



Umb Financial Corporation

Subsidiaries: Heartland Financial USA, Inc.

Locations: Missouri (HQ)

Industries: Banks, Diversified Financials

RISK LEVEL:



Medium Risk

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DESCRIPTION:

UMB Financial often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. UMB Financial 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

UMB Financial integrates ESG into all of its business practices with the CEO stating that the "ESG program [is] one of the key overarching lenses through which [it does] business". Additionally, UMB Financial evaluates its "customers approach to, and performance on, ESG matters [as a] component of UMB's credit analysis process" (1). However, UMB Financial 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

UMB Financial Corporation does not discriminate against charitable organizations based on views or beliefs (1).

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

UMB Financial offers every associate training on topics such as "unconscious bias" and "microaggressions/affirmations" (1). The company appears to prioritize diversity over merit in its supply chain. UMB requires its suppliers to have at least 51% minority ownership (2). UMB Financial Corporation does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

UMB Financial's, CEO Mariner Kemper, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2).

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

UMB Financial is a Corporate Member of the Mid-America LGBT Chamber of Commerce (1)(2). The company also partnered with the Wisconsin LGBT Chamber of Commerce and the Urban League of Greater Kansas City (3). Otherwise, there are no publicly known cases of UMB Financial using corporate funds to advance ideological causes, organizations, or policies (4).

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

UMB Financial does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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