

**DESCRIPTION:**

ING Group supports ESG within its business practices but has not terminated business relationships based on views or beliefs. The company does not discriminate charitable organizations based on views or beliefs. It has signed the Declaration of Amsterdam statement that dictates LGBTQ workplace inclusion. ING Group is a founding partner of "Workplace Pride - International platform for LGBTIQ+ Inclusion at Work" which scores companies on LGBTQ standards. However, the company does provide viewpoint protections for its employees. For these reasons, ING 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. High Risk**

*ING integrates ESG into all of its business practices. The bank works "to know our suppliers and ensure they share our commitment to fighting climate change" and its business relationships are guided by its Environmental Social Risk policy framework (1)(2). The company is decreasing financing to the oil and gas industry in the name of climate change but are increasing financing for renewables (3). ING Group 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**

*ING will not match gifts to organizations "primarily promoting religious purposes" (1).*

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

*ING Group 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**

ING signed the Declaration of Amsterdam statement that dictates LGBTQ workplace inclusion (1). ING has also restricted finances to parts of the oil and gas field (2)(3).

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

1).

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

**N/A**

ING Group does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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