



## Sage Group

Locations: United Kingdom (HQ)

Industries: Accounting Payroll & HR Services

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EXCHANGE

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

Sage Group, a software company, vets international vendors according to 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. Sage Group's CEO signed the CEO Action for Diversity & Inclusion pledge and partners with Stonewall, an LGBTQ advocacy group. However, the company does not discriminate against charitable organizations based on views or beliefs. For these reasons, Sage Group 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

*Sage Group 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). However, Sage Group has not publicly terminated business relationships due to 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

*Sage Group does not discriminate against charitable organizations based on views or beliefs (1)(2).*

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

*Sage Group 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.** Medium Risk

*Sage Group'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).*

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

*Sage Group partners with Stonewall, a European LGBTQ rights advocacy group [\(1\)](#).*

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

*Sage Group does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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