

Guidewire Software

Locations: California (HQ)
Industries: Software and Services

RISK LEVEL:**Medium Risk**

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DESCRIPTION:

Guidewire Software, Inc. is Medium Risk. The company often 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. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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

Guidewire Software integrates ESG into its business practices. From its 2023 Proxy Report: "The Compensation Committee is tasked with considering our ESG efforts when evaluating executive compensation" (1). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Guidewire Software 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. High Risk

Guidewire Software requires its employees to take unconscious bias training (1). The company appears to prioritize diversity over merit in its hiring. From its DEI page: "Made additional changes to our recruiting systems to better enable the success of diverse talent in the hiring process" (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Guidewire Software supports DEI within its business practices, employing a Global Head of DEI (1). Otherwise, the company has not supported ideological causes or policies (2).

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

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

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

Guidewire Software does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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