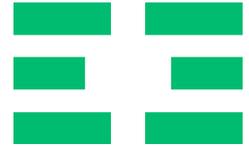


# Provident Financial Services

Subsidiaries: Sussex Capital Trust II, 1st Constitution Capital Trust II ,  
Lakeland Bancorp Capital Trust II, Lakeland Bancorp Capital Trust IV  
Locations: New Jersey (HQ)  
Industries: Banks

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Provident Financial Services 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**

*Provident Financial Services 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**

*Provident Financial Services does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services (1).*

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

*Provident Financial Services appears to prioritize diversity over merit in its internship program. From its 2021 Annual Report: "The Bank's first Diversity Summer Internship program provided career opportunities through paid internships for underrepresented minority students" (1). It 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**

*Provident Financial Services supports DEI within its business practices. From its 2023 Annual Report: "Our Company is committed to fostering an inclusive working environment that promotes social and cultural diversity and is free from harassment or discrimination of any kind. We are proud of our diverse workforce, including women holding 61% of managerial positions" (1). Otherwise, it has not supported 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**

*Provident Financial Services 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**

*Provident Financial Services does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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