



# 1st Source Bank

Locations: Indiana (HQ)

Industries: Banks

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

1st Source 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, the company 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

*1st Source 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

*1st Source Bank does not discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "Social welfare and human services, Education, Arts and culture, and Community and economic development" (1).*

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

*1st Source Bank appears to prioritize diversity over merit in its recruitment and hiring. From its Career page: "We see diversity of race, ethnicity, backgrounds, perspectives and experiences as a strength. It is important for all people to be heard and supported, and to see themselves in others around them" (1). The company does not provide viewpoint protections for its employees (2).*

### Corporate Governance and Public Policy

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

*1st Source Bank supports DEI within its business practices. From its 1st Source Bank One of America's Best Employers for Diversity*

article: "That said, we, as many of our peers and other organizations around the country, know we can do better with regard to diversity, equity and inclusion, and we are committed to doing so" (1). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (2).

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

1st Source Bank has not used corporate funds to advance ideological causes, organizations, or policies (1).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

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

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