

(English version)

**Question for written answer E-002206/25
to the Commission**

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(2 June 2025)

Subject: Diversity, equity and inclusion (DEI) programmes

In March 2025, US embassies in several EU Member States sent a letter to a number of private European companies that have contracts with the US Government, asking them to clarify whether they run DEI programmes that violate US President Trump's executive order against race- and sex-based preferences and ending equal opportunities programmes (Executive Order No 14173). The letter sought to clarify that the executive order applies to any firm doing business with the US Government, including non-US companies. The document also stated that the existence of such programmes could prevent these companies from working with the US Government in the future.

The media reported that companies in Belgium, France and Italy received this letter, with the French Government denouncing it as 'unacceptable interference'. A number of companies have said they will comply with the request, such as GSK in Belgium.

In this context:

1. Is the Commission aware of the Member States in which companies have received this letter and which companies have accepted or refused the request?
2. What is the Commission doing to address this situation?
3. What is the Commission doing to prevent European companies from being subject to interference from non-EU countries that advocate values contrary to our own?

Submitted: 2.6.2025

Answer given by Ms Lahbib on behalf of the European Commission

(13 August 2025)

The Commission is aware of reports that companies (in Belgium, France, and Italy) have received letters from United States' (US) embassies requesting clarification on their Diversity, Equity and Inclusion (DEI) programmes in light of US Executive Order No 14173.

The Commission is gathering further information to ensure a comprehensive understanding of the situation and to examine the scope, legal implications, and potential impact of these letters on European companies and the internal market.

The Commission is committed to anti-discrimination and equality, which are essential to the internal market and the EU's global partnerships. The Commission remains committed to diversity as a driver of innovation and competitiveness and will continue to monitor developments.
