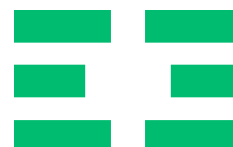


RISK LEVEL:



Lower Risk

DESCRIPTION:

Auto-Owners Insurance does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Auto-Owners will not match employee donations to religious organizations stating they must have "no religious or political affiliation." Auto-Owners Insurance has not used its corporate funds for ideological causes. Auto-Owners Insurance has a Diversity and Inclusion Council. For these reasons, Auto-Owners Insurance receives a Lower 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. Lower Risk

Auto-Owners Insurance 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

Auto-Owners Insurance philanthropic requests must have "no religious or political affiliation" [\(1\)](#).

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

Auto-Owners Insurance does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

Auto-Owners Insurance started a Diversity and Inclusion Council which created and requires quarterly diversity trainings for associates [\(1\)](#).

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

Auto-Owners Insurance has [\(1\)](#)[\(2\)](#).

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

Auto-Owners Insurance does not operate a PAC at this time [\(1\)](#)[\(2\)](#).

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