

OpenText

Subsidiaries: Micro Focus

Locations: Canada (HQ)

Industries: Cloud & Data Storage, Software and Services

RISK LEVEL:

**Medium Risk**View this company on 1792 Exchange: <https://1792exchange.com/company/opentext/>**DESCRIPTION:**

OpenText 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. OpenText 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

OpenText prioritizes suppliers based on their commitment to the reduction of emissions. "When it comes to choosing our suppliers, we prioritize those who have embedded sustainability within their products, operations and supply chains. The goal is to eliminate emissions and waste to the greatest extent possible" (1). However, OpenText has not publicly 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. High Risk

OpenText's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

OpenText offers DEI training, anti-bias training, and unconscious bias training to all of its hiring managers (1)(2). OpenText appears to prioritize diversity over merit in its business structure, including its hiring, promotions, and leadership composition. By 2030, it is committed to achieving "A majority ethnically diverse workforce" (3). OpenText 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

OpenText opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1). OpenText's CEO Marc Barrenechea released a public statement about systemic racism in response to the death of George Floyd and wrote a Quarantine Chronicles book where he discusses racial injustice (2). This book mentions how the company changed its diversity policy in response to the death of George Floyd and that it now "delivers" unconscious bias training to all of its hiring teams (3). OpenText supports DEI within its business practices, employing a DEI Director who publicly advocates for unconscious bias training and the corporate integration of DEI (4). OpenText is committed to net zero carbon emissions by 2040 (5).

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

OpenText has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

OpenText "did not make any political donations in FY22" and believes "in remaining politically neutral" (1). OpenText does not operate a PAC or engage in lobbying at this time (2)(3)(4).

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