



Advent Capital Management

Locations: New York (HQ)

Industries: Diversified Financials

RISK LEVEL:



Lower Risk

DESCRIPTION:

Advent Capital Management does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs in the past 5 years. The company integrates ESG into all of its business practices and is a signatory of the United Nations Principles for Responsible Investing. However, it has not used its corporate funds for ideological purposes. For these reasons, Advent Capital Management 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. **Medium Risk**

A former employee alleged she was fired for sexual harassment and discrimination reasons in 2017 (1). Advent Capital Management integrates ESG into all of its business practices and into its investment processes. From its “ESG and Responsible Investment Philosophy” document: “Our approach aims to incorporate environmental, social, and governance (ESG) considerations into our investment process” (2). However, Advent Capital Management 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. **N/A**

Advent Capital Management does not publish charitable giving guidelines (1).

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

Advent Capital Management does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

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

Advent Capital Management is a UNPRI signatory, committed to carbon neutrality by 2050. Otherwise, it 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

Advent Capital Management has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

N/A

Advent Capital Management does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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