

Heitman

Locations: Illinois (HQ)
Industries: Diversified Financials

RISK LEVEL:**Medium Risk**

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DESCRIPTION:

Heitman is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Heitman 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

Heitman integrates ESG into its business practices. It "evaluates sustainability factors on an ongoing basis...as part of its investment manager process" (1). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Heitman 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. Medium Risk

Heitman does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

Heitman supports DEI within its business practices, employing a DEI Officer and a DEI council (1). Heitman's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. It also participated in CEO Closed-Door Session (2)(3). The company is committed to net zero operational carbon emissions by 2030 for its private equity portfolio. The company is a partner of the Urban Land Institute (ULI) an organization committed to decarbonization of the real estate sector by 2050 (4)(5). Heitman released a reports alongside ULI about climate change disclosure and climate risks in real estate (6)(7).

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

Heitman 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**

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

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