

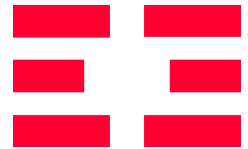


SAIC (Science Applications International Corporation)

Locations: Virginia (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

DESCRIPTION:

Science Applications International (SAIC) is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. SAIC embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

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

SAIC received a score of 95 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). The company integrates ESG into its business practices: "To facilitate the strategy, SAIC established the ESG Council to delineate clear governance around the company's sustainability efforts. Consisting of leaders from across the enterprise, the ESG Council serves as an advisory body to our Executive Leadership Team and the ESG team on matters related to corporate responsibility, ESG and sustainability" (3). The company 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 (4). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

SAIC's HRC 2025 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

SAIC's HRC 2025 CEI rating indicates the company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company requires all its employees complete unconscious bias training (3). The company appears to prioritize diversity over merit in its leadership composition. From its 2023 Corporate Responsibility Report: "We are committed to developing a diverse leadership team from within

our existing workforce. We actively promote diverse slates of candidates for leadership roles." The company appears to prioritize diversity over merit in its supply chain: "Develop, mentor and partner with diverse suppliers" (4). SAIC does not provide viewpoint protections for its employees (5)(6).

Corporate Governance and Public Policy

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

SAIC's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). SAIC's CEO, Nazzic Keene, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). The company was among the Best Places to Work for LGBTQ Equality by the Human Rights Campaign Foundation's 2020 Corporate Equality Index (5). It was also named Top Employer for Diversity & Inclusion by Forbes (6). SAIC and the Equality Alliance also take part in Major League Baseball LGBTQ events and local pride parades (7). The company supports DEI within its business practices. From its 2023 Corporate Responsibility Report: "At SAIC, our diverse and inclusive workforce has become integral to who we are. Not only because it is the right thing to do, but because it is critical to providing our customers with new technologies and solutions enabled by diversity of thought and approaches" (8). The company supports ESG within its business practices. From its 2023 Corporate Responsibility Report: "Our ESG strategy is a rolling three-year plan informed by the company's strategic priorities, industry best practices, evolving government rules and regulations, third-party assessments of our ESG efforts, our inaugural materiality assessment and our own internal evaluation" (9). The company scored an 85 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (10)(11).

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

SAIC's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Through its employee resource group Equality Alliance, "SAIC sponsors, volunteers and supports employee activities at a host of regional Pride celebrations," such as Youth Pride Fest in Oak Ridge, Tennessee; Upper Cumberland Pride in Cookeville, Tennessee; Capital Pride Festival in Washington, D.C.; San Diego Pride Festival in San Diego, California (3). SAIC is a brass sponsor of Out & Equal (4). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (5).

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

SAIC's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). SAIC has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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