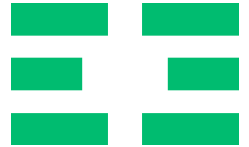




## Pathward

Locations: South Dakota (HQ)  
Industries: Banks

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Pathward, a bank with branches in South Dakota and Iowa, is committed to instilling DEI and ESG principles in its business. Pathward does not protect its employees against viewpoint discrimination. However, Pathward has not publicly terminated any business relationships due to beliefs. Pathward has not used its corporate funds to advance ideological organizations hostile to freedom of expression. Pathward has a DEI Curriculum Program. Pathward does not discriminate against industries, sectors, or businesses for their views or beliefs. For these reasons, Pathward earns 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

*Pathward published a statement to encourage suppliers to follow ESG criteria however, it has not published guidelines excluding certain suppliers due to ESG criteria (1). Pathward 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.** Lower Risk

*Pathward's charitable giving program "provides charitable investments to nonprofit organizations that align with our mission and help advance work in disaster relief, educational support, financial inclusion, and personal and family empowerment" (1)(2). The company does not appear to discriminate against religious organizations (3).*

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

*Pathward does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

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

*Pathward is committed to ESG (environmental, social, and governance) goals [\(1\)](#). Pathward's DEI Curriculum is used to provide training against implicit bias and advocate for allyship [\(2\)](#). Pathward is a member of CEO Action for Diversity and Inclusion [\(3\)](#).*

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

*Pathward has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

*Pathward has not used its PAC donations for ideological purposes [\(1\)](#)[\(2\)](#)*

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