

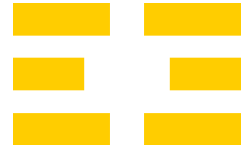


HCL Technologies

Locations: California (HQ), India

Industries: Cloud & Data Storage, Data Security, Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, HCL Technologies (HCL Tech) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. HCL Tech uses its corporate funds to support controversial sex and gender ideologies and organizations. The company integrates ESG into all of its business practices and advocates for the LGBTQ community. HCL Tech partnered with the Out & Equal workplace summit. However, the company has not publicly terminated business relationships based on views or beliefs. For these reasons, HCL Tech 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**

HCL Tech received a score of 60 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, HCL Tech 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. **High Risk**

HCLTech (1)(2).

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

HCLTech 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

HCL Tech's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2)(3). HCL Tech advocated for the LGBTQ community by supporting Transgender Visibility Day, its diversity pillars, and its partnership at the Out & Equal Workplace Summit (4)(5)(6)(7).

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

HCL Tech indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

N/A

HCL Tech does not operate a PAC at this time (1)(2).

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