


RTX

Subsidiaries: Raytheon, United Technologies, Collins Aerospace, Pratt & Whitney

Locations: Virginia (HQ)

Industries: Capital Goods

RISK LEVEL:

High Risk
DESCRIPTION:

RTX, formerly Raytheon Technologies, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. RTX has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Raytheon is a platinum partner of the Human Rights Campaign (HRC) and pledged \$25 million to racial justice organizations including the National Urban League and the Equal Justice Initiative. RTX CEO signed the CEO Action for Diversity & Inclusion pledge, and the company allegedly requires employees to participate in critical race theory training. RTX's CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. RTX may discriminate against certain religious charities. For these reasons, RTX receives a High 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**

RTX received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

RTX's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). RTX's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3).

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

RTX's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). RTX does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

igned the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). Former Raytheon CEO Thomas A. Kennedy and United Technologies CEO Gregory J. Hayes signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3). Gregory J. Hayes, the current president of RTX, is also a member of the Business Roundtable (4). There are multiple reports that Raytheon incorporates critical race theory into mandatory employee training (5)(6)(7). RTX's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (8)(9). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

RTX's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a platinum national corporate partner of the HRC (3). Raytheon pledged \$25 million to racial justice causes, including the National Urban League and the Equal Justice Initiative (4)(5). United Technologies, which merged with Raytheon in 2020, made donations to Planned Parenthood through its employee charitable giving program (5). United Technologies was also a corporate partner of the NGLCC (6). Raytheon is a Gold sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (7)(8).

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

RTX's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders.

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