

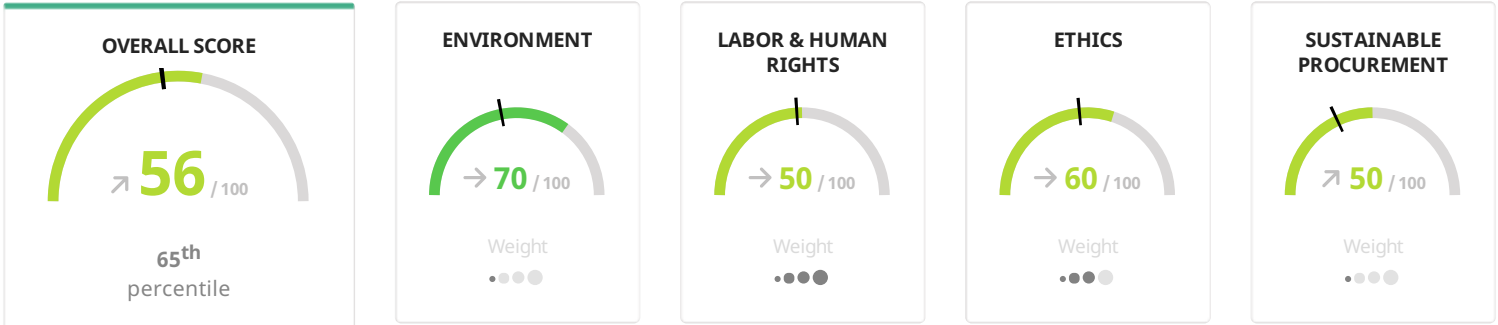
DENTONS UK AND MIDDLE EAST LLP (GROUP)

London - United Kingdom | Legal and accounting activities
EVID: EX171099

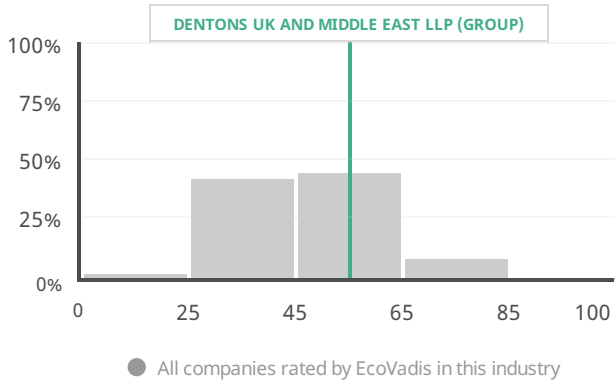


Publication date: 16 Oct 2023 Valid until: 16 Oct 2024

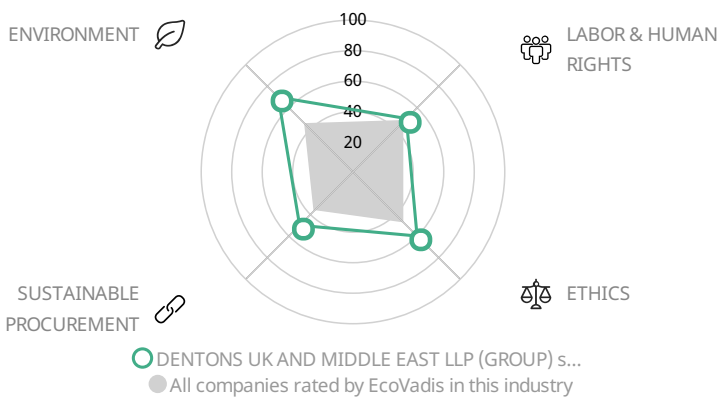
Sustainability performance Insufficient Partial Good Advanced Outstanding Average score




Overall score distribution



Theme score comparison



Strengths and Improvement Areas


<div><div></div><div>Environment</div><div>Weight <div><div></div><div></div><div></div><div></div></div></div></div>
Strengths
<div>Policies</div> <div>Strengths</div> <div>Quantitative objectives set on waste</div> <div>Environmental policy on waste</div> <div>Quantitative objectives set on energy consumption & GHGs</div> <div>Environmental policy on energy consumption & GHGs</div> <div>Comprehensive policy on a majority of environmental issues</div>
<div>Actions</div> <div>Strengths</div> <div>Refurbishing and internal reuse of IT hardware</div> <div>Internal sorting & disposal of waste according to waste streams</div> <div>Reduction of internal wastes through material reuse, recovery or repurpose</div> <div>Reduction of energy consumption of lighting systems</div> <div>Training of employees on energy conservation/climate actions</div> <div>Use of efficient HVAC (heating, ventilation, and air conditioning) equipment</div> <div>Purchase and/or generation of renewable energy</div> <div>Reduction of energy consumption of IT infrastructure</div> <div>Energy and/or carbon audit</div> <div>ISO 50001 certified</div> <div>ISO 14001 certified</div> <div>61-80% of operational sites ISO 14001 certified</div>
<div>Results</div> <div>Strengths</div> <div>Reporting on total gross Scope 2 GHG emissions (market or location based)</div> <div>Reporting on total gross Scope 1 GHG emissions</div> <div>Company reports to CDP</div> <div>Reporting on total energy consumption</div>
Improvement Areas

Policies		
Priority	Improvement Areas	
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues	Corrective Action requested
Results		
Priority	Improvement Areas	
High	Insufficient reporting on environmental issues	Corrective Action requested
Medium	No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)	Corrective Action requested
Medium	Some reporting on environmental issues is available for a partial scope only	Corrective Action requested
Low	Declares external assurance or verification of sustainability reporting, but no supporting documentation	Corrective Action requested
Low	Declares reporting on total weight of hazardous waste, but no supporting documentation available	Corrective Action requested
Low	Declares reporting on total weight of non-hazardous waste, but no supporting documentation available	Corrective Action requested
Low	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available	Corrective Action requested
Low	Declares reporting on total weight of waste recovered, but no supporting documentation available	Corrective Action requested

Labor & Human Rights		Weight ●●●●
Strengths		
Policies		
Strengths		
Labor & human rights policy on diversity, equity & inclusion		
Labor & human rights policy on career management & training		
Labor & human rights policy on working conditions		
Labor & human rights policy on employee health & safety		
Standard policy on a majority of labor or human rights issues		
Endorsement of external initiative on labor or human rights issues [Pro Bono Charter, Collaborative Plan for Pro Bono]		
Actions		
Strengths		
Actions to address stress and psychological wellbeing in the workplace		
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)		
Actions to promote the inclusion of minority/vulnerable groups in the workplace		
Actions to prevent workplace harassment		

Formal pro bono program in place
Compensation for extra or atypical working hours
Employee satisfaction survey
Bonus scheme related to company performance
Flexible organization of work (eg. remote work, flexi-time)
Health care coverage of employees in place
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Employee representatives or employee representative body (e.g. works council)
Employee health & safety risk assessment
Transparent recruitment process communicated clearly and formally to all candidates
Regular assessment of individual performance
Two-way communication system in place to facilitate employee voice regarding working conditions
Regular employee health check-up
Preventive actions for repetitive strain injury (RSI)
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Actions to promote internal mobility
Provision of skills development training
Actions to promote the inclusion of employees with disabilities
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Reporting on the percentage of women employed in relation to the whole organization
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Reporting on average training hours per employee

Reporting on the percentage of employees from minority and/or vulnerable groups in top executive positions		
Reporting on the percentage of women in top executive positions		
Improvement Areas		
Policies		
Priority	Improvement Areas	
Medium	Inconclusive documentation for policies on social dialogue	Corrective Action requested
Low	No quantitative target on labor and human rights issues	Corrective Action requested
Actions		
Priority	Improvement Areas	
High	No supporting documents on the coverage of labor and human rights actions or certification throughout company operations	Corrective Action requested
Medium	No information regarding certification of a labor and human rights management system	Corrective Action requested
Results		
Priority	Improvement Areas	
High	Insufficient reporting on labor and human rights issues	Corrective Action requested
Medium	No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)	Corrective Action requested
Low	Declares external assurance or verification of sustainability reporting, but no supporting documentation	Corrective Action requested

 Ethics	Weight ●●●●
Strengths	
Policies	
Strengths	
Policy on fraud	
Policy on money laundering	
Policy on conflict of interest	
Disciplinary sanctions to deal with policy violations	
Policy on information security	
Policy on anticompetitive practices	
Dedicated responsibility for ethics issues	
Comprehensive policies on ethics issues	

Actions		
Strengths		
Whistleblower procedure for stakeholders to report information security concerns		
Whistleblower procedure for stakeholders to report anti-competitive practices		
Whistleblower procedure for stakeholders to report corruption and bribery		
Information security due diligence program on third parties in place		
Information security certification schemes [Cyber Essentials]		
Incident response procedure (IRP) to manage breaches of confidential information		
Information security risk assessments performed		
Awareness training to prevent information security breaches		
Provision of competitor interaction guidelines to key employees		
Measures to protect third party data from unauthorized access or disclosure		
Awareness training performed to prevent corruption		
Specific approval procedure for sensitive transactions (e.g. gifts, travel)		
ISO 27001 certified (certification of information security management system)		
Improvement Areas		
Policies		
Priority	Improvement Areas	
Medium	Inconclusive documentation for policies on corruption	Corrective Action requested
Low	No conclusive information on endorsement of external initiatives or principles on ethics issues	Corrective Action requested
Actions		
Priority	Improvement Areas	
High	Supporting documents show a low level of coverage of ethics actions or certification throughout company operations	Corrective Action requested
High	No conclusive documentation regarding risk assessments for anti-competitive practices	Corrective Action requested
Medium	No conclusive documentation regarding corruption risk assessments	Corrective Action requested
Low	No conclusive documentation on audits of control procedures to prevent corruption	Corrective Action requested
Low	No conclusive documentation regarding an anti-corruption due diligence program on third parties	Corrective Action requested

Results		
Priority	Improvement Areas	
High	Insufficient reporting on ethics issues	Corrective Action requested
Medium	No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)	Corrective Action requested
Medium	Some reporting on ethics issues is not specific to the rated scope, but is available at parent company level	Corrective Action requested
Low	Declares external assurance or verification of sustainability reporting, but no supporting documentation	Corrective Action requested

Sustainable Procurement			Weight ●●●●
Strengths			
Policies			
Strengths			
Comprehensive sustainable procurement policies on both social and environmental factors			
Actions			
Strengths			
Global supplier diversity program in place			
Actions to work with businesses owned by minorities/vulnerable groups in the supply chain			
Actions to work with women-owned businesses in the supply chain			
Supplier sustainability code of conduct in place			
Regular supplier assessment (e.g. questionnaire) on environmental or social practices			
Integration of social or environmental clauses into supplier contracts			
Sustainability risk analysis (i.e. prior to supplier assessments or audits)			
Improvement Areas			
Actions			
Priority	Improvement Areas		
High	No supporting documents on the coverage of sustainable procurement actions throughout company operations or supplier base		Corrective Action requested
Medium	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain		Corrective Action requested
Medium	No conclusive documentation on on-site audits of suppliers on environmental or social issues		Corrective Action requested
Low	No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)		Corrective Action requested
Low	No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)		Corrective Action requested
Low	No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews		Corrective Action requested

Results		
Priority	Improvement Areas	
High	No conclusive reporting on sustainable procurement issues	Corrective Action requested
Medium	No formal alignment with a sustainability reporting standard (e.g. in accordance with GRI, SASB)	Corrective Action requested
Low	Declares external assurance or verification of sustainability reporting, but no supporting documentation	Corrective Action requested

360° Watch Findings

Expired		
<div>25 Jul 2023 https://www.lawgazette.co....</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 Jun 2017 to 1 Jul 2022</div> <div> <div>Impacted themes</div> <div>⚖️</div> </div> <div> <p>Dentons to face SDT over wealth checks on former client</p> <p>Dentons, the world’s biggest law firm, is facing allegations before the Solicitors Disciplinary Tribunal that it breached anti-money laundering regulations. The tribunal has certified there is a case to answer in respect of the firm’s alleged failure to take adequate measures to establish a client’s source of wealth.</p> </div>	<div>4 May 2023 https://diversity.chambers...</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 May 2023 to 1 Jun 2028</div> <div> <div>Impacted themes</div> <div>👥</div> </div> <div> <p>Chambers Asia Pacific Awards 2023: Diversity & Inclusion Categories</p> <p>The diversity and inclusion categories for the Chambers Asia Pacific Awards 2023 celebrate the fantastic achievements of firms and individuals who are furthering the advancement of diversity, inclusion, pro bono and sustainability across the Asia Pacific region. Dentons Kensington Swan, New Zealand was shortlisted for the Diversity & Inclusion: Outstanding Firm award.</p> </div>	<div>3 Apr 2023 https://employeebenefits.c...</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 Apr 2023 to 1 May 2028</div> <div> <div>Impacted themes</div> <div>👥</div> </div> <div> <p>Dentons signs menopause friendly employer pledge</p> <p>Global law firm Dentons has signed up to the Menopause Friendly Workplace programme. The firm, which employs 21,000 employees in more than 80 countries, has made efforts to become a menopause-friendly employer by creating a supportive working environment that includes health support, flexible working arrangements and relevant training for managers and staff.</p> </div>
<div>22 Mar 2023 https://www.globallegalpos...</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 Mar 2023 to 1 Apr 2028</div> <div> <div>Impacted themes</div> <div>👥</div> </div> <div> <p>Who won Women And Diversity in Law Awards - and why - Diversity, Equity and Inclusion categories</p> <p>The Women and Diversity in Law Awards, which took place in London on March 21, highlighted the strides the legal profession is making to improve diversity through a range of workplace and community initiatives. Dentons was shortlisted in the Diversity, Equity and Inclusion Programme of the Year category.</p> </div>	<div>8 Mar 2023 https://www.thelawyermag.c...</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 Mar 2023 to 1 Apr 2028</div> <div> <div>Impacted themes</div> <div>👥</div> </div> <div> <p>Maddocks, Dentons among 2023 Employers of Choice for Gender Equality</p> <p>Maddocks and Dentons were among the organisations named by WGEA as this year’s Employers of Choice for Gender Equality. “Inclusion is something that we focus on and prioritise every day. We want to give our people a workplace where they can thrive as individuals, as this makes us collectively stronger”, added Doug Stipanicev, Dentons’ Australia chair and Australasia region CEO.</p> </div>	<div>27 Feb 2023 https://www.droits-salarie...</div> <div>Impact on Score</div> <div>Neutral →</div> <div>valid from 1 Feb 2023 to 1 Mar 2028</div> <div> <div>Impacted themes</div> <div>👥</div> </div> <div> <p>Accords d'entreprise chez DENTONS - DENTONS EUROPE AARPI</p> <p>Les négociations entre la direction de DENTONS - DENTONS EUROPE AARPI et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez DENTONS - DENTONS EUROPE AARPI précisent les droits, avantages et obligations de l'employeur et des salariés.</p> </div>

10 Feb 2023 | <https://www.rollonfriday.c...>

Impact on Score

Neutral →

valid from 1 Feb 2023 to 1 Mar 2028

Impacted themes



The firms where lawyers are happiest and unhappiest with their pay

Staff at US firm Sidley Austin (89%) are the happiest with their pay in UK private practice, the RollOnFriday Best Law Firms to Work At 2023 can reveal.DWF placed joint-50th with 47%. "The wage has not met the cost-of-living crisis and offers no overtime hours to be able to work up affordable living," said a paralegal.Also in joint-50th was Dentons (47%). "Regional pay is poor compared with other firms, even compared with other regional firms which don't have Dentons' global reach", said a junior lawyer."Jump from NQ to 1 PQE is £2k...I was expecting more," reported another lawyer.

1 Jan 2023 | <https://www.canadastop100....>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Canada's Greenest Employers (2023)

Canada's Greenest Employers is an editorial competition organized by the Canada's Top 100 Employers project. This special designation recognizes the employers that lead the nation in creating a culture of environmental awareness in their organizations. Dentons Canada LLP has been recognized as Canada's Greenest Employers (2023).

1 Jan 2023 | <https://www.canadastop100....>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Dentons Canada LLP was selected as one of Alberta's Top Employers(2023)

Dentons Canada LLP was selected as one of Alberta's Top Employers(2023). Dentons Canada created a national agile work framework to define its approach to building a modern and flexible workplace -- teams are responsible for setting "all in" and remote days, as well as scheduling when and where they work in order to stay connected while the firm provides support (resources, guides and training to help teams work effectively) and tools and equipment to work effectively (laptop, second monitor, keyboard, etc.)

1 Jan 2023 | <https://www.canadastop100....>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Dentons Canada LLP was selected as one of Canada's Top Family-Friendly Employers (2023)

Dentons Canada LLP was selected as one of Canada's Top Family-Friendly Employers (2023). Dentons Canada offers exceptional family-friendly benefits, including adoption assistance (to \$15,000), fertility treatment support (to \$15,000) as well as maternity and parental leave top-ups for all new parents (to 100 per cent of salary for up to 26 weeks).

1 Jan 2023 | <https://www.canadastop100....>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Dentons Canada LLP was selected as one of Canada's Top 100 Employers (2023)

Dentons Canada LLP was selected as one of Canada's Top 100 Employers (2023). Dentons Canada created a national agile work framework to define its approach to building a modern and flexible workplace -- teams are responsible for setting "all in" and remote days, as well as scheduling when and where they work in order to stay connected while the firm provides support (resources, guides and training to help teams work effectively) and tools and equipment to work effectively (laptop, second monitor, keyboard, etc.).

1 Jan 2023 | <https://www.canadastop100....>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Dentons Canada LLP was selected as one of Canada's Top Employers for Young People (2023)

Dentons Canada LLP was selected as one of Canada's Top Employers for Young People (2023). Dentons Canada created a national agile work framework to define its approach to building a modern and flexible workplace -- teams are responsible for setting "all in" and remote days, as well as scheduling when and where they work in order to stay connected while the firm provides support (resources, guides and training to help teams work effectively) and tools and equipment to work effectively (laptop, second monitor, keyboard, etc.).

1 Jan 2023 | <https://www.canadastop100...>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Dentons Canada LLP was selected as one of Canada's Best Diversity Employers (2023)

Dentons Canada LLP was selected as one of Canada's Best Diversity Employers (2023). Dentons Canada created a national agile work framework to define its approach to building a modern and flexible workplace -- teams are responsible for setting "all in" and remote days, as well as scheduling when and where they work in order to stay connected while the firm provides support (resources, guides and training to help teams work effectively) and tools and equipment to work effectively (laptop, second monitor, keyboard, etc.).

9 Nov 2022 | <https://www.reuters.com/le...>

Impact on Score

Neutral →

valid from 1 Nov 2023 to 1 Dec 2028

Impacted themes



Law firm Dentons strikes out in Ohio appeal of \$32 mln malpractice verdict

The U.S. branch of global law firm Dentons lost another bid to reverse a \$32 million malpractice verdict on Tuesday when the Ohio Supreme Court declined to reconsider an earlier decision in the case. The verdict came after Dentons US LLP was disqualified from representing client Revolaze LLC in a patent case because Dentons' Canadian branch had worked for one of its opponents.

2 May 2022 | <https://unicourt.com/case/...>

Impact on Score

Neutral →

valid from 1 May 2022 to 1 Jun 2027

Impacted themes



Biers v. Dentons US et al

On 02/05/2022 Biers filed an Other - Racketeer Influenced & Corrupt Organizations Act lawsuit against Dentons US. This case was filed in U.S. District Courts, Utah District Court. The Judges overseeing this case are Howard C. Nielson, Jr and Jared C. Bennett. The case status is Pending - Other Pending.

5 Apr 2022 | <https://gender-pay-gap.ser...>

Impact on Score

Neutral →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



2022/23 Gender pay gap report for Dentons UK and Middle East Legal Services

In this organisation, women earn 84p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 16% lower than men's.

22 Mar 2022 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Mar 2022 to 1 Apr 2027

Impacted themes



Dentons increases NQ lawyer pay by 15% to £92k

The largest law firm in the world is increasing the salaries of its most junior lawyers. Dentons is set to elevate base rates for newly qualified (NQ) associates in London from £80,000 to £92,000, a healthy uplift of 15%. The cash injection will put the firm's NQs ahead of their peers at Ince (£90k) and Stephenson Harwood (£90k), and within touching distance of those at K&L Gates (£93k).

24 Feb 2022 | <http://www.globallegalpost...>

Impact on Score

Neutral →

valid from 1 Feb 2022 to 1 Mar 2027

Impacted themes



'Pray for Ukraine and Ukrainian people' - Arzinger Law Office defiant as IBA condemns 'illegal' Russian invasion

A leading Kyiv-based law firm this morning issued a defiant statement condemning Russia's invasion of Ukraine as representatives of the international legal community denounced it as a clear violation of international law and international firms closed their local offices. Meanwhile, international firms Baker McKenzie, CMS, Dentons and Taylor Wessing all confirmed today that they have closed their Kyiv offices as they look to prioritise staff safety and assemble remote and regional teams to continue advising clients.

10 Feb 2022 | <https://www.canadianlawyer...>

Impact on Score

Neutral →

valid from 1 Feb 2022 to 1 Mar 2027

Impacted themes



Dentons enhances parental leave policy to promote inclusivity and as a recruiting and retention tool

It may be only one tool in the challenge to recruit and retain talent, but Dentons Canada has decided to enhance its paternal leave policies. Not only is it increasing the number of weeks that the law firm will provide a top-up on pay, but the policy will apply to all employees, all genders, and prospective adoptive parents.

1 Jan 2022 | <https://hrc-prod-requests....>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



Corporate Equality Index 2022

In 2022, Dentons US LLP scored 100 out of 100 in the 2022 CEI Rating. A CEI rating is one key evaluation metric among others in assessing the LGBTQ inclusiveness of any employer or provider of goods or services.

Expired

3 Dec 2021 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Dec 2018 to 1 Jan 2024

Impacted themes



Ex-Dentons trainee wins misconduct appeal over 'sexualised' Christmas card

The Solicitors Disciplinary Tribunal (SDT) has overturned a disciplinary finding against a then trainee solicitor who gave a colleague a sexually explicit Christmas card. Adam Fouracre, then a trainee at global law firm Dentons, was initially issued with a published rebuke over the "inappropriate sexualised references". But the tribunal found that the Solicitors Regulation Authority (SRA) had not established that Fouracre's "disgraceful" behaviour had anything to do with public trust in legal services providers.

20 Aug 2021 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Aug 2020 to 1 Sep 2025

Impacted themes



Dentons London NQ lawyer pay hits £80k

Dentons has increased newly qualified (NQ) solicitor rates in the London office by roughly 7%. NQs previously on £75,000 now earn "circa £80,000" upon qualification. This is the same level of pay as their opposite numbers over at Osborne Clarke (£80k) and more than Squire Patton Boggs (£78k) and Fieldfisher (£77k) pay their junior talent.

10 Jun 2021 | <http://www.law.com/interna...>

Impact on Score

Neutral →

valid from 1 Jun 2021 to 1 Jul 2026

Impacted themes



85 Staff, Lawyers Leave Dentons After Redundancy Round

A total of 85 lawyers and staff have left Dentons' U.K., Ireland and Middle East arm after two redundancy rounds. According to a spokesperson for the firm, the firm made two compulsory redundancies in business services, while 35 secretaries and 32 business services staff opted for voluntary redundancy. Six secretaries and 14 from business services accepted alternative roles in the business, while in the real estate, ETI and non-contentious construction fee earning team, 16 fee earners opted for voluntary redundancy while five accepted alternative roles.

9 Jun 2021 | <https://www.law.com/therec...>

Impact on Score

Neutral →

valid from 1 Jun 2021 to 1 Jul 2026

Impacted themes



Former Dentons Partner Claims He Was Fired After Reporting an Attempt to Divert Millions in Client Funds

Corporate attorney Jinshu "John" Zhang contends he was wrongfully terminated after reporting that the firm allegedly forged a document in an attempt to transfer millions from a client, according to a lawsuit, but Dentons has argued that he was terminated for cause.

24 May 2021 | <https://unicourt.com/case/...>

Impact on Score

Neutral →

valid from 1 May 2021 to 1 Jun 2026

Impacted themes



Jinshu "John" Zhang Vs Dentons U.S. LLP, Et Al.

On 24/05/2021 Jinshu John Zhang Filed a Labor - Wrongful Termination Lawsuit Against Dentons U S LLP,. This Case Was Filed in Los Angeles County Superior Courts, Stanley Mosk Courthouse Located in Los Angeles, California. the Judges Overseeing This Case Are James C. Chalfant, Elaine Lu and David Sotelo. the Case Status Is Pending - Other Pending.

15 Feb 2021 | <https://reviews.canadastop...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



Dentons Canada LLP was selected as one of BC's Top Employers (2021)

Dentons Canada LLP was selected as one of BC's Top Employers (2021). Dentons Canada's employee health benefits plan includes a generous mental health practitioner benefit, to \$2,500 annually. Dentons Canada helps employees balance their work and personal lives through a variety of flexible work arrangements, including telecommuting, reduced summer hours and a compressed work week option -- additionally, employees can take advantage of paid personal days, which can be scheduled as needed throughout the year.

26 Nov 2020 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



Dentons triggers redundancy consultation with launch of 'virtual roles'

Global behemoth Dentons has kicked off a redundancy consultation which could affect up to 24 lawyers across its UK offices — but stresses cuts will be “significantly reduced” with the creation of new “virtual roles”.

27 Oct 2020 | <https://www.lawgazette.co...>

Impact on Score

Neutral →

valid from 1 Oct 2020 to 1 Nov 2025

Impacted themes



Dentons sets 20% partner diversity target

Global firm Dentons has explicitly cited this year's Black Lives Matter protests as a reason for setting an ambitious diversity target for its UK, Ireland and Middle East partnership. Under an 'Accelerating Race Strategy Action Plan' announced today 'in response to the Black Lives Matter protests and Dentons' inclusion and diversity strategy' a fifth of the firm's partnership should be black, Asian or minority ethnic (BAME), disabled or LGBT by 2025.

13 Jul 2020 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Jul 2020 to 1 Aug 2025

Impacted themes



Dentons closes two UK offices and moves to permanent home-working

The world's largest law firm by headcount is to shutter two of its UK regional offices, in Aberdeen and Watford, with all staff due to work from home permanently. All partners and employees based in Dentons' Aberdeen and Watford offices will continue with their current virtual working arrangements, a statement from the firm read. They will, however, have the option to access the firm's Edinburgh and Milton Keynes offices, respectively, when required.

16 Jun 2020 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Jun 2020 to 1 Jul 2025

Impacted themes



Dentons rolls out 'track and trace' system as it reopens London office

Dentons has become one of the first major legal players to partially reopen its London office in response to the easing of lockdown restrictions. The largest law firm in the world by lawyer headcount confirmed yesterday it had made its City office available for a “limited number of people” who would prefer to return to a more regular office-based environment for “mental health, isolation or other wellbeing reasons”.

16 Jun 2020 | <https://www.theglobeandmai...>

Impact on Score

Neutral →

valid from 1 Feb 2021 to 1 Mar 2026

Impacted themes



These are Mediacorp's greenest employers in 2020

From choosing renewable energy to waste audits to LED lighting systems, companies featured on Mediacorp's greenest employers list to running successful businesses while minimizing their ecological footprints. Dentons Canada LLP, Vancouver. Law firm; 1,173 employees. Encourages employees to refrain from using disposable coffee cups or take-out containers as part of its annual month-long Healthy Habits Challenge.

30 Apr 2020 | <http://employeebenefits.co...>

Impact on Score

Neutral →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



Dentons asks 1,100 UK employees to work four day week on 80% pay

Global law firm Dentons is asking its 1,100 UK employees to work a four day week or reduced hours for six months, effective 1 June 2020. Due to the the financial constraints of Covid-19 (Coronavirus) pandemic, the new scheme which is voluntary, will see employees' salaries reduced by 20%. Additionally, partner distributions will be deferred and drawings will be reduced by 20%, both for six months. However, partners will continue to work full time.

20 Apr 2020 | <http://www.law.com/interna...>

Impact on Score

Neutral →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



Dentons' UK and Middle East Arm Furloughs Over 100 Staff, Withholds Distributions

Dentons' U.K. and Middle East (UKME) LLP is the latest part of the global firm's business to take measures to counter likely financial impacts caused by the COVID-19 crisis. The arm is withholding partner distributions "until further notice", according to a London partner at the firm, and the firm has confirmed it is furloughing staff within the operation. A person at the firm said that just under 50 business services staff would be furloughed, and around 65 secretaries at any one time. The firm is rotating those individuals affected.

24 Jan 2020 | <https://www.legalcheek.com...>

Impact on Score

Neutral →

valid from 1 Jan 2020 to 1 Feb 2025

Impacted themes



Dentons revamps training contract in bid to make trainees more resilient

Dentons is to launch a "modernised" version of its training contract programme for its 2020 trainee intake featuring, among other things, a new module focusing on resilience, mental health and wellbeing.

30 Oct 2019 | <http://finance.yahoo.com/n...>

Impact on Score

Neutral →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



The OUTstanding Top 100 Role Model LGBT+ Executives 2019

At Dentons, Nick co-founded the UK LGBT+/Allies network and drives its initiatives. He engages with senior management and the board to raise awareness of LGBT+ issues and has introduced a structured LGBT+ programme over three years, including a board reverse mentoring scheme, to embed LGBT+ visibility within the firm and in client outreach.

Expired

5 Aug 2019 | <https://www.droit-inc.com/...>

Impact on Score

Neutral →

valid from 1 Jan 2015 to 1 Feb 2020

Impacted themes



Un ex-avocat et ses anciens cabinets poursuivis pour 5,7 millions

Une poursuite vise Étienne Gadbois ainsi que ses anciens cabinets, DeGrandpré Chait et Dentons. On leur réclame 5,7 millions de dollars. Le propriétaire de l'entreprise Card Processing Services, allègue que son avocat, M. Gadbois, aurait multiplié les mensonges, courriels inventés et malversations sur plusieurs mois. Tout ça, pour lui assurer qu'il était parvenu à se débarrasser d'un avis de cotisation de Revenu Québec (RQ).

<div>Expired</div> <div>28 Feb 2019 https://www.miltonkeynes.c...</div> <div>Impact on Score Neutral → valid from 1 Dec 2017 to 1 Jan 2023</div> <div>Impacted themes </div> <div>Mum wins sex discrimination case against Milton Keynes law firm <p>Bina Hale, 36, worked for Dentons as a recruitment manager. An employment tribunal heard how the global law company destroyed handwritten notes of the meeting that decided to select her for redundancy after a difficult pregnancy. According to The Times, the judge slammed Dentons for a lack of honesty, saying: "None of this is credible...a firm of lawyers ought to know that." A future hearing will now decide the payout Ms Hale will now receive from Dentons, which is based at The Pinnacle at Central Milton Keynes.</p></div>	<div>Expired</div> <div>31 Oct 2018 https://www.legalcheek.com...</div> <div>Impact on Score Neutral → valid from 1 Dec 2017 to 1 Jan 2023</div> <div>Impacted themes </div> <div>Dentons could face SDT over dismissal of recruitment manager while on maternity leave <p>The largest law firm in the world is facing a possible showdown with the Solicitors Disciplinary Tribunal (SDT) after it made a staff member redundant just months after giving birth.</p></div>	<div>15 Sep 2023 </div> <div>Impact on Score Neutral → valid from 20 May 2024 to 15 Oct 2028</div> <div>No records found for this company on Compliance Database</div>
<div> Environment Labor & Human Rights Ethics Sustainable Procurement</div>		

Specific comments

No records found in third party risk and compliance database.
The implementation coverage of sustainability measures and actions throughout the company is unclear.

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