



## Zscaler

Locations: California (HQ)  
Industries: Data Security

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Zscaler does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Zscaler does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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.** Lower Risk

*Zscaler has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Zscaler does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*Zscaler does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

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

*Zscaler 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**

*Zscaler's LGBTQ employee resource group has hosted multiple LGBTQ-centered events for Pride Month, but the company has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).*

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

*Zscaler does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).*

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