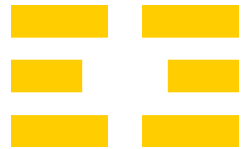


# Commvault

Locations: New Jersey (HQ)

Industries: Cloud &amp; Data Storage, Data Security

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Commvault, a software company, has major commitments to advance its ESG goals. These include DEI initiatives and leadership and pledging to cut GHG emissions by half. Commvault does not protect its employees against viewpoint discrimination. It uses its corporate reputation and funds to support LGBTQ causes. However, Commvault pledged to create a politics-free environment and has not publicly terminated any business relationships due to beliefs. For these reasons, Commvault 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.** **Lower Risk**

*Commvault 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**

*Commvault's charitable giving is focused on "disaster relief, delivering technological resources, promoting health and wellness, and championing equality" (1). Commvault's giving does not appear to discriminate against religious organizations.*

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

*Commvault does not provide viewpoint protections for its employees (1)(2).*

## Corporate Governance and Public Policy

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

*Commvault explicitly incorporates ESG criteria into its business model (1). This includes "diversity, equity, inclusion, and belonging (DEIB+)" initiatives, board leadership, and a yearly report (2). Commvault has pledged to cut its greenhouse gas emissions in half by 2030 (3)(4). Commvault uses its corporate reputation to advance LGBTQ causes, through its LGBTQ panel discussions, blog posts,*

company events, and PRIDE flag outside Commvault's headquarters in New Jersey [\(5\)](#)[\(6\)](#).

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

*Commvault was a Silver Sponsor, for the Garden State Equality Walk, an LGBTQ cause, through its \$10,000+ donation [\(1\)](#).*

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

**Lower Risk**

*Commvault does not make political donations to candidates or causes and is committed to creating a "politics-free" environment [\(12\)](#)*

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