

Ogier

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Locations: United Kingdom (HQ)

Industries: Legal

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Ogier 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. Ogier 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

Ogier 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

Ogier does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focus areas are "organisations that support people in our community who are facing barriers, including those with low incomes or who are experiencing education, employment and health challenges" (1).

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

Ogier requires its employees to take inclusivity training when they first join the company (1). Ogier appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. Ogier is seeking "40:40:20 (40% female, 40% male and 20% either female, male or non-binary) by 2030" (2). Ogier 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

Ogier supports DEI within its business practices, employing a DEI Group Manager (1). Ogier supports DEI within its business practices. From its DEI Report: "We've systematically ingrained diversity, equity and inclusion within our decision-making, management and overall approach" (2). In June 2020, Ogier issued a statement in support of the Black Lives Matter movement, committing to improve diversity and inclusion (3). Ogier 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 (4)(5).

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

Ogier co-sponsored an event focused on "the need for a tailored approach to inclusivity within organizations" (1). Otherwise, there are no publicly known cases of Ogier using corporate funds to advance ideological causes, organizations, or policies (2).

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

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

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