



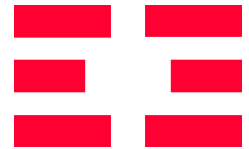
TD Synnex

Subsidiaries: Concentrix, Tech Data Corp

Locations: California (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

TD Synnex scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, TD Synnex increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. TD Synnex forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company requires all managers receive unconscious bias training have access to DEI training resources. Tech Data regularly supports LGBTQ Pride and signed the Declaracion de San Jose-a "written commitment that companies make to protect the rights of the LGBTQ+ community". TD Synnex opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. TD Synnex's community outreach program includes support for the Pinellas County Urban League and Equality Florida. TechData Corp. sponsored Bleachers at the Bay and the Trans Pride March. The company partnered with the Florida Diversity Council and was the Title Sponsor of the St. Pete Pride parade in 2019. Tech Data is also a statewide sponsor of Equality Florida. For these reasons, TD Synnex receives a High Risk rating.

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

TD Synnex's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, TD Synnex has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

TD Synnex's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not appear to discriminate against charitable organizations based on views or beliefs (3).

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

High Risk

TD Synnex's HRC 2023-2024 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). TD Synnex requires all managers receive unconscious bias training have access to DEI training resources (3). The company does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

High Risk

TD Synnex's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Tech Data regularly supports LGBTQ Pride and signed the Declaracion de San Jose-a "written commitment that companies make to protect the rights of the LGBTQ+ community" (3). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (4). TD Synnex's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5)(6).

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

High Risk

TD Synnex's HRC 2023-2024 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. TD Synnex's community outreach program includes support for the Pinellas County Urban League and Equality Florida (3). TechData Corp. sponsored Bleachers at the Bay and the Trans Pride March (4). The company partnered with the Florida Diversity Council and was the Title Sponsor of the St. Pete Pride parade in 2019 (5)(6). Tech Data is also a statewide sponsor of Equality Florida (7).

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

High Risk

TD Synnex's HRC 2023-2024 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. TD Synnex does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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