



## Hill Dickinson

Locations: United Kingdom (HQ)  
Industries: Legal

### RISK LEVEL:



Lower Risk

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#### DESCRIPTION:

Hill Dickinson does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Hill Dickinson does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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**

*Hill Dickinson 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**

*Hill Dickinson 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**

*Hill Dickinson requires its employees to take "Equality, Diversity and Inclusion training, with additional training provided on Neurodiversity and Unconscious Bias" (1). The firm does not provide viewpoint protections for its employees (2)(3).*

### Corporate Governance and Public Policy

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

Hill Dickinson 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 (1)(2). The firm is committed to reaching net zero emissions by 2045 (3). Otherwise, there are no publicly known cases of the firm using its reputation to advance ideological causes or policies (4).

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

Hill Dickinson has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

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

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