

"Business Risks Falling Foul as Diversity Issue Grows More Complex," *The Times*

Publications

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By: Joanna Ludlam

In an article for *The Times*, Partner Joanna Ludlam highlights why global companies must make reviewing their policies a priority — particularly those relating to diversity, equity and inclusion (DEI).

“Global companies often implement global policies ... that comply with the toughest standards,” Joanna notes. “However, ... the DEI landscape is evolving and a one-size-fits-all approach can no longer prevail.”

In the EU and UK obligations to promote and report on DEI policies remain. “In the US, recent court rulings and executive actions have increased scrutiny of diversity initiatives, exposing organisations to significant legal and reputational risk for maintaining them,” Joanna adds.

This divergence of approaches on either side of the Atlantic presents a heightened risk for global companies, which will be forced to review current policies to identify exposure and enforcement risk.

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