



Hogan
Lovells

UN Global Compact

Communication
on progress 2016

We became signatories to the UN Global Compact in December 2015. These are just some of the ways in the past year in which we have upheld our commitment to doing business responsibly.

195,916 Citizenship Hours

1500

Human Rights

On International Human Rights Day 2015, more than 1500 lawyers and business services members were trained on the United Nations Guiding Principles.

1

Labor

We are creating 1 global database of our suppliers worldwide so as to facilitate greater control and co-ordination of our supply chain.

6

Environment

6 resource-efficient, LEED-certified (or soon-to-be-certified) offices in the U.S.

600

Anti-Corruption

More than 600 Chief Compliance Officers were interviewed for our global survey on the challenges of implementing anti-bribery and corruption compliance programs at large multi-nationals.

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Statement

from our CEO



Hogan Lovells is committed to doing business responsibly. A strong sense of professional and business ethics, accountability, and responsibility is very much part of who we are and how we behave. As one of the world's largest law firms, with operations in more than 25 countries across 6 continents, we feel that we have a special duty to uphold and champion the rule of law and its underlying principles.

Good citizenship is explicitly stated and recognized by our people and the market as one of our core values and an integral part of our culture and strategy. In December 2015, we became a member of the UN Global Compact, the world's largest global corporate sustainability initiative, and committed to incorporating the Ten Principles into our strategies, policies and culture, and advancing them within our sphere of influence.

Our first Communication on Progress sets out how we have embedded the Ten Principles of the UN Global Compact within our firm during the period from December 2015 – December 2016. Over the course of the next year, we will continue to review and enhance our existing policies, processes and activities.

Yours sincerely

A handwritten signature in black ink that reads "Steve". The signature is written in a cursive, flowing style.

Stephen Immelt
CEO, Hogan Lovells

At our core

Our commitment

Operating with integrity. Respecting fundamental rights and responsibilities. Promoting action.

At Hogan Lovells, we are committed to the highest ethical standards in the conduct of our business worldwide. We are a global legal practice that helps corporations, financial institutions, governments, and social enterprises across the spectrum of their business and legal issues, globally and locally.

We have more than 6,000 people working from more than 45 offices in Africa, Asia, Europe, Latin America, the Middle East, and the United States.

In an interconnected world, we understand the complexity of our business operations, practice, and relationships and, more importantly, our legal, moral and commercial responsibilities. We operate according to the United Nations Guiding Principles and we are signatories of the United Nations Global Compact. But for us, doing the right thing is about more than just being compliant.

Respecting and supporting human rights. Upholding labor standards. Addressing environmental responsibilities. Fighting corruption. We keep to our word by practicing principled business. Our corporate responsibility agenda is present throughout the core areas of our firm, including our business practices, policies, staff training, cross-industry initiatives and our Citizenship and pro bono work.

We will continue to align our priorities, projects and support within the essence of the Sustainable Development Goals (SDGs) framework and partner with NGOs that take a rights-based approach to development. From gender equality to peace, justice, and strong institutions, the SDGs help guide our efforts and ensure that we are working to transform our world. With 17 goals, 169 targets, and 15 years, the SDGs remain our focus in both the short and long term.

The pace at which we are mobilizing our global team to take up the challenges of upholding responsible business practices is only matched by the need for our people to act. When we launched our new global Citizenship policy at the beginning of 2015, we became the first law firm of our size to ask all of our people worldwide to do at least 25 hours of qualifying Citizenship activities each year. But, it isn't just about the hours we put into good citizenship, it's about the impact we make along the way. That impact is felt within our firm too, as we work together with colleagues around the globe on a shared purpose.

Respecting and supporting human rights

In addition to becoming a member of the UN Global Compact, we have endorsed the UN Guiding Principles on Business and Human Rights (UNGPs). We have made a commitment to respect human rights and are implementing that commitment through our management policies and processes and by training our people on the UNGPs. On International Human Rights Day, we provided on-line training to our legal and business services people on the UNGPs. In the coming year, we'll roll out business and human rights training, on a practice-area basis, to build lawyers' and business services members' capability to spot and address human rights issues. Our people also participate in industry sector initiatives to develop market-specific awareness and guidance.

“Businesses are increasingly turning to their legal advisors for assistance on their implementation. It is essential that our lawyers understand the implications of the Guiding Principles to effectively counsel their clients and ultimately help business enterprises to fulfill their responsibility to respect human rights. But it is not just outward looking; law firms are businesses too and must also consider how best to implement the Guiding Principles.”

*Julianne Hughes-Jennett,
Partner in our London office*

Upholding labor standards

Diversity is at the core of who we are and how we do business. We are a high-performing global team with people from different backgrounds, perspectives, and life experiences. We are at our best when we can be ourselves – working together and delivering for our clients. Our success depends on our ability to attract and retain the brightest talent, and to foster a work environment where people of all backgrounds and experiences reach their full potential.

We can't and don't take our people's rights lightly. As a socially responsible employer, we provide an inclusive and welcoming environment, where our people are treated fairly and given the opportunity to achieve their full potential. We also promote good health, wellbeing and resilience. We have in place regional equal opportunity policies and set minimum standards for diversity – globally – which details diversity and inclusion goals for encompassing all under-represented groups, including women, racial/ethnic minorities and LGBT lawyers. We also have in place 'dignity at work', and 'gender transitioning' in the workplace policies.

Our executive management committee has agreed a Global Diversity Business Plan, the implementation of which is supported by our Global Diversity and Inclusion Committee, a



senior group of executive management, board members, and partners, responsible for ensuring 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 and procedures, and goals.

Up from 28 per cent in 2012, 33 per cent of our women are now in management roles. And by 2022, we aim to have women make up at least 30 per cent of our partnership. As signatories of the United Nations' Women's Empowerment Principles (UN WEP), we embrace our role as a global business and employer, and an agent for change in gender equality.

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, 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 relevant issues.

Implementing a ground breaking contextual recruitment tool. Celebrating London Pride with our signature client lunch. Delivering advisory events to support colleagues in managing work

“Diversity and Inclusion aren't just about doing the right thing. As an organization whose services are reliant on the skills of our people, making sure we attract the very best talent is essential. We also know that diversity in teams brings innovation, meaning we make better decisions and, therefore, do better work for our clients and ourselves.”

Alison Unsted, Head of Global Diversity, Inclusion and Wellbeing Strategy

and family life. It doesn't stop there. Our people go above and beyond to ensure that we make good on our commitments to diversity in the work place. Our Diversity & Wellbeing team, along with our Employee Networks, host and deliver events across the firm each and every year.

Our commitment to diversity and inclusion is backed up by the recognition which we receive around the world. In 2015 alone, we received over 20 awards for our global diversity efforts.

Some of the most recent awards and recognition we have received:

- Listed in *The Times Top 50 Employers for Women* in 2016
- Ranked in the *Stonewall Top 100 Employers 2016 Workplace Equality Index* for the sixth consecutive year
- Named as most inclusive firm for minority lawyers at *2016 Chambers Diversity Awards*

- Received a top rating of 100 per cent for seven consecutive years (2010 – 2016) on the *Human Rights Campaign Foundation’s Corporate Equality Index – Best Places for LGBT Equality*
- In 2016, earned a *Gold Standard Certification by Women in Law Empowerment Forum*, for the fourth consecutive year
- Best gender diversity initiative by an international firm for the second consecutive year at the *2016 Euromoney Asia Legal Women in Business Law Awards*
- Listed 18 in the *Inclusive Top 50 UK Employers 2016* list

Addressing environmental responsibilities

One planet – many threats. Pollution. Climate change. Overpopulation. Natural resource depletion. Loss of biodiversity. We understand that, globally, businesses should take steps to responsibly manage the environmental challenges that face us all. That’s why we believe that sustainable practices are not simply a “nice to have”.

We regularly look at our work environment to understand how we consume resources and how we can make our offices – and our lives – greener. Our main impact on the environment arises from our energy use, the waste that we generate, and our travel and procurement. To address these

“There is a common misconception among some who think that professionals like us don’t need to worry about our environmental footprint. We should – and we do.”

Andrew Taylor, Sustainability co-lead and Partner in our London office

issues head on, we have developed a Global Sustainability Policy that drives our endeavors to raise internal awareness of environmental issues; minimize energy consumption; minimize waste; maximize recycling and reuse; travel responsibly; and procure responsibly.

In the UK, we are founder members of Legal Sector Alliance on Climate Change (LSA). On an annual basis, our London office is required to measure and report publicly our carbon footprint. We have consistently reduced our footprint since the LSA’s inception in 2007 and have witnessed a 43 per cent decrease in our carbon emissions since our first report.

In the U.S., we are proud to have recently joined 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 Legal Sector Alliance UK and the Australian Legal Sector Alliance.

Some recent examples of the work of our international offices:

- Our four **German** offices use only electricity from renewable resources, saving more than U.S. \$200,000 a year. In Frankfurt, excess energy from a city heating plant and a heat exchanger which uses water from the river Main power the heating and air conditioning systems.
- Our **Mexico City** office has recently implemented a transport system to shuttle employees to and from the main metro stations. This new initiative prevents the use of at least 30 cars each day.
- In **Tokyo**, the designers and architects of our new office and retrofit are incorporating sustainable features, including enhanced natural light, sustainably sourced building materials and motion sensor LED lighting.
- Our **Paris** office is utilising dedicated software to help monitor and optimize energy consumption, and in June 2016 undertook an external energy audit of the building to provide a solid baseline from which to measure and improve efficiency.
- In **Dubai**, in addition to green initiatives focusing on ‘reduce, reuse and recycle’, our office is also working to reduce the unnecessary use of plastic cutlery with the aim of eliminating completely the use of plastic cutlery within the office.
- In some of our offices, such as **Singapore**, we filter and bottle our own water with reusable glass bottles, saving around 200kg of CO2 emissions as well as reducing waste.

“We look for ways to make sure we use energy-efficient equipment to help us day to day. Four of our U.S. offices are now Leadership in Energy and Environmental Design certified, with two more in the pipeline.”

*Scott Reisch, Sustainability co-lead
and Partner in our Denver office*

Fighting Corruption

Governments across the globe have publicly expressed their commitment to anti-bribery and corruption activity, and enforcement is on the rise. 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.

Global Anti-Bribery and Corruption. Gifts and Hospitality. Whistleblowing. These 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 new starters are required to undertake e-training on anti-money laundering fundamentals.



Human rights & labor

Principles 1 – 6

Advising clients

Our expertise of human rights in a corporate context helps our clients, in line with the UNGPs, to understand how human rights can impact their business. In a globalized economy, human rights are important as a means of protecting businesses from excesses of government interference. They provide standards for good corporate citizenship that are increasingly integral to commercial success.

To commemorate the 800th anniversary of the Magna Carta, Hogan Lovells co-authored Risk and Return: Foreign Direct Investment and the Rule of Law looking at the extent to which multinational companies consider rule of law when carrying out foreign direct investment (FDI). The report revealed the significant impact that the rule of law has on FDI decision-making by multinationals.

At the inaugural Business and Human Rights practice event, held in London in January 2016, an expert panel discussion concluded that human rights are good for business. The panel identified the positive role of human rights as part of the rule of law framework that protects business and creates a safe space for foreign investment. It also recognized that the risks posed by possible human rights' breaches can often create

opportunities for forward-thinking businesses to differentiate themselves from their competitors by leading the way on compliance.

Working with our suppliers

As a business spanning six continents, we are "open" 24/7. But not at any cost. In an interconnected world, we need to be sure that our procurement and supply chain processes meet our business needs, and adhere to the relevant legal and regulatory requirements.

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.

We are creating a database of all our suppliers worldwide to facilitate greater control and coordination of our supply chain. This will provide greater visibility of supplier terms as well as an enhanced ability to monitor the compliance of our supplier base within the framework of the UN

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

Guy Powell, Head of Professional Standards and Compliance

Global Compact. To support this endeavor, we have created a supplier questionnaire which new and existing suppliers are required to complete in order to enter into or remain in our supply chain.

We have developed training seminars to support our staff in charge of procurement to recognize the key issues and risks of modern slavery and how they can prevent exploitation and we are in the process of developing this into an online training module for our colleagues.

We are voluntary signatories to the London Living Wage (LLW). This campaign provides a benchmark for employers who choose to pay their employees at a rate which is calculated according to the cost of living. It can alleviate the constant stress of living with financial pressures, 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

“The London Living Wage provides our employees, and the employees of our suppliers, with a salary which they and their families need to live. Ethical pay is an important part of investing in our people and our communities, and Hogan Lovells is proud to be a London Living Wage Employer”.

Katie Hunter, Head of HR, UK

suppliers, such as our caterers, to state in their contracts that they pay their staff at least this rate.

In our communities

138,055. That’s the number of pro bono hours our lawyers have undertaken since December 2015. Our award winning pro bono practice addresses issues of anti-human trafficking and forced labor by working with leading NGO communities operational in this area. Our NGO partners provide practical solutions to issues of child labor which are complex where family and communities often depend on the income of their children and need to find money elsewhere. We often support these solutions through our social enterprise/ international development practice by offering pro bono legal advice on social impact projects.

“Everyone is equal in the eyes of the law. No matter what your personal circumstances may be, everyone deserves meaningful access to justice. That’s why one of our key pillars of good citizenship is providing free legal services to those who need it most – from individuals to governments.”

*Yasmin Waljee OBE,
International Pro Bono Director*

“We use our legal skills to bring about tangible change for those who need legal expertise but can’t access it”.

T.Weymouth, U.S. Pro Bono Partner

Recognizing the firm’s work, Kevin Hyland, the UK’s first Independent Anti-Slavery Commissioner, commented: ‘The free legal work undertaken by firms such as Hogan Lovells is not only important to individuals at the time of their case but significantly reduces the chances of re-victimization and allows them to rebuild their lives.’

Some of our recent achievements:

Advances in child protection. After intensive work by our Ulaanbaatar office, the Mongolian Parliament adopted two laws that established the country’s first systematic framework for child protection. It is expected its implementation will improve Mongolia’s international obligations related to child protection.

African Legal Awards CSR Initiative of the Year. We volunteered almost 500 hours across two centers in support of the Teddy Bear Clinic in Johannesburg which provides trauma counseling and legal assistance for victims of child abuse in South Africa.

Rights for domestic workers. We advised local Hong Kong NGO Help for Domestic Helpers (HDH) on a number of employment and criminal offenses cases, and engaged in training for both HDH and our lawyers to raise awareness of human rights legal issues.

Freedom at home. In Mexico City, through our partner G.A.C. Domestic Violence, we supported a female client with physical disabilities whose sister was physically and emotionally abusive and made our client a prisoner in her own home. We obtained a civil protection order to protect our client and now she is able to live freely without fear of violence or threats.

Fighting modern slavery. We have a five-year partnership with London’s Metropolitan Police to take their referrals for victims of forced prostitution and labor. We annually succeed in recovering over £100,000 pounds of compensation for victims.

CAIR Coalition’s Law Firm of the Year Award. We have taken on numerous pro bono cases on referral from CAIR Coalition’s Detained Adult Program and Detained Children’s Program. We were recognized for our work fighting the deportation and detention of non-citizen girls and women.



Environment

Principles 7 – 9

Advising clients

Our environmental practice assists clients across all sectors, including public, private and NGOs, to manage environmental and social issues responsibly. We assist clients with both the most complex legal challenges, and the day-to-day issues that must be addressed to maintain compliance and keep abreast of policy and regulatory changes.

We regularly advise on legal issues associated with climate change, including emissions trading and act for many clients active in the renewable energy sector. Members of the practice also work on human rights and broader social issues. We have advised many companies to comply with both the letter and the spirit of the new reporting obligations under the UK Modern Slavery Act 2015.

The pro bono work of the practice focuses on environmental issues such as climate change, deforestation and wildlife conservation, and the business and human rights agenda. We have recently collaborated with the Institute for Human Rights and Business (IHRB), a leading international think tank, to produce the report, *Corporate Liability for Forced Labour and Human Trafficking*. We have also provided pro bono advice to the newly established Independent Anti-Slavery Commissioner in the UK, Kevin Hyland.

Our energy and natural resources group works with major energy companies, natural resource

developers, financial institutions, investment funds, and governments and their agencies around the world. During 2016, the group developed three on-line global resources for clients:

- **Cyber security in Energy.** We examined cyber issues facing the energy sector around the globe, addressing the threat, the role of government in responding to the threat, and the response in a six-part client alert series.
- **Energy efficiency.** We examined global trends, incentives, and policies in Energy Efficiency in the New Energy Economy. Covering insights, implications, and measures from the U.S., Italy, Japan, the UK, and Europe in an eight-part client alert series.
- **Brexit Environment.** Brexit will have implications for all businesses subject to environmental regulation. This article provides an overview, and then appraises by subject matter.

In November 2016, more than 150 of today's top energy executives from around the globe convened in Houston, Texas for the third Hogan Lovells Global Energy Summit. Over two days, these titans of industry explored how to champion innovation, adapt to a continually evolving landscape, and steer an organization through challenging times.

Working with our suppliers

Sustainable procurement has a critical role in the environmental management of our business. Environmental stewardship. Conservation of resources. Reduction of carbon footprint. We are working with our suppliers to embed these practices throughout our supply chain.

In many of our offices, our catering providers support local, sustainable and small-scale producers. They are committed to buying and using fresh seasonal produce and work with suppliers to increase a supply chain that is built on principles of sustainable and, wherever possible, local sourcing. In our Paris office we work with a caterer which supplies fruits and vegetables grown close to the capital, and in Dusseldorf only locally produced milk from nearby farms is purchased.

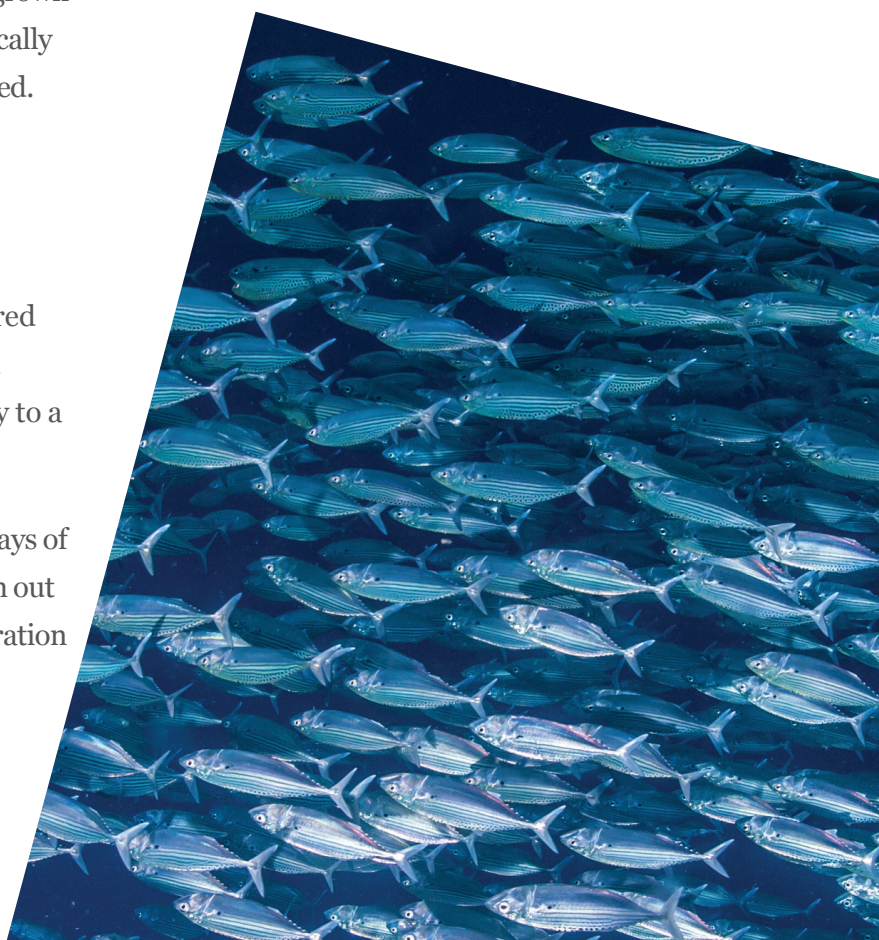
Some examples of recent initiatives from our London office:

- A percentage of bottled water sales are donated to **Seeds for Africa**, a registered UK charity and leftover fruit and unsold packed sandwiches are sent every Friday to a local community center.
- **Food waste** is monitored and creative ways of reducing the amount of food being thrown out include developing menus with a consideration of offcuts, ordering on a daily basis where possible, and turning surplus of specific produce into chutneys, pickles, and jams.

- The award-winning **Ugly Fish Friday campaign** uses same-day boat catches which includes some of the freshest and less-commonly consumed seasonal fish from UK waters.

In our communities

Environmental awareness, and an understanding of global sustainability issues, is something we're bringing to all of our people. Educating. Engaging. Enterprising. From our pro bono work with NGOs, to our Community Investment programs which encourages our people to roll their sleeves up and get their hands dirty, to our local and global fundraising initiatives, our people are environmental stewards.



Our work in this field is varied. Some recent achievements:

20,000 Suns. We are partnering with Indian NGO Barefoot College to train 500 middle-aged women from rural villages to become solar engineers. This partnership aims to solar electrify 20,000 households over the next three years by helping Barefoot College expand its regional training centers internationally. Our pro bono practice is providing a launch pad for the project to succeed in Burkina Faso, Senegal, South Sudan, and Zanzibar and to expand into new countries in the Asia Pacific region.

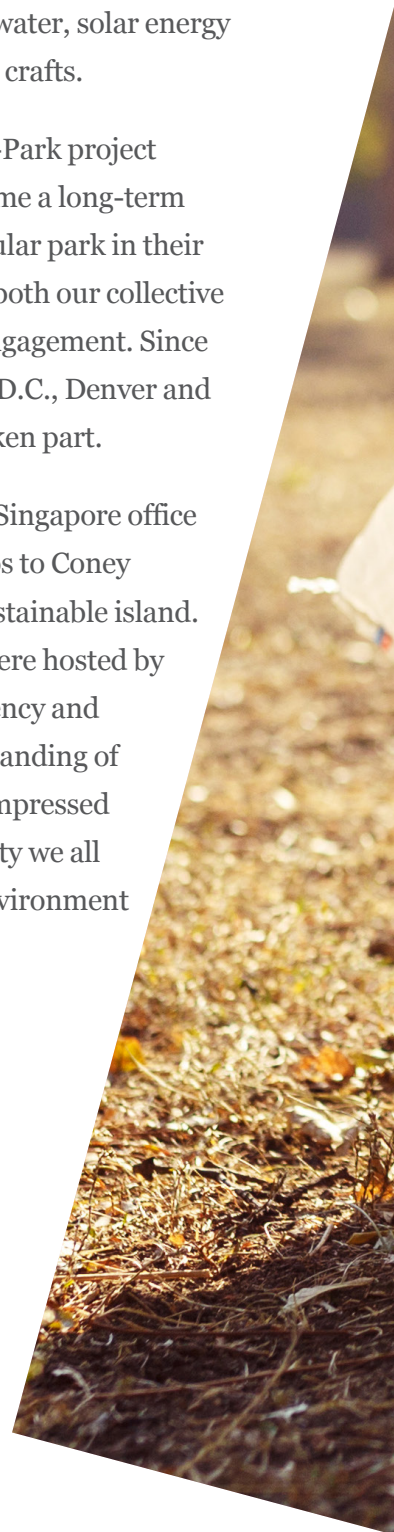
HL Green Action is our Global employee network created to take advantage of all the enthusiasm for green pro bono and community investment around our offices and to channel it to make positive changes. We engage our people through pro bono, community investment projects and team-building initiatives and use our supply chain innovatively in engaging more environmentally-focused suppliers.

Smart investments. UN SEED Awards for Entrepreneurship in Sustainable Development is an annual awards scheme designed to find the most promising, innovative, and locally led start-up social and environmental enterprises in countries with developing and emerging economies. We are legal advisors to the winners

of UN SEED awards in East Africa promoting, among other things, access to water, solar energy and locally-produced artisanal crafts.

Green fingers. Our Adopt-a-Park project encourages our offices to become a long-term designated steward of a particular park in their local communities, extending both our collective support and bolstering civic engagement. Since its inception our Washington, D.C., Denver and Minneapolis locations have taken part.

Responsible tourism. Our Singapore office successfully organized two trips to Coney Island Park, an ecologically sustainable island. The guided tours at the park were hosted by the National Environment Agency and increased our people's understanding of the local fauna and flora and impressed upon the team the responsibility we all have for nurturing the local environment in which we live.





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.

Recent accomplishments include:

Strong competition. Our sixth *Annual Bribery & Corruption Review* reflects the new geography of the fight against corruption, bringing our clients up to date on the most important developments around the world – equipping them with the vital information they need to compete in today’s global marketplace.

Lessons learned. Our most recent Global Bribery & Corruption webinar focused on the latest global trends and provided practical tips to ensure that companies were prepared for the year ahead. The webcast was filmed across various jurisdictions simultaneously with representatives from locations including London, Munich, Shanghai, Sao Paolo, Washington, D.C. and Johannesburg. Nearly 150 clients joined the webinar from 22 countries.

Global challenges. Our major global anti-bribery and corruption project *Steering the Course: Navigating Bribery and Corruption Risk* is based on interviews with more than 600 chief compliance officers (CCOs) and equivalent roles at some of the world’s largest organizations across Europe, the U.S. and Asia. The global study examines the challenges of implementing anti-bribery and corruption compliance programs within large multi-nationals.

Practical action. Our Global Litigation Forum hosted a dinner and roundtable discussion for 25 General Counsels and Chief Compliance Officers of major listed companies, focusing on the practical challenges for corporates in the management of bribery and corruption risk. This roundtable explored the challenges that companies will face in this arena in the next few years.

Cross-sector collaboration. Crispin Rapinet, Head of our White Collar and Fraud practice and Co-Chair of our Citizenship Panel leads the charge. Crispin advises the International Chamber of Commerce Commission on Corporate Responsibility and Anti-corruption. It is a leading global private sector body that develops rules of conduct, best practices and advocacy for fighting corruption and for corporate responsibility.

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>

UN Global Compact key contact:



Julianne Hughes-Jennett
Partner, London
julianne.hughes-jennett@hoganlovells.com

Notes



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