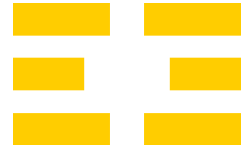


Champlain Investment Partners

Locations: Vermont (HQ)

Industries: Diversified Financials

RISK LEVEL:



Medium Risk

DESCRIPTION:

Champlain Investment Partners is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Champlain Investment Partners occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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

Champlain Investment Partners integrates ESG into all of its business practices. ESG exists in "all aspects of [its] company [and] integrated in the due diligence inherent to [its] investment process" (1). The company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Champlain Investment Partners does not discriminate against charitable organizations based on views or beliefs. It "offers a generous firm matching policy for employees to contribute to any non-profit organization that is important to them personally and strongly encourages participation" (1)(2).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Champlain Investment Partners hosts unconscious bias training for employees (1). The company does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **Lower Risk**

Champlain Investment Partners has not supported ideological causes or policies [\(1\)](#).

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

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

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. **N/A**

Champlain Investment Partners does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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