



Veris Residential, Inc.

Subsidiaries: Veris Residential, L.P., Veris Residential Management Company, L.L.C., Veris Residential Management Services, L.P., Roseland Services L.L.C., Roseland Hotel Unit, L.L.C.

Locations: New Jersey (HQ)

Industries: Real Estate

RISK LEVEL:



Medium Risk

DESCRIPTION:

Veris Residential, Inc. 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. The company 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. Medium Risk

Veris Residential integrates ESG into its business practices. From its Supplier Code of Conduct: "The Suppliers shall... seek to minimize their impact on the environment. The Suppliers shall seek opportunities that promote the efficient use of resources and energy and limit pollution. The Suppliers shall endeavor to minimize the impact of waste and encourage recycling" (1). From its 2025 Proxy Statement: "The determination of 2024 annual cash incentive plan awards for the named executive officers was based on the achievement of certain performance measures.... [including] the attainment of ESG and cybersecurity goals" (2). From its 2024 ESG Report: "Veris Residential is committed to integrating environmental and social considerations into our operations, governance and overall corporate responsibility strategy" (3). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

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

Veris Residential does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).

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

Veris Residential requires its employees to take unconscious bias training (1). The company appears to prioritize diversity over merit in its recruitment and hiring. From its 2025 Proxy Statement: "[By] promoting diversity and inclusion across our teams and hiring practices, we are able to attract and retain a diverse, healthy, and motivated workforce" (2). Veris Residential operates a supplier diversity program: "Veris Residential is committed to fostering a diverse supplier base through our Supplier Diversity Program" (3). The company is an affirmative action employer. From one of its job listings: "Veris Residential is an equal opportunity/affirmative action employer" (4)(5). However, its Human Rights Policy clarifies that the company adheres to a "policy of non-discrimination in accordance with federal and state laws" (6). Veris Residential does not provide viewpoint protections for its employees (7).

Corporate Governance and Public Policy

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

Veris Residential's CEO Mahbod Nia signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (3). Veris Residential supports DEI within its business practices, hosting a DEI Council (4). From its Inclusivity page: "Veris now integrates DE&I into our business strategy and everyday decisions" (5). The company supports ESG within its business practices. From its Environmental Policy: "The Company seeks to incorporate environmental considerations into its business strategy and operations, raise awareness and encourage environmental responsibility among its employees, suppliers and other stakeholders" (6).

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

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

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

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

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