

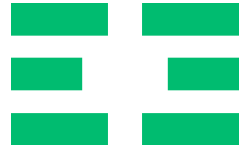


Upstart Holdings

Locations: California (HQ)

Industries: Diversified Financials

RISK LEVEL:



Lower Risk

DESCRIPTION:

Upstart Holdings, a consumer lending service, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Upstart is a corporate partner of the National LGBT Chamber of Commerce. Otherwise, it has not used its reputation or corporate funds for ideological purposes. For these reasons, Upstart receives a Lower 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

Upstart 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. N/A

Upstart does not publish charitable giving guidelines.

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

Upstart does not provide viewpoint protections for its employees [\(1\)](#)[\(2\)](#).

Corporate Governance and Public Policy

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

Upstart has not supported ideological causes or policies [\(1\)](#).

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

[1](#)). Otherwise, it has not funded ideological groups hostile to freedom of expression [\(2\)](#)[\(3\)](#).

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

N/A

Upstart does not operate a PAC at this time.

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