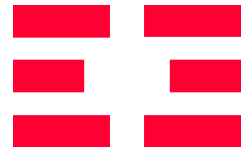




Pantheon

Locations: Virginia (HQ)
Industries: Website Hosting

RISK LEVEL:



High Risk

DESCRIPTION:

Pantheon canceled Alliance Defending Freedom (ADF) as a client in October 2023 due to pressure from other clients and unnamed stakeholders. The company covers the cost of abortion related expenses as well as transgender services. Pantheon modified its Acceptable Use Policy and Prohibited Customers Policy and as a result "will not do business with organizations whose primary purpose is organized hate, voter fraud/misinformation, or climate change denial." Pantheon does not protect its employees against viewpoint discrimination. Pantheon has not used its corporate reputation to advance ideological agendas, but does embrace ESG-related priorities. The company is a signatory of the Institutional Limited Partners Association's Diversity in Action Initiative, committing itself to specific actions that advance DEI within the governance and policies of the organization and the private equity industry more broadly. For these reasons, Pantheon receives a High 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. **High Risk**

After previously resisting social media pressure to deplatform Alliance Defending Freedom (ADF) as a client, Pantheon changed its Acceptable Use Policy and dropped ADF in October 2023 [\(1\)](#)[\(2\)](#). Pantheon notes that, "Going forward, we will not do business with organizations whose primary purpose is organized hate, voter fraud/misinformation, or climate change denial." Additionally, Pantheon says, "We are setting standards that will, for instance, help us avoid taking on Southern Poverty Law Center-designated hate groups as customers."

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

Pantheon does not discriminate against charitable organizations based on views or beliefs [\(1\)](#).

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

Pantheon does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

Pantheon has embraced ESG-related priorities and principles [\(1\)](#)[\(23\)](#)[\(4\)](#)[\(5\)](#).

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

Pantheon's benefits include "abortive coverage, reimbursements for travel, and legal fees associated with anti-abortion laws" as well as "coverage and travel expenses for gender reassignment services and procedures" [\(1\)](#).

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

N/A

Pantheon does not operate a PAC at this time [\(1\)](#).

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