



# Pentair

Locations: Minnesota (HQ)

Industries: Commercial and Professional Services

## RISK LEVEL:



**Medium Risk**

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### DESCRIPTION:

Pentair often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Pentair occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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. Medium Risk**

*Pentair promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). The company integrates ESG into its business practices, stating "Driven by our Purpose, Pentair's ESG strategy is integrated with our business strategy and operations to help drive long-term value for our stakeholders" (2). However, Pentair has not publicly canceled 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 charitable organizations based on views or beliefs. The company's charitable giving focus areas are "education, water, and community" (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*Pentair does not provide viewpoint protections for its employees (1). The company requires its recruiters and hiring managers complete unconscious bias training and embeds DEI principles into its talent management programs (2). Pentair also implements inclusive leadership training (3).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk**

*Pentair's CEO, John Stauch, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (3).*

**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, Pentair has not used corporate funds to advance ideological causes, organizations, or policies (2).*

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

*Pentair does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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