

Mishcon de Reya

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Locations: United Kingdom (HQ)

Industries: Legal

RISK LEVEL:



Medium Risk

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## DESCRIPTION:

Mishcon de Reya is Medium Risk. The company 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. Mishcon de Reya 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. Lower Risk**

*Mishcon de Reya has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Mishcon de Reya does not appear to 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**

*Mishcon de Reya requires its employees to take DEI training (1). Mishcon de Reya appears to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its hiring, promotions, leadership composition, and apprenticeship program. Mishcon de Reya is seeking "at least 35% women in the Senior Equity", "at least 45% women in the Partnership", "at least 20% of our UK partners to identify as minority ethnic", "at least 20% of all UK Senior Business Operations roles to identify as minority ethnic", "at least 55% of Trainee and Solicitor Apprenticeship applications to have been submitted by candidates who identify as minority ethnic", as well as several other gender and racial targets (2). Mishcon de Reya does not publish a nondiscrimination policy (3).*

## Corporate Governance and Public Policy

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

*Mishcon de Reya supports DEI within its business practices, employing a DEI Committee (1). Mishcon de Reya supports DEI within its business practices. From its EDI Strategy 2024-2027: it is "focused on achieving greater diversity and inclusion at every level across our business", and "we will ask all of our colleagues to work to that goal too, advocating and being allies and ambassadors for EDI in all of its forms and in all our interactions, internally and externally" (2). Mishcon de Reya is a member of the Net Zero Lawyers Alliance, which aims to influence regulatory bodies and legal associations with net-zero emission and subsequent decarbonization goals (3)(4).*

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

*Mishcon de Reya partnered with three academic organizations to create the Climate Science and Law Forum, and one of the main foundations of the forum is that the "law has an important role in enabling the transition to net zero, and in ensuring that transition is just" (1). Mishcon de Reya sponsors "BFI Flare...an initiative that supports the LGBTQIA+ community, to further our commitment to Pride inclusion" (2). Otherwise, there are no publicly known cases of Mishcon de Reya using corporate funds to advance ideological causes, organizations, or policies (3).*

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

*Mishcon de Reya does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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