



DESCRIPTION:

Pzena Investment Management is Medium Risk. The company 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. Pzena 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

Pzena is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (1)(2). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Pzena Investment does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

Pzena Investment is an affirmative action employer, "Pzena Investment Management is an affirmative action – equal opportunity employer" (1)(2). However, the company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Pzena Investment was part of the Net Zero Asset Managers initiative, committed to carbon neutrality with its investments by 2050 (1)(

[2](#)([3](#)).

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

Pzena Investment has not used corporate funds to advance ideological causes, organizations, or policies ([1](#)).

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

Pzena Investment does not operate a PAC or engage in lobbying at this time ([1](#))([2](#))([3](#)).

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