



## DESCRIPTION:

Concentrix Corporation 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. Concentrix 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**

Concentrix promotes divisive sex and gender policies. Its Global Supplier Code of Conduct requires international vendors to include sexual orientation in their nondiscrimination policy (1). Convergys, a subsidiary of Concentrix, received a score of 30 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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 (2)(3). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

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

Concentrix does not appear to discriminate against charitable organizations based on views or beliefs (1)(2). Convergys' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

Concentrix requires its employees to take implicit bias and DEI training (1). Concentrix does not provide viewpoint protections for its employees (2)(3).

## Corporate Governance and Public Policy

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

**High Risk**

Concentrix was awarded Best Diversity, Equity, & Inclusion Strategy by the Brandon Hall Group in 2022 (1). Concentrix received a B for Climate Change and an A- for Supplier Engagement in its CDP ratings (2). Concentrix is committed to net zero emissions by 2050 (3). Otherwise, there are no publicly known cases of Concentrix using its reputation to advance ideological causes or policies (4).

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

**High Risk**

In 2023, Concentrix participated and sponsored the "Gender Blender 6" event in Nashville. The event included drag queens, and raised \$24,400 that was donated to the Oasis Center, an LGBTQ+ space for youth. The company also hosted a BBQ Pride fundraiser (1). Otherwise, there are no publicly known cases of Concentrix using corporate funds to advance ideological causes, organizations, or policies (2).

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

**N/A**

Concentrix does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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