

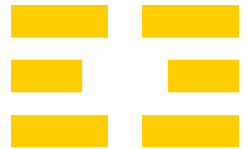
ORACLE
NETSUITE

NetSuite

Locations: Texas (HQ)

Industries: Accounting Payroll & HR Services, CRM & Project
Management, Software and Services

RISK LEVEL:

**Medium Risk**

DESCRIPTION:

NetSuite, a subsidiary of Oracle Corporation vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Oracle has supported the Equality Act and was part of the Freedom for All Americans coalition. However, the company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, NetSuite receives a Medium 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. **Medium Risk**

Oracle Corporation, the parent company of NetSuite, received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (HRC) (1). Among other requirements, this means Oracle and NetSuite vet suppliers according to LGBTQ policies. However, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

NetSuite does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).

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

NetSuite 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. **High Risk**

Oracle has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of

“medically necessary transition-related care” for its employees and their children (1)(2). Oracle signed an open letter in support of the Equality Act and was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule

state laws designed to protect girls’ sports and similar laws (3)(4). NetSuite has not made these same endorsements, although the company has outlined its adherence to DEI commitments (5).

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

NetSuite has not used corporate funds to advance ideological causes, organizations, or policies.

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

N/A

NetSuite does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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