energy Industries does not publish a nondiscrimination policy ¹.

Corporate Governance and Public Policy

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

Advanced Energy Industries celebrates pride month through its social media ¹. Otherwise, the company has not supported ideological causes or policies ².

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

Advanced Energy Industries has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political contributions for ideological, non-business purposes.**N/A**

Advanced Energy Industries does not operate a PAC or engage in lobbying at this time (1)(2).

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