

**DESCRIPTION:**

Roper Technologies 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. Roper Technologies 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

Roper Technologies 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 (1). However, the company has not publicly canceled 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. N/A

Roper Technologies does not publish charitable giving guidelines.

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

Roper Technologies protects its employees against viewpoint discrimination (1). The company holds employee DEI trainings such as transgender inclusivity, unconscious bias, microaggressions, and being an inclusive leader (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Roper Technologies has committed to public advocacy for LGBTQ causes. Its subsidiary, Deltek, incorporates gender pronouns in

email signatures (1). The company is a founding member of OneTen, which has a mission to spread DEI in corporate America, and Roper's CEO is on OneTen's Board of Directors (2)(3). Roper Technologies "actively integrates DEI principles into the best practice procedures for hiring, developing, and engaging our employees" (4). Roper Technologies and its subsidiaries incorporate ESG into all of its business practices (5). The company's CEO is a member of the Business Roundtable, which supports stakeholder capitalism over traditional shareholder obligations (6).

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

Roper Technologies has donated to the Black Lives Matter movement and related causes (1)(2). Both Roper Technologies and Aderant, a subsidiary of Roper Technologies, are coalition members of OneTen, appearing to prioritize diversity over merit in its hiring (3)(4)(5).

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

Roper Technologies does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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