



Origin Bancorp, Inc.

Subsidiaries: Origin Bank, Forth Insurance, LLC, CTB Statutory Trust 1, First Louisiana Statutory Trust I, BT Holdings Trust I

Locations: Louisiana (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

Origin Bancorp is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard 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. Medium Risk

Origin Bancorp integrates ESG into its business practices. From its 2025 Proxy Statement: "We've been supporting our stakeholders for more than 100 years...As a part of this overall mission, we are focused on integrating environmental, social and governance ('ESG') principles into our business strategy in ways that optimize opportunities to make positive impacts while advancing long-term goals" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Origin Bancorp does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

Origin Bancorp requires its employees to take DEI training and its managers to take unconscious bias training (1). The company appears to prioritize diversity over merit in its recruitment, mentorship program, and leadership composition. From its 2024 Proxy Statement: "...we have a formal internship program that is designed to develop a strong pool of diverse candidates through on-campus recruiting with local colleges and universities including local Historically Black Colleges and Universities (HBCUs)" (2). From its 2025 Proxy Statement: "Our Giving Interns Valuable Experience ("G.I.V.E.") program was launched in 2021...Over 56% of interns have been minorities" (3). From its 2024 Proxy Statement: "The Company and the Board believe the diversity reflected in the communities we serve must be represented in the composition of the Board itself and is integral and necessary to the effective and successful functioning of the Company's operations" (4). The company is an affirmative action employer. "Please refer to the Affirmative Action/Equal Employment Opportunity Section of the Employee Handbook

for additional information" (5). Origin Bancorp does not provide viewpoint protections for its employees (6)(7).

Corporate Governance and Public Policy

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

Origin Bancorp supports DEI within its business practices, hosting a DEI Council (1). The company supports DEI within its business practices. From its 2024 Annual Report: "We risk damage to our brand and reputation if we fail to act responsibly in a number of areas, such as diversity, equity and inclusion ("DEI")" and "...diversity, equity and inclusion [is] a natural fit for our culture and essential to the way we conduct business." The company supports ESG within its business practices: "...[and] fail to consider ESG factors in our business operations" (2).

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

Origin Bancorp donated \$40,000 to Louisiana Tech University's Department of Inclusive Initiatives and Student Success to help fund DEI initiatives (1)(2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

Origin Bancorp does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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