



## WNS Holdings

Subsidiaries: Vuram Inc., Smart Cube India Private Limited, HealthHelp LLC, Kipi.ai, Haukea Holdings Inc., Capgemini (Parent Company)

Locations: New York (HQ)

Industries: Commercial and Professional Services

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

WNS Holdings 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**

WNS integrates ESG into its business practices. From its FY24/25 Sustainability Report: the company commits to "Reduce scope 3 GHG emissions 51.6% per FTE within the same timeframe [FY2030]" and "reducing scope 3 GHG emissions by 97% per FTE within the same timeframe [FY2050]" (1). However, the company has not 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**

WNS 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**

WNS offers unconscious bias training to its employees (1). The company appears to prioritize diversity over merit in its promotions, hiring, and leadership composition. From its FY24/25 Sustainability Report: "This commitment to diversity not only signals our dedication to inclusivity but also ensures well-informed decision-making from both business and sustainability perspectives. Ultimately, our diverse Board inspires a culture of innovation that makes us a successful and socially responsible business"... "Additionally, we regularly review internal mobility trends, analyze diversity ratios across levels, and track the proportion of women considered for promotions. Our managers are actively encouraged to foster and improve diversity within their teams, reinforcing our core belief in building an inclusive workplace" (2). The company operates a supplier diversity program (3). The company does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

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

WNS supports DEI within its business practices. From its FY24/25 Sustainability Report: "Our Council's strategy is driven by the belief that

diversity strengthens us, inclusion is essential for success, and creating a sense of belonging is a shared responsibility. It catalyzes change, working to inspire transformation across our organization" (1). The company supports ESG within its business practices. From its FY24/25 Sustainability Report: "The Nominating and Corporate Governance & Environment, Social and Governance (NCG & ESG) Committee oversees the sustainability-related strategy, policies, commitments and initiatives" (2). The company is committed to net zero carbon emissions by 2050 (3).

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

WNS 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**

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

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