

RISK LEVEL:



Medium Risk

DESCRIPTION:

OpenText vets vendors according to LGBTQ and ESG policies and offers unconscious bias training for its hiring teams and managers. The company discriminates against religious organizations in its charitable giving. OpenText opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. However, the company protects its employees against viewpoint discrimination and has not used terminated existing business relationships due to views or beliefs. For these reasons, OpenText 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

OpenText integrates ESG into all of its business practices and holds the right to require suppliers to commit themselves to reducing emissions in alignment with OpenText (1). OpenText has a written policy pledging to vet vendors for LGBTQ policies, however, OpenText has not publicly terminated business relationships due to beliefs or views (2).

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

(1).

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

OpenText protects its employees against political viewpoint discrimination (1).

Corporate Governance and Public Policy

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

OpenText is committed to net zero carbon emissions by 2040 and offers anti-bias training to all its managers (1)(2). The company discusses systemic racism on its website (3). 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 (4)(5). 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 (6). OpenText has a DEI Director who publicly advocates for unconscious bias training (78).

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).

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

OpenText does not operate a PAC and published a statement that it “believe[s] in remaining politically neutral” (1)(2).

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