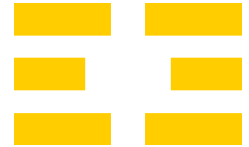




# Pentair

Locations: Minnesota (HQ)  
Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Pentair, a water treatment solutions provider, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Pentair integrates ESG into all of its business practices. Its CEO signed the CEO Action for Diversity & Inclusion pledge and requires its recruiters and hiring managers to complete unconscious bias training. Pentair regularly supports LGBTQ Pride and partnered with Twin Cities Diversity in Practice. However, the company does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Pentair 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. Medium Risk**

*Pentair has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires suppliers to include sexual orientation and gender identity in its nondiscrimination policy (1). The company integrates ESG into all of its business practices (2). However, Pentair 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**

*Pentair does not appear to discriminate against religious organizations in its charitable giving. The company focuses on funding education, water, and community (1).*

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

*Pentair 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. High Risk**

Pentair's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The company requires its recruiters and hiring managers to complete unconscious bias training and embeds DEI principles into its talent management programs (2). Pentair regularly supports LGBTQ Pride (3)(4).

---

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

The Pentair Legal Team partnered with Twin Cities Diversity in Practice, an organization that supports the prioritization of racial diversity in recruitment and advancement of attorneys (1). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies (2).

---

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

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

---

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023