

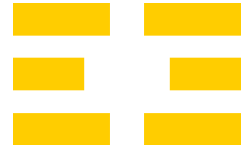


Coupa

Locations: California (HQ)

Industries: Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Coupa vets international vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Coupa encourages all employees to take unconscious bias training during onboarding. Coupa requires suppliers to complete ESG assessments and prioritizes diversity over merit in its supply chain, recruitment, hiring, promotions, and leadership composition. Coupa is a partner of Out & Equal. However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Coupa 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**

Coupa promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (12). However, Coupa has not publicly terminated business relationships due to views or beliefs.

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

Coupa does not discriminate against charitable organizations based on views or beliefs (1).

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

Coupa 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. **Medium Risk**

Coupa encourages all employees to take unconscious bias training during onboarding. Coupa supports DEI within its business

practices, employing a Director of DEI [\(1\)](#). Coupa embeds ESG into its business spend management (BSM) platform to push its goal of net zero emissions and increased supplier diversity [\(2\)](#). Coupa is committed to net zero emissions by 2040 [\(3\)](#).

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

Coupa is a partner of Out & Equal [\(1\)](#). Otherwise, there are no publicly known cases of Coupa using its corporate funds to advance ideological causes, organizations, or policies [\(2\)](#).

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

N/A

Coupa does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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