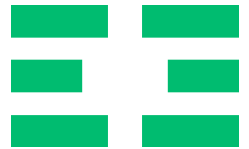




S&T Bank

Subsidiaries: Stewart Capital Advisors, LLC
Locations: Pennsylvania (HQ)
Industries: Banks

RISK LEVEL:



Lower Risk

DESCRIPTION:

S&T Bank is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, S&T Bank does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

S&T Bank has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

S&T Bank does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "healthcare, education and sustainable environmental efforts" (1)(2)(3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

S&T Bank appears to prioritize diversity over merit in its recruitment, hiring, and leadership composition. From its Careers page: "S&T Bank is committed to leveraging the talent of a diverse workforce to create great opportunities for our people. We focus on developing our diverse talent through... EOE/AA. Race/Color/Gender/Sexual Orientation/Gender Identity/Religion/National Origin/Disability/Veteran" (1). The company does not provide viewpoint protections for its employees (2)(3).

Corporate Governance and Public Policy

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

S&T Bank supports DEI within its business practices, employing a DEI Officer: S&T Bank's "diversity relationship officer... work[s] to execute our DE&I strategy in our communities... to conduct business development and to build relationships with minorities and minority-owned organizations" (1). Otherwise, there are no publicly known cases of the bank using its reputation to advance ideological causes or policies (2).

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

S&T Bank 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. Lower Risk

S&T Bank has not used its PAC donations for ideological purposes and has not reported on its lobbying (1)(2)(3).

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