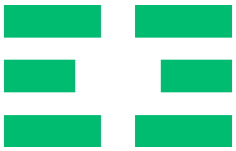
Snowflake

Locations: Montana (HQ)
Industries: Cloud & Data Storage

RISK LEVEL:



Lower Risk

DESCRIPTION:

Snowflake, a cloud computingâ€“based data cloud company, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Snowflake's CEO apologized for comments he made, arguing that diversity was secondary to merit in the hiring process. However, the company has not used its corporate funds for ideological purposes. Snowflake does not discriminate against religious organizations in its charitable giving. For these reasons, Snowflake 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**

Snowflake has not publicly fired 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**

Snowflake does not discriminate against religious organizations in its charitable giving (1).

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

Snowflake 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**

Snowflake's CEO apologized for comments he made, arguing that diversity was secondary to merit in the hiring process (1)(2).

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

Snowflake has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

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

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