



## Zoho

Locations: Texas (HQ)

Industries: CRM & Project Management, Software and Services

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Zoho, which is an India-based multinational corporation, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Zoho does not publish charitable giving guidelines but has not used its corporate reputation or funds to advance ideological purposes. For these reasons, Zoho receives a Lower 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.** Lower Risk

*Zoho has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company's CEO released a statement in 2021 supporting free speech in the workplace and implemented a rule prohibiting the practice of canceling employees due to political affiliation [\(1\)](#).*

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

*Zoho does not publish charitable giving guidelines.*

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

*Zoho 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.** Lower Risk

*Zoho has not supported ideological causes or policies [\(1\)](#).*

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

*Zoho has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

**N/A**

*Zoho does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#).*

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