# Groundbreaking Index Reveals Hidden Risks in Global Law Firms

## The Maturity Institute publishes expanded Law Firm Maturity Index ratings to include leading U.S. firms amid growing demand for human governance transparency

## Law Firm Maturity Index Ratings at 9 May 2025

Maturity Institute

LexSolutions

| Rank | Law Firm | Rating | Change |
|---|---|---|---|
| 1 | Sidley Austin | A- | New |
| 2 | Baker Mckenzie | A- | New |
| 3 | Latham & Watkins | BBB+ | New |
| 4 | Webber Wentzel | BBB+ | New |
| 5 | Freeths | BBB+ | New |
| 6 | Gateley PLC | BBB+ | New |
| 7 | Linklaters | BBB+ | ↔ |
| 8 | Herbert Smith Freehills | BBB+ | ↔ |
| 9 | Clifford Chance | BBB+ | ↔ |
| 10 | DLA Piper | BBB | ↓ |
| 11 | Reed Smith | BBB | New |
| 12 | Eversheds Sutherland | BBB | ↔ |
| 13 | Norton Rose Fulbright | BBB | ↔ |
| 14 | Freshfields Bruckhaus Deringer | BBB | ↔ |
| 15 | Skadden, Arps, Slate, Meagher & Flom | BBB | New |
| 16 | Pinsent Masons | BBB | ↔ |
| 17 | Clyde & Co | BBB | ↔ |
| 18 | Addleshaw Goddard | BBB | ↔ |
| 19 | Hogan Lovells | BBB | ↔ |
| 20 | Taylor Wessing | BBB | ↔ |
| 21 | Bird & Bird | BBB | ↔ |
| 22 | Fieldfisher | BBB | ↔ |
| 23 | CMS | BBB | ↔ |
| 24 | Osborne Clarke | BBB | ↔ |
| 25 | Kirkland & Ellis | BBB | New |
| 26 | Stephenson Harwood | BBB | ↔ |
| 27 | Slaughter & May | BBB | ↔ |
| 28 | DWF | BBB | ↔ |
| 29 | Travers Smith | BBB | ↔ |
| 30 | Slaughter & May | BBB | ↔ |
| 31 | DWF | BBB | ↔ |
| 32 | Mishcon de Reya | BBB- | ↔ |
| 33 | DAC Beachcroft | BBB- | ↔ |
| 34 | Ashurst | BBB- | ↔ |
| 35 | Simmons & Simmons | BBB- | ↔ |
| 36 | AO Shearman | BBB- | ↓ |
| 37 | Macfarlanes | BBB- | ↔ |
| 38 | Kennedys | BBB- | ↔ |
| 39 | Womble Bond Dickinson | BBB- | ↔ |
| 40 | Bryan Cave Leighton Paisner | BBB- | ↔ |
| 41 | Withers | BBB- | ↔ |
| 42 | Dentons | BBB- | New |

### Methodology

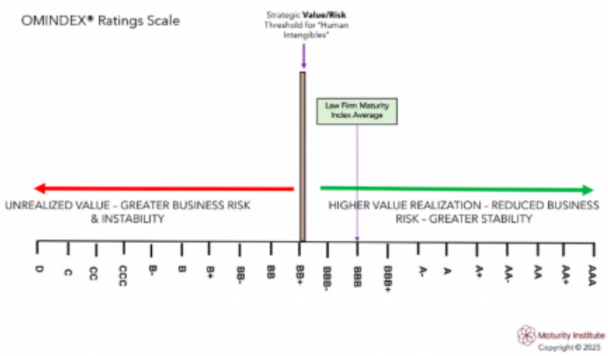
OMINDEX® is a diagnostic system developed by the Maturity Institute to assess organizational health. It evaluates 32 key human system and culture factors that influence how well an organization functions to create value.

The assessment uses a familiar "AAA"-style rating scale, similar to those used in financial analysis, and is designed to complement traditional financial metrics.

For law firms, OMINDEX® ratings are based on publicly available information. Artificial intelligence helps gather and analyze this data, which is then reviewed and validated by certified analysts from the Maturity Institute. With the cooperation of the firm, internal assessments can also be conducted to include stakeholder feedback, offering deeper insights and richer data.

OMINDEX® measures how well a firm creates value for all its stakeholders–partners, clients, employees, suppliers, and communities–by focusing on intangible human elements such as leadership, purpose, learning, and innovation. These factors are key to identifying both value creation and risk.

Research shows that higher maturity levels lead to stronger company performance, value, and impact. Importantly, maturity benefits all stakeholders without compromise, as more mature firms consistently outperform across multiple dimensions.




### About the Law Firm Maturity Index

The Law Firm Maturity Index was launched on 1 November 2024 as part of a collaboration between the Maturity Institute and Lex Solutions, a legal innovation consultancy. Originally comprising 30 UK-based law firms, it now contains over 40 firms and is managed as a live database. LFMI ratings use the Maturity Institute-approved OMINDEX® diagnostic system, which mirrors conventional financial ratings scales using a human systems framework.

**liverpool, UK May 9, 2025 (Issuewire.com)** - Key Insights from the expanded Law Firm Maturity Index dataset:

- Law firms remain susceptible to significant human risk, e.g., staff burnout, turnover, regulatory fines, and toxic culture. Firm capabilities to assess, manage, and mitigate people and culture risk remain rudimentary.
- The fundamentals of whole system, human governance, are absent from business models and responsible business efforts - solving complex challenges, such as integrating sustainability, embedding inclusion, and managing workforce well-being, will continue to be challenging and often elusive.
- US firms that agreed to DEI deals with the Trump administration carry significant stakeholder risk, including staff and client attrition. Maturity levels fall significantly through Law Firm Maturity Index factors such as trust, authenticity, and strategic cohesion.
- Law firm M&A activity carries material culture risks, where anticipated performance and value opportunities can be undermined. Evidence from recently integrated firms (e.g., AO Shearman) shows how people, management systems, and culture factors are often ignored, misunderstood, or underestimated in M&A transactions.

The Maturity Institute (MI), a not-for-profit organization pioneering new, human measures of organizational health, has released an updated Law Firm Maturity Index (LFMI) - a powerful legal sector dataset that assesses law firms' ability to deliver long-term stakeholder value through effective human governance.

Now featuring ratings for over 40 global firms, including newly added U.S. law practices, the LFMI offers a unique lens into how firms manage people, culture, and management systems - factors seen as increasingly critical to a firm's value and financial performance.

"Many law firms carry significant human risk that remains undisclosed and poorly understood," said Stuart Woollard, Co-Founder of the Maturity Institute. "Our Index brings this to light by measuring human value and risk drivers such as purpose, trust, innovation, strategic cohesion, decision-making, and performance management. The fact that General Counsels and firms are requesting LFMI data shows the appetite for a new kind of transparency."

The LFMI uses the Maturity Institute's OMINDEX® human systems framework, a research-tested model that goes beyond traditional ESG and DEI measures. Ratings reflect firms' capacity to manage value through complex stakeholder systems—including employees, clients, suppliers, and communities—and are adjusted as new evidence emerges from firm actions, regulatory findings, and media reporting.

As corporate clients face rising pressure to assess the integrity and values of their legal advisors, the LFMI also offers a timely tool for General Counsels, boards, and regulators seeking to go beyond billing rates, technical competence, and brand reputation.

"More law firms are beginning to realise that human factors are not 'soft issues', they are hard drivers of success and sustainability," Woollard added. "This Index is setting a new standard for what good looks like."The Maturity Institute plans to extend its ratings methodology to other industry sectors later this year.

Click the link for more Information on the Law Firm Maturity Index and ratings:https://www.hrmaturity.com/our-purpose/our-global-indexes/law-firm-maturity-index/

About the Maturity Institute

The Maturity Institute is a global, not-for-profit organization dedicated to redefining value in business. By applying evidence-based methods to assess organizational maturity, MI helps firms develop systems that maximize Total Stakeholder Value, balancing commercial success with human and societal impact.

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