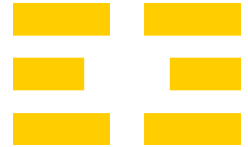




Unibail-Rodamco-Westfield (URW)

Locations: France (HQ)
Industries: Real Estate, Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Unibail-Rodamco-Westfield (URW) 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

URW integrates ESG into its business practices. From its Responsible Purchasing Charter: "The Supplier shall use best efforts to reduce the impact of its activities on climate change by reducing energy consumption and GHG emissions" (1). The company promotes divisive sex and gender policies. Its Responsible Purchasing Charter requires international vendors to include sexual orientation in their nondiscrimination policy (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

URW will not give to "any form of financial support to political parties, trade-unions or religious organisations except to the extent it is permitted by law and in reasonable amounts" (1).

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

URW requires its employees to take unconscious bias and DEI training (1). The company appears to prioritize diversity over merit in its recruitment. From its 2024 Universal Registration Document: "URW's support for families through parental leave and childcare initiatives, along with efforts to ensure gender balanced recruitment and minimise the gender pay gap, further demonstrate the Group's commitment to creating a supportive and equitable work environment." The company appears to prioritize diversity over merit in its supply chain: "The URW Airports division has a Supplier Diversity Network Programme to connect disadvantaged businesses in the airport industry with bidding opportunities. It aims to support and grow diverse participation, focusing on people of colour, women, LGBTQ individuals, and historically marginalised communities" (2). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition/. The company is seeking "40% of senior management positions held by women" (3). The company appears to prioritize diversity over merit in its business structure

through the establishment of gender targets for its hiring and promotions. The company is seeking "objectives for 2025 are:... Proportion of women among employees hired or promoted to executive positions (5%)" (4). The company does not protect its employees from viewpoint discrimination (5).

Corporate Governance and Public Policy

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

URW is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (1). The company is committed to net zero carbon emissions by 2050 (2). The company supports DEI within its business practices. From its 2024 Universal Registration Document: "URW's inclusion policies and practices aim to promote equity and enable career growth across the organisation" (3). The company supports ESG within its business practices. From its 2024 Universal Registration Document: "The [Supervisory Board] questionnaire comprised of 58 questions raising many subjects such as its functioning, its members/composition (skills, background, ESG expertise), its committees (ESG-specific responsibilities), the SB and committee Chairs, strategy, culture, succession planning and independence" (4). The company partnered with Stonewall to reinforce an inclusive workplace and promotes its Be You Networks and LGBTQIA+ inclusive initiatives (5). The company celebrated Pride Month by displaying Pride rainbows, its UK team hosted an LGBTQIA+ professionals networking event, and the US team hosted in-person Pride socials and lunches (6). The company also hosted drag shows and Pride-themed social events to educate employees on LGBTQ+ inclusivity in the workplace (7). Otherwise, there are no publicly known cases of URW using its reputation to advance ideological causes or policies (8).

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

URW's US team hosted a Drag bingo night and donated portions of the proceeds to support the LGBTQIA+ community and its UK location partnered with ChooseLove an LGBTQIA+ humanitarian aid organization (1). Otherwise, there are no publicly known cases of URW using corporate funds to advance ideological causes, organizations, or policies (2).

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

URW does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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