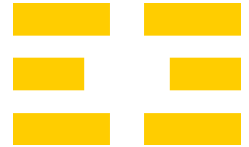




Barings

Locations: North Carolina (HQ)
Industries: Diversified Financials

RISK LEVEL:



Medium Risk

DESCRIPTION:

Barings is a investment management firm headquartered in North Carolina. Though Barings maintains some level of autonomy, the company is owned by Massachusetts Mutual Life Insurance Co. Barings vets vendors according to LGBTQ policies but has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Barings covers the cost of "medically necessary transition-related care" for its employees and their children. Barings executives have signed letters supporting DEI policies and condemning state efforts to secure local elections. Barings is committed to net zero emissions by 2050. The company is a signatory of the Institutional Limited Partners Association's Diversity in Action Initiative, committing itself to specific actions that advance DEI within the governance and policies of the organization and the private equity industry more broadly. However, Barings protects its employees from viewpoint discrimination and has not used its corporate funds for ideological purposes. For these reasons, Barings receives a Medium 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. **Medium Risk**

Massachusetts Mutual Life Insurance Co., parent company of Barings, received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (1)(2). Among other requirements, this means the company has pledged to vet vendors for LGBTQ policies. However, Barings 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. **High Risk**

Barings will not match employee donations to "churches and religious organizations" (1).

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

Barings protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

[1](#)/[2](#). Baring's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [3](#). Barings Managing Director Mina Pacheco Nazemi has signed a pledge from the Leadership Now Project, which opposes various state-level voting security initiatives [4](#). Barings is a signatory of Climate Action 100+, committed to net zero carbon emissions by 2050 [56](#)/[7](#)/[8](#).

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

Barings has donated \$250,000 to organizations focused on racial justice. However these groups do not publicly espouse ideological agendas [1](#).

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

N/A

Barings LLC does not operate a PAC at this time [1](#)/[2](#).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023