



**DESCRIPTION:**

By complying with Human Rights Campaign's controversial demands, Teradata increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Teradata forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Teradata's CEO signed the CEO Action for Diversity & Inclusion pledge and offers multiple ideological trainings to its employees. It has committed \$100k in matching funds to support social justice organizations. For these reasons, Teradata receives a High 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**

*Teradata However, Teradata Corporation has not publicly terminated business relationships received a score of 100 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) due to religious beliefs or political views. Teradata Corporation integrates ESG into all of its business practices (2). Additionally, Teradata requires its vendors to comply with their code of conduct which includes principles in the Responsible Business Alliance like a "greenhouse gas reduction goal" which could potentially alienate suppliers more reliant on that form of energy (3).*

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

*Teradata(1)(2).*

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

*Teradata indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Teradata(3).*

## Corporate Governance and Public Policy

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

1). Teradata supports ESG within its business practices with a “net zero ambition” (2). The company offers employees interactive DEI sessions on “psychological safety, bias, and microaggressions” (3). Teradata indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (4)(5). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Teradata 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. Additionally, the company has “committed \$100K in matching funds to support organizations advancing social justice, human rights and equality” (3).

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

Teradata indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Teradata does not operate a PAC and has not reported on its lobbying at this time (3)(4)(5).

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