



Hogan
Lovells

UN Global Compact

Communication
on progress 2017

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Statement

from our CEO



UN Global Compact 2017

It is easy to talk about responsibility, to put the words down on paper, and then to simply walk away. That isn't who we are.

Every day we have to advise our clients on their responsibilities, their rights, their ethical and professional obligations, and the consequences of getting them wrong.

We take the same approach with our own business and try to hold ourselves to the highest standards. As an organization where professional ethics sit at the heart of who we are, we are faced with a staggering range of regulatory requirements. They can range from the codified product of hundreds of years of legal custom and practice to rules which are hot off the metaphoric legislative press.

We are a business which operates in more than 25 countries across six continents. We are able to bring our resources, knowledge, experience, and perspectives to bear on social as well as legal issues. We have a very long standing commitment to doing so and to the advancement of rule of law. That is why we are members of the UN Global Compact.

This is our second Communication on Progress against the Ten Principles of the UN Global Compact and the 17 Sustainable Development Goals (SDGs). It demonstrates our achievements, but I am the first to recognize that there is a long way still to go. It is a challenge to which we are fully committed.

Yours sincerely,

A handwritten signature in black ink that reads "Steve". The signature is written in a cursive, slightly stylized font.

Stephen Immelt
CEO, Hogan Lovells

Overview

We became signatories to the UN Global Compact in December 2015. These are just some of the ways in which we have upheld our commitment to doing business responsibly since our last Communication on Progress.

183,300*
Citizenship Hours

Human Rights

We have implemented a global human rights policy

Environment

We're focusing on including more social enterprises in our supply chain

126,804*
Pro Bono Hours

Labor

Our global LGBT+ and allies network was launched

Anti-Corruption

Our Navigating bribery and corruption risk in M&A report sets out key issues firms need to consider as part of their due diligence

We understand that business engagement is critical if we are to tackle today's most pressing issues and to achieve the aims of the SDGs.

This year, we launched Rule of Law 2030: a new initiative to maximise our future impact by forming strategic partnerships with business around the world to advance the rule of law.



*Figures detail global pro bono and Citizenship hours undertaken from January 2017 – October 2017.

Awards and recognition

Our commitment to the Ten Principles of the UN Global Compact and the SDGs is backed up by the recognition which we receive around the world. We are honored that there are too many to list here, but some awards from 2017 of which we are particularly proud are:

- The Financial Times Innovative Lawyers 2017: Rule of Law and Access to Justice – Highly Commended
- The Lawyer Pro Bono Initiative of the Year
- American Bar Association International Pro Bono Rule of Law Award
- TrustLaw International Firm Award
- Ranked 17th in the Stonewall Top 100 Employers Workplace Equality Index
- We featured on The Times Top 50 Employers for Women list
- Top 100 Law Firm on American Lawyer's Diversity Scorecard
- Exceptional Service Award from the American Bar Association Death Penalty Representation Project
- CSR Innovation at the Legal Week Innovation Awards
- German CSR Prize for Civic Commitment
- Ranked third in the world at the Global Investigations Review Awards





Part of our DNA

Universal values

We respect and support human rights and the SDGs, as evidenced by our endorsement of the UN Guiding Principles on Business and Human Rights, and as signatories to the UN Global Compact.

Human rights policy

Our global human rights policy reaffirms our commitment to respect and support human rights, including in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and the ILO's Declaration on Fundamental Rights at Work. It also seeks to embed the responsibility to respect human rights in our practice, business and supply chain by clarifying what we expect of our people and our business partners.

In order to monitor implementation of the human rights policy, we have established a Human Rights Sub-Committee. It comprises senior lawyers and operations staff from around our global network, and will report periodically to the board on issues related to human rights in our business and supply chain. We have developed bespoke online training outlining our responsibility to respect human rights and what that means in the context of our business and legal advice. In the next year, we will provide detailed human rights training to all of our people, tailored to their specific roles and geographical contexts. We will continuously assess and seek to improve our human rights due diligence procedures, and integrate the findings into our operational procedures.

Eradicating modern slavery

We support the eradication of modern slavery and human trafficking in all its forms, and we are committed to taking steps to ensure that human rights abuses, however they may arise, are recognized and eradicated in our business and supply chains.

We have a dedicated core group addressing risks in the area of modern slavery and ensuring that appropriate measures are applied to assess, manage and minimize compliance, procurement, HR, Citizenship, and our human rights practice. It comprises lawyers and senior managers.

Prosperity for all

We recognize our advantaged position in society. It is critical to our business and culture that we do all we can internally to support our own people and externally to support our communities.

The wellbeing and happiness of our people is key to our success and a focus on diversity and inclusion allows us to optimize that in a way which is good for our people and consequently for our business. As a diverse team, we have sought to create an inclusive and welcoming environment where our people are valued for their individual contributions and where the provision of career development opportunities is a fundamental cornerstone of our culture.

Equal opportunities

We have regional equal opportunity policies and set minimum standards for diversity and inclusion goals to encompass under-represented groups. We also have a dignity at work policy in place in the UK, which will shortly be launched in Continental Europe, and gender transitioning in the workplace policies in the UK and US.

The implementation of our Global Diversity Business Plan is supported at the highest level by our Global Diversity and Inclusion Committee, a senior group of executive management, board members, and partners, responsible for ensuring that diversity and inclusion is embedded into what we do. Regional committees, partner diversity champions and teams of diversity professionals support these efforts at local levels. All of our new joiners undergo training which covers our diversity policies, procedures, and goals.

We are signatories to the Women's Empowerment Principles, and we put those principles into action. Up from 28 per cent in 2012, 35 per cent of our management positions are now held by women. Globally, 24% of partners are female, with the aim of having women make up at least 30 per cent of our partnership by 2022.

LGBT+

On the International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT), we launched Pride+, our new global LGBT+ and allies network. Pride+ was launched with a communication by our firm's Deputy CEO and Executive Sponsor for Pride+, to all employees. Through the launch of Pride+, we want to show that within the confines of our firm community, our LGBT+ colleagues are respected, embraced and supported, wherever they are in the world.

Pride+ has already been hugely successful with over 1200 colleagues registering to date. Upon sign-up, members receive an Ally Guide which includes information on why Pride+ is important, how to be an effective ally, and appendices on understanding sexual orientation and gender identity. Members also receive Pride+ merchandise for their offices and desks so they can visibly signal their support for the network. The network will host a program of both global and local events and initiatives supported by LGBT+ individuals and their allies across the firm.

Our trans inclusion initiative includes our gender transitioning in the workplace policy and trans inclusion training. Our bespoke training and policy offer guidance and support on practical considerations, communications, and creating a trans inclusive environment. The policy outlines guidelines for transitioning gender in the workplace, including information on the resources and guidance the firm can offer, and points of contact that can provide confidential support and answer questions.



“We are all diverse in our own way. Every day, we work with colleagues from different countries, cultures and backgrounds, all with unique experiences and perspectives. The diversity of our people is at our core; it is our greatest strength. “

*David Hudd – Deputy CEO
and Executive Sponsor for Pride +*

Pride+ launch events – just a few examples:

- Our Beijing and Shanghai offices organized film screening events, featuring the documentary *Pink Dads*, which interviews four Chinese fathers who talk openly and freely about their experiences with their LGBT children. In Warsaw, we screened *Article 18*, which presents the current situation for LGBT people in Poland.
- Our Hong Kong office organized a panel discussion with guest speakers from HSBC, Vidler & Co and The University of Hong Kong, in Singapore our colleagues were joined by Pink Dot Singapore, and in Tokyo we hosted a joint event with Women in Law Japan with speaker Mary Bonauto, a renowned American lawyer and civil rights advocate.
- Our Hanoi and Ho Chi Minh offices jointly organized a roundtable discussion facilitated by Mr. Luong The Huy, Director of LGBT Rights Programme at the Institute for Studies of Society, Economics and Environment.

Domestic violence

We promoted the UK Says NO More (UKSNM) week – part of a campaign led by Hestia, our London office Citizenship partner, to encourage charities, government, businesses and individuals to pledge to stamp out domestic abuse. Hestia is the largest provider of domestic abuse refuges in London, supporting men, women and children when they are most vulnerable. Our Regional Managing Partner for UK and Africa featured in the UKSNM promotional materials.

To mark the week, we launched Domestic Abuse Guidance for all members of the firm in the UK. We are committed to supporting and providing guidance to our people who are experiencing domestic abuse and to address its effects within the workplace, and we strive to create a supportive working environment that promotes the view that abuse against people is unacceptable and that such abuse will not be condoned.

Employee networks

Our Employee Networks and affinity groups are active across our regions and support a wide network of communities which encompass LGBT, women, working families, racial/ethnic minorities, wellbeing, millennials, carers and colleagues with disabilities or long-term health conditions. Open to all, they provide a forum for networking and business development, and support our understanding of the relevant issues.

We have redefined and rebranded our women's network in London as the 50:50 Network to demonstrate our modern approach to gender diversity, marked by a more inclusive vision, in which men are part of the conversation, as 50:50 partners in an equal workplace, where opportunities are equally available to both men and women.

Client collaboration

As a firm, we partner with our clients to ensure that our mutual business and diversity and inclusion goals are achieved. We do this by collaborative staffing with certain clients to ensure that diverse lawyers are given exposure and significant responsibilities on matters. We have partnered with major clients on a number of diversity and inclusion initiatives.

Safeguarding our planet

Balancing our needs with those of future generations is central to the fight against climate change. Safeguarding our planet is the responsibility of us all and we recognize that businesses should take steps to engage in sustainable development to address the environmental challenges we face, collectively.

An understanding of global sustainability issues and practical action on responsible consumption is something we're bringing to all of our people. Our Global Sustainability Policy helps us to minimize energy consumption and waste, maximize recycling and reuse, and travel responsibly.

Membership bodies

In the UK, we are founder members of the Legal Sustainability Alliance on Climate Change (LSA). Our London office is required to measure and report publicly on our carbon footprint each year, which we have consistently reduced since the LSA's inception in 2007.

In the US, we are members of the Law Firm Sustainability Network (LFSN). This is a non-profit organization of law firms and legal departments committed to promoting environmental sustainability and corporate social responsibility, raising awareness and reducing environmental impacts throughout the United States and internationally. It achieves this through partnerships with the LSA UK and the Australian Legal Sector Alliance.

Our global footprint

Each of our global offices is driving the sustainability agenda at a local level. Some recent examples include:

- Leadership in Energy and Environmental Design (LEED) is an ecology-orientated building certification program run under the auspices of the US Green Building Council (USGBC). Our Washington, D.C. office was awarded LEED Gold for our production, mailroom, and records space, and our Houston and Philadelphia offices are in the process of being awarded LEED Silver.
- In the absence of an onsite recycling capacity at our new office in Louisville, our colleagues came together to form a green team that sorts and transports a variety of recyclables from the office that would have otherwise made their way to landfill. Following the launch of this baseline program, the team has sought to identify further opportunities to improve sustainable practices around the office, including an effort to cut back on disposable product offerings in break rooms.
- Our Mexico offices educate colleagues about the importance of waste separation and the impacts of waste on the environment. They have visited the PET recycling center and urban orchards and have implemented a number of recycling projects, including for general waste, expired medicines, and batteries.
- In Alicante, we are working in partnership with City Hall to recycle our coffee capsules on a weekly basis with the coffee waste being used for compost. We are the first office in the city to collaborate on this project.
- Our Baltimore office launched an office composting program, lowering our waste footprint in the area. We hosted campaigns to educate our people on the benefits and best practices of composting.
- Our London office has seen a year-on-year energy reduction of 10% following replacement of chillers and enhancement of controls. This is the beginning of an energy efficiency program within the UK offices that will target a 25% reduction by 2020.

Ethical behaviour

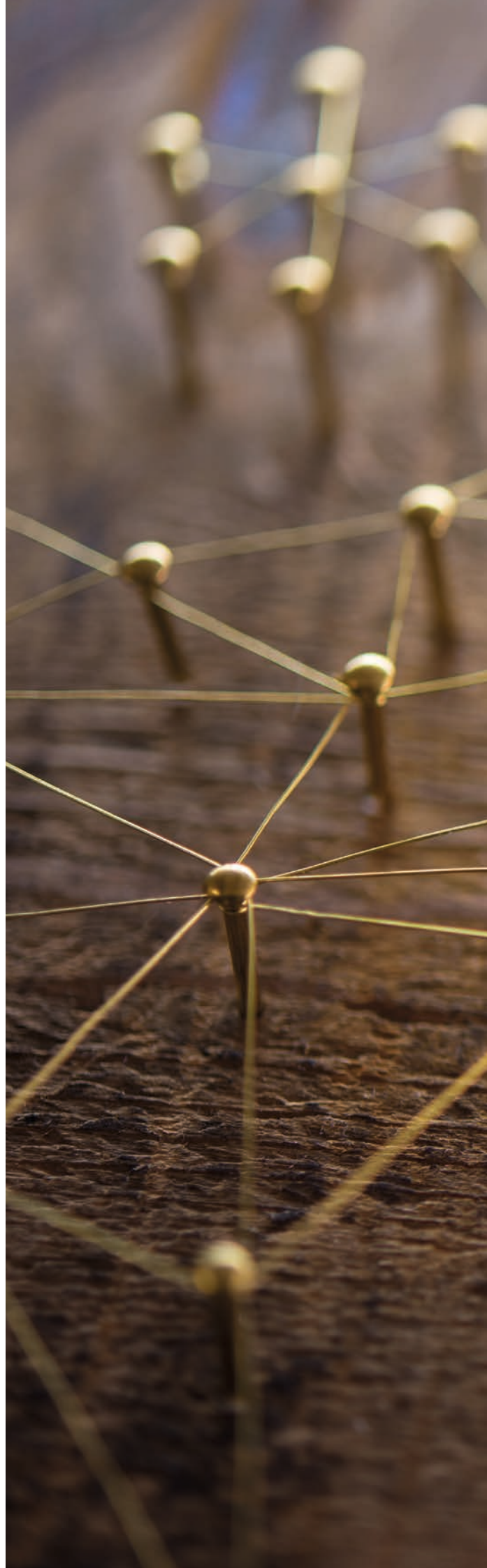
We are committed to doing business responsibly. Our robust policies and procedures ensure that our people do everything that is expected of them, in each of the jurisdictions in which we operate to help prevent bribery and corruption.

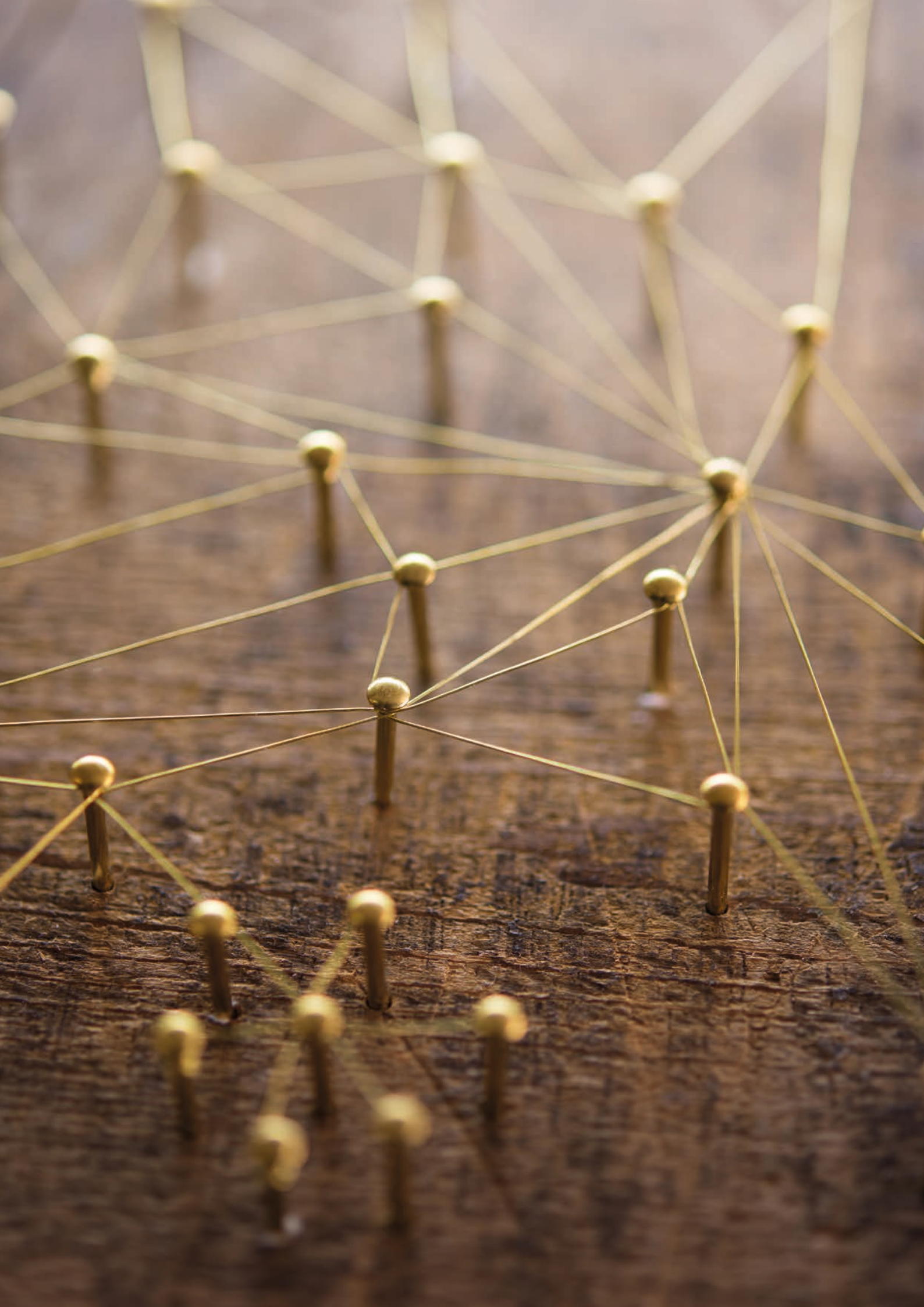
Our policies are clear. We comply with all applicable anti-bribery laws of all countries in which we operate and require that any joint venture partners or agents, when acting on our behalf, comply correspondingly. It is the personal responsibility of all of our partners and employees to acquaint themselves with the legal standards and restrictions applicable to their assigned duties.

Our global Anti-Bribery and Corruption, Gifts and Hospitality and, Whistleblowing policies and the procedures underlying them are actively promoted through our Internal Practice Manual on our intranet. To ensure that our people are up to date, they receive notifications when there are amendments to the policies. All staff in Hogan Lovells International LLP are required to undertake e-training on anti-money laundering fundamentals on an annual basis.

“We are committed to the highest ethical standards in the conduct of our business worldwide.”

Guy Powell, Assistant General Counsel





Human rights & labor

Principles 1 – 6

Legal solutions

International Business and Human Rights Group

Soft guiding principles on business and human rights developed by the United Nations and other international bodies are hardening into law in many countries, often with extraterritorial reach. Businesses face the challenge of understanding what their human rights obligations are and how to meet them. Failure to comply can lead to criminal and civil liability, and generate devastating adverse publicity.

To help clients deal with these complex issues, we have combined our extensive knowledge and capabilities to form an integrated International Business and Human Rights group. The group offers the full spectrum of business and human rights

advice, from due diligence of a businesses' operations and supply chain to human rights investigations and litigation.

We already have extensive experience supporting major clients in this area. By establishing this group, we aim to capture existing work, grow our Business and Human Rights client base, and raise our profile and recognition in this area. We also want to establish a dialogue with our clients, and develop innovative tools to assist them in fulfilling their responsibilities in an increasingly changing human rights arena.

We continue to play a leading role in developing the UN Protect, Respect and Remedy Framework for Business and Human Rights:

- Participating on a panel discussion on strict liability for human rights violations at the UN Office of the High Commissioner in Geneva.
- Co-hosting a session on remedies for human rights violations up and down the supply chain at the UN Business and Human Rights Forum in Geneva.
- Participating in a UN Global Compact consultation on SDG 16.
- Collaborating with the UN Global Compact and local counsel to deliver training for the Ugandan business community on how to implement the UN Guiding Principles.
- Delivering a key note speech to the World Initiative of Mining Lawyers on human rights in the mining sector.
- Running a master class on developments in corporate liability for human rights violations at Strathclyde University.
- Creating a dedicated blog for business and human rights issues.
- Delivering training to clients, including multinationals in the extractive sector, on business and human rights.

Rule of Law 2030

Rule of Law 2030 is a new evidence-based initiative to align our existing rule of law projects with the SDGs and to maximize our future impact by collaborating with businesses and host governments to implement projects to strengthen the rule of law.

The initiative builds on research which we carried out with the Economist Intelligence Unit and the British Institute of Comparative and International Law revealing that the strength of the rule of law ranks among the top three considerations when multinationals make decisions about where to locate foreign direct investment. This research was cited by the UN Global Compact in its Business for the Rule of Law Framework.

Rule of Law 2030 seeks to use our network of lawyers around the globe to achieve these objectives. We have catalogued our existing rule of law projects and are currently seeking opportunities to partner with businesses and governments on new rule of law initiatives.

“Rule of law is in our DNA. By forming Rule of Law 2030, we are demonstrating our commitment to the advancement of the rule of law which is critical for our clients and for us.”

Julianne Hughes-Jennett, Partner

Chain reaction

As signatories to the UN Global Compact, we respect and support human rights and employee rights. We support the eradication of modern slavery and human trafficking. We are committed to taking steps to ensure that human rights abuses, in any form, do not occur in either our own business or in our supply chains.

The UK Modern Slavery Act

In the UK, we have set out a procedure in accordance with the requirements of the Modern Slavery Act. The majority of our suppliers are UK based and supply standard goods or services. We do not simply buy goods or services on cost based principles. We recognize there are areas of potentially higher risk and some services involving relatively high levels of contracted labor. We have a database of first tier suppliers to maximize control and coordination, adopting a risk-based approach to assess and manage, whenever necessary, any modern slavery risks in our supply chain.

Suppliers are risk assessed and categorised taking into account the nature of their business as well as country of operation, and product and industry characteristics. We use the Global Slavery Index and other similar resources to determine the inherent risks associated with specific jurisdictions and sectors. Any supplier which presents an appreciable risk of failing to meet our standards is required to complete a modern slavery questionnaire. The quality and transparency of responses to these questionnaires is assessed and acted upon.

We have developed a Supplier Code of Conduct which applies to our providers of goods and services and sets out the standards we expect them to observe. Where our standards are not met, suppliers will be expected to take action and evidence remedial steps to ensure their activities falling within our supply chain are free from modern slavery, believing that that approach will result in the safest outcome for potential victims and improved supplier behavior.

London Living Wage

We are voluntary signatories to the London Living Wage (LLW) campaign. The LLW provides a benchmark for employers who choose to pay their employees at a rate which is calculated according to the cost of living. The LLW can alleviate the constant stress of living with financial pressures. It has been shown to improve job satisfaction, and without the need to take on a second job, people have more time to spend with their families and in their communities. We pay our employees at a rate higher than the LLW, but we also require our suppliers, such as our caterers, to state in their contracts that they pay their staff at least this rate.

Connected locally

Advancing peace, justice, and strong institutions is at the core of our work. We provide advice to some of the most vulnerable members of society who can find it difficult to access justice. Access to justice is at the heart of the rule of law, and advancement of the rule of law is essential to the sustainable development agenda. We firmly believe that the realization of human rights will improve lives and strengthen societies; this is what we strive for each day.

“We harness our legal expertise and global networks to leverage economic and social benefit, underpinned by the rule of law.”

*Yasmin Waljee OBE,
International Pro Bono Director*

“We’re proud to see our collective commitment making a real difference in the lives of the most vulnerable among us”.

T.Weymouth, US Pro Bono Partner

Some of our recent achievements:

- **Legal services for all**
Access to justice is the right of all persons residing in South Africa, but most people cannot afford legal services. Our pro bono team in our Johannesburg office have been providing advice, legal representation and assistance to the indigent of South Africa for the past 10 years. We recently became the only firm in South Africa to permanently house an internal pro bono law clinic following the move to our new Johannesburg office. We have a dedicated pro bono team of admitted lawyers and candidate lawyers who will staff the clinic and other staff members will also volunteer their time. The clinic offers assistance or referrals on any kind of legal matter.

– **Protecting our young**

We helped the Tahirih Justice Center with pro bono legal research and data analysis to support the passage of state laws in Virginia and Texas which limits marriage to legal adults, as well as a similar law in New York, and to support the consideration of similar laws in other states. This exposed the young age of many of the minors who were married, the large age differences with adult spouses they married, the disproportionate impact on girls, and other striking findings.

We also helped Tahirih compile a cutting-edge, first-ever, 50-state report on existing laws on under age marriage and exceptions, and assisted in underscoring how those exceptions can be at stark odds with statutory rape laws and other child-protective legal frameworks. With our assistance, Tahirih then drafted landmark legislation to raise the minimum age for marriage to 18 in Virginia (except in the case of 16-17 year old court-emancipated minors). Texas passed a similar law in 2017, and we are working with Tahirih on similar efforts in other states.

– **Countering child trafficking in Vietnam**

Our London office filed a joint bid for funding with Vietnam's Pacific Links Foundation and the UK's ECPAT and Anti-Slavery International to create an educational film warning Vietnamese young people of the dangers of being trafficked abroad. Our Vietnam offices provided regulatory and transactional advice and support to enable the film to be produced. We also sit on the UK's Independent Anti Slavery Commissioner's Advisory Panel.

– **Investing in young people**

Colleagues in Paris worked with the Association for the Right to Economic Initiative (Adie) on the legal structure of France's first social impact bond. The financial structure was designed in partnership with BNP Paribas. One of the first contracts signed was a project targeting youth unemployment.

– **A mutual understanding**

Our German offices won the German CSR Prize for the second consecutive year in the Community Engagement category for our collective activities for refugees in Germany. We have developed a number of projects aimed at supporting newcomers assimilate into everyday life. Projects include pro bono legal advice and law clinics, language classes and fundraising. We also employ four Syrian refugees – two lawyers and two business services staff.

– **Case closed**

A federal court confirmed a US\$24m racial discrimination settlement that we secured for a class of African-American Secret Service agents. The approval hearing marked the end of a more than 16-year legal battle.

The class settlement will ensure that African-American Secret Service special agents are evaluated under a fair promotions process, allowing best qualified agents to be chosen for promotion and leadership positions. It also provides significant monetary relief for the plaintiffs who, on average, will receive well over \$100,000 in compensation for the discrimination they suffered.

Environment

Principles 7 – 9

Legal solutions

Business integrity and sustainable development are integral to companies operating in the energy and natural resources sector, with clients adopting strategies and internal controls to ensure they operate ethically. In addition, many companies adopt international standards for sustainable development and business integrity as part of their resource development agreements, financing arrangements, and other contracts.

Our advisory services are provided by lawyers who have in-depth knowledge and experience in domestic and international law relating to human rights, as well as issues that are unique to various industries: freedom of speech and association; rights to natural resources (environmental law); labor and employment (including health and safety); and respecting the rights of civilians and indigenous communities in conflict-affected areas.

We routinely advise clients engaged in the development of natural resources on issues related to business integrity and sustainable development, as well as sovereigns seeking investment in the resources sector. This advice includes guidance on the following topics:

“Within the extractive industries, there has been a substantial emphasis on managing the development of resources in a sustainable manner. We are working to capture our expertise within the firm on these issues, work on sustainable development alongside our clients and are developing a framework for our Sector.”

Scot Anderson, Partner – Infrastructure, Energy, Resources and Projects

– Sustainable development and the social license to operate

As the concept of sustainable development evolved, companies engaged in the development of mineral resources, including oil and gas, came to understand that host nations and local communities valued structures and strategies to assure that they captured the benefits of resource development over the long term, and avoided a boom and bust cycle. We have advised both governments and private companies on the use of community development agreements and similar stakeholder engagement strategies for assuring a cooperative approach to resource development. These measures also assist the company in securing its social license to operate, that is, a society-wide acceptance of the value and benefits of mineral development.

– Anti-bribery and corruption

Companies engaged in the development of large projects and resources development often attract the scrutiny of regulators concerned with preventing bribery and corruption. This issue is especially important when working in countries where transparency is low and corrupt behaviour is common.

Our Bribery and Corruption Task Force offers international clients informed advice in a number of areas of risk, from reactive incident response measures to the development of proactive strategies for managing potential exposure through compliance programs and related auditing. Additionally, lawyers working on large resource development projects and energy infrastructure projects routinely advise clients on strategies to assure transparency in governmental engagement in those projects, including for example the application and implications of the Extractives Industry Transparency Initiative.

– **Human rights**

We have worked with our clients in the development of their sustainability programs, including the integration of human rights into their risk management systems in a manner consistent with guidelines promulgated by industry groups and by the Special Representative to the U.N. Secretary General on Business and Human Rights.

Chain reaction

Sustainable procurement has a critical role in the environmental management of our business. We are working with our suppliers to reduce our carbon footprint, conserve resources and to take care of our planet. We are working with our suppliers to embed these practices throughout our supply chain.

Social enterprise

We seek to include social enterprises in our supply chain wherever possible, and we buy from a number of our pro bono clients whose sustainable products are served at our events:

- AFB Group – employs people with disabilities to recycle and refurbish IT devices which they then sell.
- Toast Ale – brews beer from surplus bread that would otherwise be wasted. All profits go to the food waste charity Feedback.
- Rubies in the Rubble – make relish and chutneys from fruit and vegetables that would otherwise be discarded because of aesthetic imperfections, over-forecasted demand or inefficiency in storing and distribution.

In many of our offices, our catering providers support local, sustainable and small-scale producers. They are committed to buying and using fresh and seasonal produce and work with suppliers to expand a supply chain that is built on principles of sustainable and, wherever possible, local sourcing.

In Hong Kong, Fuji Xerox is the supplier of our photocopiers and printers and supplies. They collect all waste equipment, spare parts and used consumables from us and ship them to the recycling facility in Thailand, where they remanufacture, reuse or recycle the products to achieve over 99% recycling rate & zero-landfill.

In the US, we partner with client Office Depot to increase our recycled content product and green usage spend. In 2017, we purchased 24% recycled content office products and 30% green usage. Green usage includes those products with ratings such as compost-ability, low chemical emissions products, and products from sustainable forests.

Connected locally

We take action on climate change and its impacts through our pro bono and community investment work. These efforts are complemented by HL Green Action, our global employee sustainability network. Some examples of recent work include:

– **Light and hope**

Our global Citizenship partnership with Barefoot College is supporting the training of 400 women – known as Solar Mamas – in 35 countries to become solar engineers and bring light to 20,000 homes. Barefoot College has developed an innovative program in which women from rural communities learn how to make solar panels, install the panels in their villages, and become self-employed engineers who generate development in their communities.

– **Green investments**

Our Washington D.C. office structured the world's first ever securitization of off-grid solar power, transforming energy and lives in developing nations. Working with pro bono client Persistent Energy Capital LLC and local counsel in Kenya, we helped thousands of Kenyans access reliable and affordable electricity for the first time and built a scalable financial structure that uses solar equipment receivables to secure investor notes. This paved the way for alternative and affordable financing for investment in installment sales of solar panels.

– **Friends of the earth**

Our Brussels office has been supporting Eco Peace Middle East with a European Commission claim for recovery of funding for a project to clean up the Jordan River.

Earth Month

During Earth Month, colleagues in our offices across the Americas worked to keep their local communities green:

- Our Rio office launched Hogreen, a new environmental initiative which works to keep the city of Rio de Janeiro beautiful by planting and maintaining gardens within the city. Our colleagues converted plastic bottles into birdfeeders and vases for plants.
- In Mexico City, a group of 15 volunteers visited the Tlateloco Orchard. Volunteers weeded, planted and watered various crops and plants. Our volunteers also learned about the importance of urban agriculture and how community garden

projects can make a big difference in urban sustainability.

- Our New York office volunteered for the Jericho Project. Volunteers assisted with building and grounds beautification at one of their supportive housing sites in New York City. Our volunteers raked leaves, planted gardens, and pulled weeds to leave the spaces cleaner and greener for their residents.





Anti-corruption

Principle 10

We have decades of experience advising clients on a full range of bribery and corruption matters. Lawyers in our Bribery and Corruption practice have in-depth experience across the board including tax-related crimes, money laundering, fraud, and intellectual property crimes. We engage more broadly with our clients and the wider business sector through reports, investigations and our thought leadership work. We are a recognized leader in investigations and fraud work, being ranked in the top tier of leading legal directories.

Recent achievements:

- Our Global Bribery and Corruption Task Force offers international clients informed advice in a number of risk areas, from reactive incident response measures to the development of proactive strategies for managing potential exposure through compliance programs. Our task force brings together a cross-jurisdictional team of partners from our international network with more than 25 years of experience in large-scale investigations.
- Steering the Course: Navigating bribery and corruption risk in M&A was launched in September, the third in a series of reports from our global Investigations, White Collar and Fraud practice. It explores current issues around anti-bribery and corruption compliance around the globe, combined with expert insight and survey findings which reveal some very interesting tensions within multinationals between compliance and commercial goals.
- We interviewed 604 chief compliance officers, heads of legal, and equivalent, in the UK, US, Asia, France, and Germany. Respondents work in many of the world's largest multinational companies in four sectors – energy, minerals and resources; life sciences and healthcare; transport; and technology, media and telecommunications.
- We measured our survey results against our Benchmarking Model, designed by our Global Bribery and Corruption Task Force, to produce our report series.
- The report series has so far generated 18 client events across Asia, Europe and Latin America, with over 500 attendees from some of the world's biggest companies.
- Our reports have attracted widespread global media coverage. Stories have appeared in leading titles including in The Financial Times, The Wall Street Journal, The Times (UK), Les Echos, La Tribune, El Financiero, the Australian Financial Review, and City AM (London).

“Too few companies do enough to counter bribery and corruption in M&A and private equity investments. Instead they busy themselves with due diligence on tax, antitrust, legal, financial, intellectual property, and other asset or industry-specific areas. None of which makes a difference if the company you're after is corrupt.”

Crispin Rapinet, Partner and Global Head of Investigations, White Collar and Fraud

Further information

For further information on our approach to responsible business, we welcome you to browse the Citizenship section of our website, where you'll find examples of some of our projects and partnerships.

<http://www.hoganlovells.com/citizenship>

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Ho Chi Minh City
Hong Kong
Houston
Jakarta
Johannesburg
London
Los Angeles
Louisville
Luxembourg
Madrid
Mexico City
Miami
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