



# Xponance

Locations: Pennsylvania (HQ)  
Industries: Diversified Financials

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

Xponance does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Xponance does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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**

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

**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 viewpoint or other discrimination and/or are ideological in nature. Medium Risk**

*Xponance does not publish a nondiscrimination policy.*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies 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). In an open letter condemning racism after the death of George Floyd, Xponance's founder and CEO directed customers to support racially ideological*

organizations (2).

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

*Xponance has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).*

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

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

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