



Xponance

Locations: Pennsylvania (HQ)

Industries: Diversified Financials

RISK LEVEL:



Lower Risk

DESCRIPTION:

Xponance, an investment firm, does not publish a nondiscrimination policy. However, the company has not publicly terminated business relationships based on views or beliefs. Xponance's founder and CEO released a public letter after the death of George Floyd encouraging customers to support racially ideological organizations. However, the company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Xponance receives a Lower 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. Lower Risk

Xponance has not publicly fired 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. Lower Risk

[1](#)).

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

Xponance does not publish a nondiscrimination policy.

Corporate Governance and Public Policy

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

Xponance's founder and CEO Tina Byles Williams released a public statement on "Facing our Racial Demons" ([1](#)). Otherwise, has not supported ideological causes or policies ([1](#)).

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

In an open letter condemning racism after the death of George Floyd, Xponance's founder and CEO directed customers to support racially ideological organizations (1). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political contributions for ideological, non-business purposes.**N/A**

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

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