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Social Investors Welcome Carlisle's More Inclusive Policy

BOSTON, MA – Monday, November 29 2004 - A group of investors today welcomed Charlotte, North Carolina-based Carlisle Companies' (NYSE: CSL) decision to amend its nondiscrimination policy to explicitly bar discrimination based on sexual orientation. Carlisle's decision followed a request by institutional shareholders.

"Carlisle has made a good decision for its employees and its shareholders," stated Meredith Benton, social research analyst at Boston-based Walden Asset Management, the firm that led the investor initiative. "Hundreds of corporations have adopted inclusive nondiscrimination policies, which may provide a competitive advantage in recruiting and retaining employees from the widest pool of talent."

More than 80 percent of Fortune 500[®] companies, including 98 of the Fortune 100[®], explicitly bar discrimination based on sexual orientation, according to Human Rights Campaign (HRC). ExxonMobil and Alcoa are listed as the only members of the Fortune 100[®] that do not explicitly state that discrimination on the basis of sexual orientation is unacceptable at their companies. Major corporate employers based in North Carolina that have not yet modified their policies include BB&T Corp. and National Gypsum.

National polls consistently find more than three-quarters of Americans support equal rights in the workplace for gay men, lesbians and bisexuals. Conversely, according to a September 2002 survey by Harris Interactive and Witeck-Combs, 41% of gay and lesbian workers in the United States reported an experience with some form of job discrimination related to sexual orientation.

Meredith Benton stated, "By explicitly barring discrimination based on sexual orientation, Carlisle demonstrates a commitment to respect the basic human rights of all its employees. It joins a growing list of corporations that understand equal opportunity for all employees is not only the right thing to do, but also makes good business sense."

Walden Asset Management (<http://www.waldenassetmgmt.com>) is the socially responsive investment division of Boston Trust & Investment Management Company. Founded in 1975, Walden has been a pioneer in socially responsive portfolio management on behalf of individual and institutional clients. Walden blends a disciplined investment style and expertise in social screening with a commitment to using its leverage as an investor to improve corporate social performance.

Other members of the institutional investor coalition that approached Carlisle about its non-discrimination policy include Boston Common Asset Management, Women's Equity Mutual Fund, Community Church of New York, Funding Exchange, Amnesty International USA, Haymarket People's Funds, First Parish in Cambridge, Needmor Fund and individual investor Izetta Smith.