



EPAM Systems

Locations: Pennsylvania (HQ)

Industries: Software and Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

EPAM Systems, a digital platform and engineering design service, does not publish a nondiscrimination policy. However, the company has not publicly terminated business relationships based on views or beliefs. EPAM Systems has not used its reputation or corporate funds for ideological purposes. For these reasons, EPAM Systems 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

EPAM Systems 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

EPAM Systems does not discriminate against charitable organizations based on views or beliefs (1).

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

EPAM Systems does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Lower Risk

EPAM Systems 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

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

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

N/A

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

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