

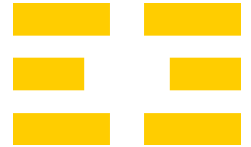


Polaris

Locations: Minnesota (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

Polaris does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company discriminates against religious organizations in its charitable giving. Polaris 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. However, Polaris has not used corporate funds or political contributions for ideological purposes. For these reasons, Polaris 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. **Lower Risk**

Polaris 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**

Polaris will not match employee donations to churches or religious organizations. Polaris will not support "religiously affiliated programs" (1).

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

Polaris offers unconscious bias training to its team leaders, managers, and interns (1). Polaris does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

[1](#)/[2](#)/[3](#).

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

Polaris has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#)[\(2\)](#)[\(3\)](#).

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

Polaris has not used its PAC donations or lobbying for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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