

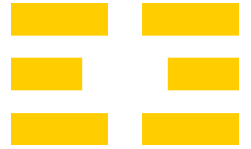


Bank of Oklahoma (BOK Financial)

Locations: Oklahoma (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

BOK Financial Corporation does not provide viewpoint protections for its employees and integrates ESG into all of its business practices. However, it has not publicly terminated business relationships based on views or beliefs. The company discriminates against religious organizations in its charitable giving. BOK Financial requires managers complete unconscious bias training and frequently uses its reputation to promote LGBT ideology. The company is a Corporate Member of the Mid-America LGBT Chamber of Commerce. However, it does not use its corporate funds or PAC donations for ideological purposes. For these reasons, BOK Financial Corporation receives a Medium 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

BOK Financial integrates ESG into all of its business practices. Its commitment to ESG and social justice extends “well beyond the typical corporate commitments” in “both size and scope” (1). However, the company 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. High Risk

BOK Financial discriminates against religious organizations in its charitable giving (1).

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

BOK Financial Corporation does not provide viewpoint protection for its employees (1).

Corporate Governance and Public Policy

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

BOK Financial committed to recruiting more LGBTQ+ individuals and joined DiversityJobs in 2021 to connect to more members of the

LGBTQ+ community (1). The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2). BOK Financial requires all managers to complete training on unconscious bias and publishes educational articles on inclusion for the LGBTQ+ community (3)(4)(5). BOK Financial publicly celebrates Pride Month by sharing employee stories (6).

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

BOK Financial is a Corporate Member of the Mid-America LGBT Chamber of Commerce (1)(2).

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

BOK Financial has not used its PAC donations for ideological purposes (1)(2).

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