



Unibail-Rodamco-Westfield (URW)

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

RISK LEVEL:



Medium Risk

DESCRIPTION:

Unibail-Rodamco-Westfield (URW) is a real estate company headquartered in Paris, France. URW integrates ESG into its business practices. It does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. URW partnered with Stonewall and promotes its Be You Networks and LGBTQIA+ initiatives. URW celebrates Pride Month by hosting month long LGBTQIA+ events. URW promotes LGBTQ+ inclusivity in the workplace and hosts company-wide unconscious bias training. URW hosted a drag bingo night and donated portions of proceeds to the LGBTQ+ community and partnered with ChooseLove an LGBTQIA+ humanitarian aid organization. For these reasons, URW receives a Medium Risk rating.

Corporate Weaponization

Has denied service to 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**

Unibail-Rodamco-Westfield has not publicly fired customers, suppliers, or vendors based on views or beliefs. URW integrates ESG into its business practices [\(1\)](#).

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

URW does not discriminate against religious organizations in its charitable giving [\(1\)](#).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

URW does not protect its employees from viewpoint discrimination [\(1\)](#)[\(2\)](#).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

URW partnered with Stonewall to reinforce an inclusive workplace and promotes its Be You Networks and LGBTQIA+ inclusive initiatives (1). URW 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 (2). URW also hosted drag shows and Pride-themed social events to educate employees on LGBTQ+ inclusivity in the workplace (3). URW implemented company-wide unconscious bias training for employees (4).

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).

Uses corporate political 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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