



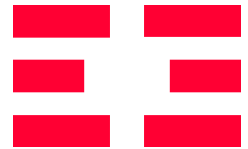
BMO Harris

Subsidiaries: Bank of the West

Locations: Illinois (HQ)

Industries: Banks, Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

BMO Harris is the American subsidiary of the Canadian organization Bank of Montreal (BMO). BMO will not provide financial services to specific industries and companies, notably those dealing with coal, guns/ammunition, or Arctic drilling. The company covers transgender-related medical costs for its employees and their children. BMO funds "LGBTQ2+" organizations and causes, donates to ideological groups hostile to freedom of expression, and advances racially discriminatory lending practices. BMO also restricts donations to certain faith-based charities. BMO Global Asset Management is part of the Glasgow Net Zero Alliance. BMO does not have viewpoint protections for its employees. For these reasons, BMO Harris receives a High 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. **High Risk**

BMO will not financially interact with firearms companies, coal companies, or organizations engaging in Arctic drilling (1)(2). The bank also says that "higher risk sectors and activities are subject to enhanced due diligence, escalations and exception processes," referring to environmental and social risks (3). The company received a score of 55 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (4)(5).

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

BMO does not provide corporate donations to religious organizations (1). BMO does not match all employee donations to religious groups unless they are "for secular activities offered on a non-denominational basis (2)(3). The company (4)(5).

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

BMO 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. High Risk

BMO incorporates “environmental and social risk management” into its financial decisions, including “diversity, equity, and inclusion,” “climate change,” “human rights,” “cultural heritage,” and more (1)(2). BMO is a proud supporter of LGBTQ2+ Pride Month (3). BMO also requires anti-racist training for all employees (4). BMO Global Asset Management is part of the Net Zero Asset Managers initiative, committed to carbon neutrality by 2050 (5).

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

BMO allocated \$5 million for racial equity funding, some of which went to partisan groups like the National Urban League and the Obama Foundation (12)(3). The company is a corporate partner of the National LGBT Chamber of Commerce and a corporate sponsor of PrideFest (4)(5). BMO held a “Rainbow Deposit” campaign during Pride Month where \$1 was donated to the LGBTQ organization, Rainbow Railroad, for each photo of a rainbow submitted (6)(7). The company’s HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (8)(9). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Lower Risk

BMO Harris has not used its PAC donations for ideological purposes but does not engage in lobbying at this time (1)(2)(3).

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