

**High Risk****DESCRIPTION:**

Allen & Overy (A&O) scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Allen & Overy increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. A&O forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. A&O does not publish a nondiscrimination policy. The company is recognized by Stonewall as a Top Global Employer for LGBTQ+ and implements unconscious bias training for its employees. The company has a reverse mentoring program and has hosted an LGBTQ+ initiative. A&O is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The company is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion. A&O is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, A&O receives a High 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&O received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2)(3). However, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

A&O's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). A&O does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).

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

**High Risk**

A&O's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). A&O does not publish a nondiscrimination policy (34)(56).

## Corporate Governance and Public Policy

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

**High Risk**

A&O's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. A&O is recognized by Stonewall as a Top Global Employer for LGBTQ+ and implements unconscious bias training for its employees (3)(45).

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

A&O's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. In 2022, A&O's office in Warsaw, Poland raised money for Trans-Fuzja, "an NGO that plays a crucial role in advocating for the rights and well-being of transgender individuals in Poland" (3). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (4)(5).

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

**High Risk**

A&O's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. A&O is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion (34)(5). A&O does not operate a PAC or engage in lobbying at this time (5)(6)(7).

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