

## ESG STRATEGY & COMPLIANCE

A comprehensive Environmental, Social and Governance (ESG) strategy can improve a company's access to capital, protect against supply chain disruption, maintain regulatory compliance, help attract and retain top talent, and create value among diverse groups of stakeholders. The increased focus on diversity and inclusion, increasing severe weather events, and the COVID-19 pandemic have amplified the role of ESG as a driving factor in corporate decision-making, capital allocation, and valuation.

Those entities not implementing a strategic approach to ESG principles may be caught off guard as new opportunities and risks manifest themselves. ESG concerns have evolved over the past decade and now occupy a prominent place on the agenda of corporate officers and boards of directors. ESG can be a crucial business driver that impacts a company's reputation and valuation.

As every company's business and goals differ, Husch Blackwell's industry-focused structure puts our attorneys in an ideal position to help clients identify ESG issues and opportunities, as well as to develop solutions that capitalize on opportunities, achieve unique ESG goals, and address implementation and compliance challenges that arise along the way.

As ESG policies and programs gain recognition, adherence to stated ESG goals is critical. Husch Blackwell assists clients with tracking and reporting programs from inception through delivery, ensuring that disclosures and activities are transparent and



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satisfactory in order to prevent unsubstantiated claims of ESG activity from stakeholders and regulators.

Our ESG guidance includes:

## Leadership and governance

Guidance, development and implementation of ESG strategy at the Board and C-Suite levels

Track progress and assist in developing an ESG disclosure framework

Assist preparing offering, compliance, and disclosure materials related to ESG activity

## Business Ethics and Compliance

To help clients get out in front of compliance obligations, our attorneys and compliance professionals conduct compliance program training and policy assessments; develop tailored, industry-specific compliance programs; draft internal policies and codes of conduct; and assist in the evaluation of vendor offerings. We also conduct audits and internal investigations, represent clients in enforcement proceedings and determine when voluntary disclosures are appropriate.

## Sustainability

Identify energy savings opportunities

Evaluate the carbon footprint of a company's operations and supply chain

Develop programs to increase a company's use of renewable energy and other low carbon resources

Evaluate and manage risks and opportunities related to climate change

## Human Capital

Develop proactive workplace health and safety policies

Review product safety and quality policies

Assist with the development and implementation of privacy and data security policies

Advise on diversity and inclusion guidelines

Provide human resources consultations

Provide immigration and compliance training

Develop and review employee misconduct policies

## Supply Chain Management

Materials sourcing and efficiency

Human rights investigations

Trade sanctions and regulations compliance

Supply chain carbon footprint

Customs

## M&A

Diligence and ESG risk assessments

SEC ESG and climate change disclosures

## Representative Experience

Represented a private investment management firm in securing trademarks for financial products marketed as ESG funds.

Counseled the board and corporate officers of a bank holding company regarding ESG policies and provided an assessment of similarly situated institutions' ESG approaches and disclosures in securities filings.

Represent a global supply chain and manufacturing solutions provider in reviewing ESG-related programs and policies.

Launched the Human Trafficking Legal Clinic to maximize efforts in the fight against human trafficking; the firm represents international and domestic victims — adults and children — in commercial sex and forced labor trafficking cases referred to the firm by law enforcement, prosecutors and partnering nonprofit agencies.

Routinely counsel clients on workplace health and safety policies and diversity and inclusion programs, including representation in connection with various state-level and federal agency investigations and disputes.

Represent the U.S. subsidiary of a foreign-owned passenger and logistics company in its review of the company's human trafficking compliance disclosures.

Represented a major chemical manufacturer in reviewing its compliance with anti-human trafficking laws.

Represented major health system in connection with the role of ESG in its board committee restructuring project.

Counseled a bank holding company regarding ESG disclosures in securities filings.