



Hogan
Lovells



Diversity & Inclusion
for a new era

Inspiring. Investing. Including.
Engaging difference to elevate everyone.

Diversity makes us a better law firm and helps us to attract the best talent, drive innovation, and deliver the best experience for our people and clients. We are committed to nurturing an inclusive working environment where all of our people can be themselves and feel empowered to succeed.

Strategic Priorities

We are uniquely placed as a fully-integrated global firm. We have a high-quality business, great clients, genuine international reach, and extremely talented people. The combination of our industry sector knowledge and our market-leading position at the intersection of business and government is admired by clients and competitors alike.

A focus on diversity and inclusion is one of the key strengths on which we are building our firm. We are focused on five strategic priorities, and diversity and inclusion is one of them:

- Putting clients at the center of everything we do
- Demonstrating strong collaboration and co-operation
- Investing further in strategic markets
- Enhancing our profitability
- **Delivering on our commitments to Diversity & Inclusion and Responsible Business**

These are the pillars of our Global D&I strategy

- **Accountability.** We hold ourselves accountable with ambitious, attainable metrics, directing our efforts towards their achievement, and inspiring each of our people to invest in our colleagues.

- **Processes.** We focus on institutional change internally by implementing allocation processes to drive work and pitch opportunities to our underrepresented colleagues. We are active in the diversity industry in developing best practices. Instituting best practice processes ensures that all of our colleagues, regardless of background, have the best opportunity to thrive.
- **Recruitment.** We want the best and brightest talent at all levels, and take a holistic approach to attracting them, from briefing our recruiters on our expectations for underrepresented candidate slates to taking another look at our recruiting and lateral integration requirements.
- **Culture.** Individuals are the bedrock of our culture and to ensure a culture of belonging, we train everyone at our firm, starting at the top levels with unconscious bias and inclusive leadership training while empowering allyship at all levels.
- **Clients.** Providing excellent client service is what we do at Hogan Lovells. Partnering with our clients, through collaborative forums focused on diversity and inclusion and other bespoke initiatives, only enhances that service.

Our leadership



“In establishing our key priorities as a firm, we have made clear that delivering on our commitments to diversity and inclusion is as important as profitability and putting clients at the center of everything we do. As one of the first Latino CEOs of a global law firm, I know first-hand the difference that focusing on equity for our people and clients makes. At Hogan Lovells, being ambitious, innovative, responsible, committed and supportive are the qualities that drive our behaviors in all that we do, and that includes our actions to improve diversity and inclusion. We strive to make a meaningful, positive impact in society and our firm by cultivating an environment where our people can thrive.”

Miguel Zaldivar, CEO

“Our aspiration is for Hogan Lovells to be the firm of choice for ambitious and talented people, a place that welcomes and celebrates diversity, where people thrive, feel that they can contribute and that they belong. We are committed to increasing diversity throughout our firm and at the highest ranks, in terms of gender, race, ethnicity, nationality, sexual orientation, gender identity, age, social background and different abilities. We have developed a clear action plan to drive change within our firm and look forward to continuing our work with our clients and other partners to deliver an even greater impact.”

Susan Bright, Global Managing Partner for Diversity & Inclusion and Responsible Business



In diversity, we lead by example

Our underrepresented Board members



Marie-Aimée de Dampierre
Chair and Partner



Celine Crowson
Partner



Lillian S. Hardy
Partner



Karen Hughes
Partner



Mahvesh Qureshi
Partner



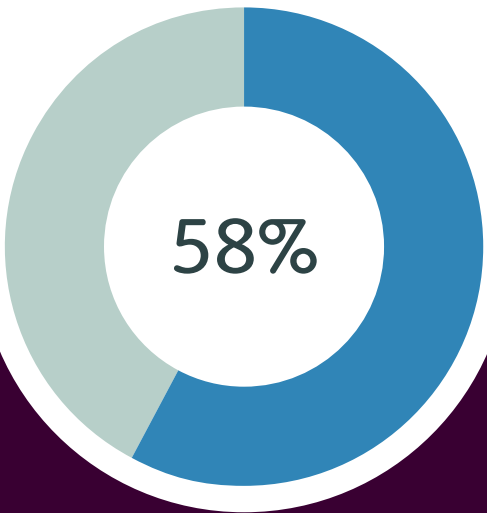
Phoebe Wilkinson
Partner



Miguel Zaldivar
Chief Executive Officer

● Underrepresented*

* Underrepresented includes women, racial/ethnic minorities, and LGBTQ+
Note that this data is from HRIS and current as of July 2021.



Marie-Aimée de Dampierre | Chair and Partner – Paris

Through the combination of my Intellectual Property practice and the leadership roles that I have held I have experienced first-hand the true strength and diversity of our global firm. The impact of the global pandemic has brought unprecedented change to our people, our business and our clients, and highlighted the importance of innovating to stay connected. I am proud and excited to guide the Board as we navigate the new normal and continue to support our people and deliver a first-class service for our clients.

Our underrepresented IMC members



Ina Brock
Managing Partner
Clients & Industries



Richard Lorenzo
Regional Managing
Partner – Americas



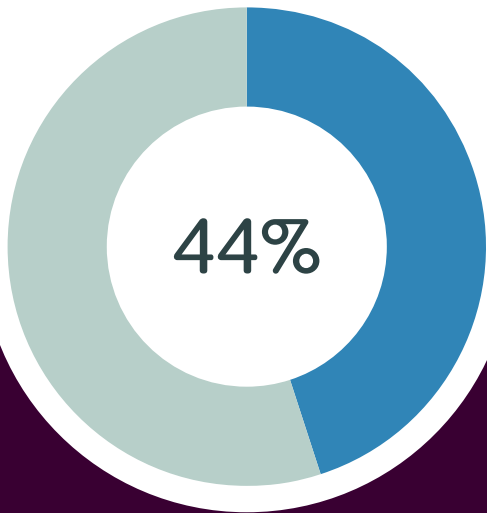
Alice Valder Curran
Practice Group Leader
Global Regulatory
& IPMT



Miguel Zaldivar
Chief Executive Officer

● Underrepresented*

* Underrepresented includes women, racial/ethnic minorities, and LGBTQ+
Note that this data is from HRIS and current as of July 2021.



Richard C. Lorenzo | Regional Managing Partner – Americas

“Diversity and inclusion is foundational to our vision and strategy. We are dedicated to supporting and promoting our underrepresented people at all levels, and to achieve this we are taking concrete measures to ensure that diversity and inclusion is embedded into everything we do to grow as a firm, from recruiting to business development to promotions. We are committed to fostering an inclusive environment where people of all backgrounds and perspectives work together and apply their underrepresented points of view and approaches to problem solving and delivering outstanding solutions to our clients.”

Our underrepresented Industry Sector Group Leaders



Patrick Ayad
Partner



Mark Brennan
Partner



Nicola Evans
Partner



Stephanie Gold
Partner



Kelly Hardy
Partner



Sharon Lewis
Partner



Lynn Mehler
Partner



Joanne Rotondi
Partner



Jacky Scanlan-Dyas
Partner

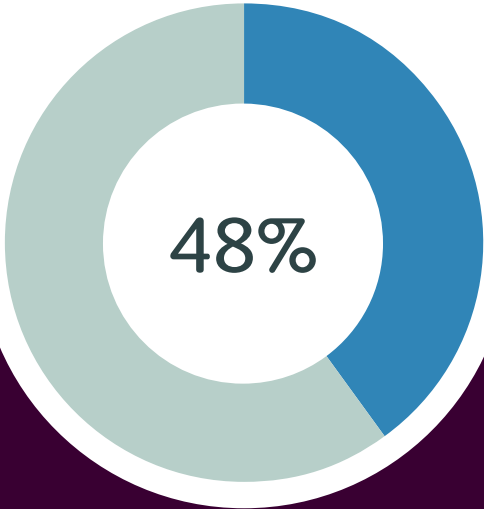


Sarah Shaw
Partner



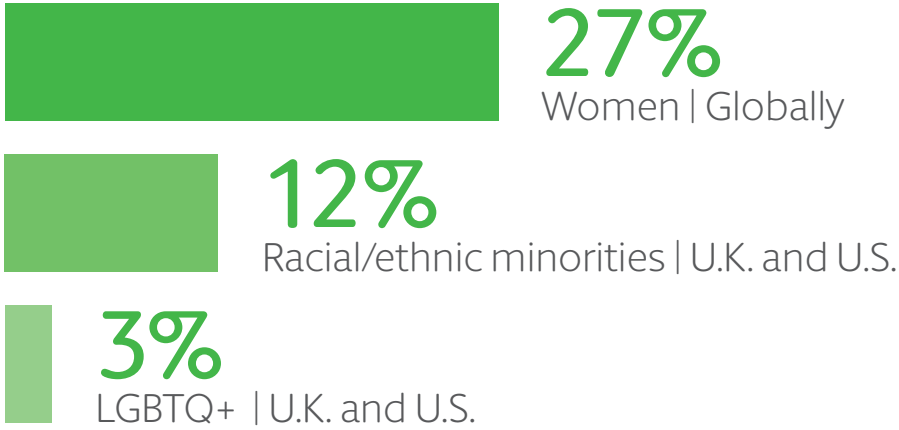
Jane Summerfield
Partner

● Underrepresented*
* Underrepresented includes women, racial/ethnic minorities, and LGBTQ+ Note that this data is from HRIS and current as of July 2021.



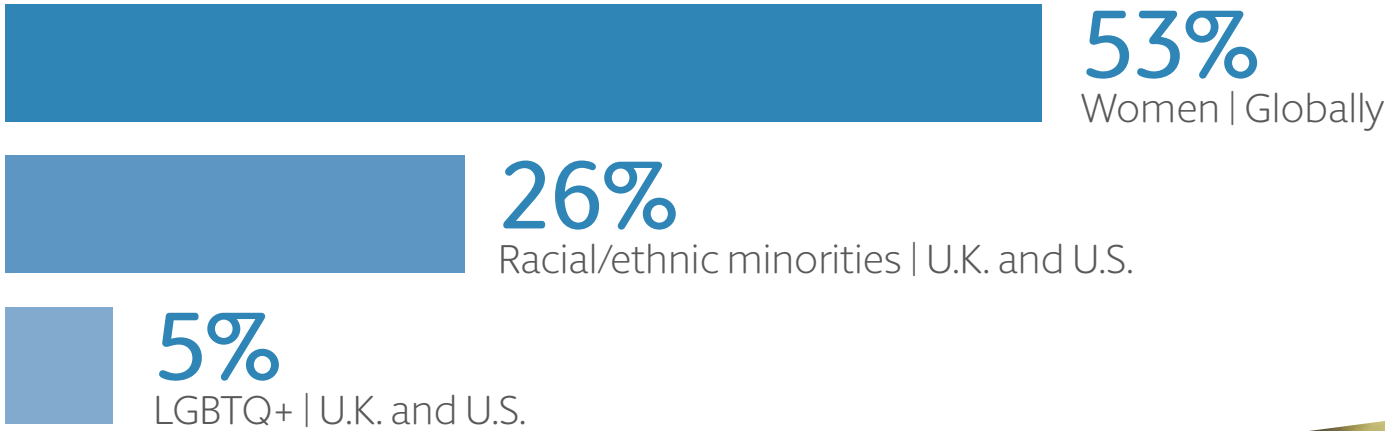
Diversity by the numbers

Global Partners



Global Pipeline

(Law clerks, trainees, Associates, Senior Associates, Counsel)



Ina Brock | Partner

“We intensively collaborate with our clients to make diversity & inclusion a reality within the legal market whilst appreciating that there is still work to do. We are driven by the knowledge that diversity makes us a better law firm and helps us to attract the best talent, drive innovation and deliver the best experience for our clients. We are committed to nurturing an inclusive working environment where all of our people can be themselves and feel empowered to succeed”.



Community investment & Pro bono

Advancing Racial Justice

Hogan Lovells has made a formal pledge to devote at least 65,000 pro bono hours through 2023 to breaking down the deeply rooted, systemic barriers in society that profoundly impact people of color.

The firm is also working to identify local opportunities that enable our people to engage in this commitment through community-based volunteering. The focus will be on combating discrimination in the areas of housing and economic justice, criminal justice, and voting rights, working with a range of nonprofits already active in these areas.

In addition, Hogan Lovells will match up to US\$200,000 in donations by our people to organizations combating racial discrimination and injustice in addition to US\$100,000 which has already been committed by individual members of the Board and International Management Committee.

“Our duty as lawyers – and as human beings – is to actively and aggressively do whatever we can to address racial discrimination and the abhorrent mistreatment of racial/ethnic minorities,” said Miguel Zaldivar, CEO of Hogan Lovells. **“A few ways to do so are through the provision of pro bono legal services, community-based volunteering, and fundraising, which are central to our renewed focus on advancing racial justice.”**

Matched fundraising support in the United States will be directed to the following organizations selected by our racial/ethnic minority lawyers: Equal Justice Initiative; Howard University’s Thurgood Marshall Civil Rights Center; and the Vera Institute of Justice.

Matched fundraising support in the UK will be directed to The Amos Bursary.

Matched fundraising support in Continental Europe will be directed to the Emergency Aid for Moria Refugee Camp (UN Refugee Agency); Justice for Survivors of Torture Programme (Redress); and Pro Buddy Programme (SINGA).

We are proud that we are one firm with a unified strategy to help us become market leaders in Diversity & Inclusion. Our strength is also derived from the diversity and vibrancy of our regions. We are excited to share with you snapshots of our Diversity & Inclusion progress in the Americas, Asia-Pacific, and EMEA.

Embedding our culture around the world

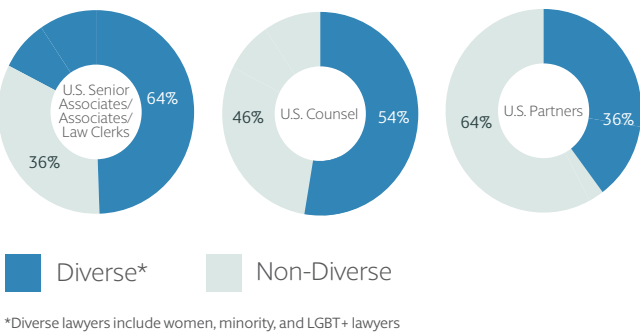
Americas

Diverse teams deliver better results for clients. We know this both instinctively and through the day-to-day experience we have working with each other and our clients. The breadth of perspective, thinking, and difference of viewpoints that you get with a diverse team enables us to tackle a problem in a much more holistic and innovative manner.

Our 2020 D&I Action Plan consists of entrenching our most effective strategies to develop, advance, and retain our people. When Miguel Zaldivar became CEO of the firm on July 1, delivering on our commitments to diversity and inclusion became one of the firm's strategic priorities, on par with enhancing profitability and putting clients at the center of everything we do. The diversity and inclusion team also became an independent department reporting directly to the CEO and senior management. We have been working actively to recruit, develop, retain, and promote diverse lawyers. We welcome opportunities to connect with clients and communities to partner on critical diversity and inclusion initiatives.

This information sheet shows how we do just that.

Just the facts



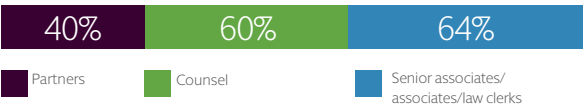
Exceeding Mansfield

In 2018, Hogan Lovells adopted the Mansfield Rule, which requires the firm to have at least 30% women, minority, and LGBT+ lawyers in candidate pools for senior leadership positions, in recruiting, and in business development activities.

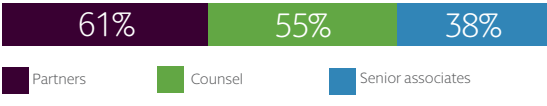
We are happy to report that in 2020, we achieved Mansfield Certification Plus status for the second time, which means that we achieved the requisite levels of diversity in our candidate pools and our actual numbers in 70% of the categories were greater than the 30% threshold.

Recruiting and promoting people

Of the U.S. partners, counsel, senior associates, associates, and law clerks recruited in the last four years, the following percentages were diverse.



Of the U.S. partners, counsel, and senior associates promoted in the last four years, the following percentages were diverse.



26% Percentage of women partners worldwide

33% Percentage of women executive committee members

*Diverse lawyers include women, minority, and LGBT+ lawyers

Creating communities

We have a rich and varied group of highly-motivated individuals who are very active in ensuring the firm understands and lives up to its diversity and inclusion commitments.

- 8 National affinity groups
- 2 Regional affinity groups
- 10 Regional diversity committees
- 10 Women's initiatives

Americas Diversity Committee

In 2018, we launched the Americas Diversity Committee, a diverse group of influential partners led by CEO Miguel Zaldivar, which provides accountability for reaching our diversity goals, establishes best practices for diversity and inclusion in the United States, and invests in the internal pipeline of diverse lawyers. Some successes include connecting diverse lawyers to mentorship and sponsorship, ensuring diverse lawyers have meaningful work opportunities, and strengthening our policies in support of our women, minority, and LGBT+ colleagues.



Investing in diverse lawyers

Our IMC-approved Americas D&I Action Plan prioritizes our firm's commitment to supporting and investing in our diverse lawyers. Among other things, our plan establishes internal and external goals for diverse lawyers and provides 50 hours of D&I billable credit. Our CEO Miguel Zaldivar has also taken action in sending out notes to our recruiters and headhunters globally requiring them to provide diverse candidate slates for lateral partner recruitment. In addition to taking a holistic recruitment approach, we are also focused on implementing work allocation and other processes to ensure work and pitch opportunities are equally allocated to diverse lawyers.

In 2020, Hogan Lovells is leading law firms by increasing support to historically marginalized lawyers, including by becoming the title sponsor of Corporate Counsel Women of Color (an organization that supports the business and professional development, and networking opportunities for women of color lawyers) and hosting our second Allverse conference in January 2020. Allverse 2020 provided an opportunity to network and receive professional development for nearly 300 U.S. minority and LGBT+ lawyers, executive leadership, clients, and internal global diversity professionals. The theme, "Launching a Legacy," focused on the trajectory as diverse lawyers: learning from the past, understanding the present, and utilizing those learnings and understandings to establish a future that is better for our people, our clients, and our firm.

Key outcomes and commitments:

- Our diverse lawyers saw the magnitude of the investment in diversity by our senior leaders
- The networking was impactful, and there were cross referrals from and to diverse lawyers and clients
- Our affinity groups, diversity committees, and clients are working to implement Allverse themes
- A robust panel of our clients discussed the need and importance of diversity
- During our client "D&I Think Tank: Launching effective internal and external client diversity initiatives" session, clients and the firm's diversity professionals discussed client best practices



"I was so proud to be part of a law firm that would create and execute on an event like Allverse. What an impactful day for everyone. Just wow!"

Managing Counsel, 2020

Watch the inaugural Allverse video here: bit.ly/2DxujL4.

Connecting with clients

Alongside our commitment to providing diverse and inclusive teams, we also partner with our clients and closely integrate into their own D&I programs and investments. This creates a richer and more informed environment for understanding the needs of our clients and opportunities to work together to address root cause issues, and give opportunities to our women, minority, and LGBT+ lawyers.

We have participated in client mentoring programs and actively support client- and diversity-rich initiatives like Leadership Council on Legal Diversity and other bespoke internal programming connecting general counsel to our diverse lawyers, partnering to serve our clients with diverse teams, and providing rich profile-raising and business development opportunities for our diverse lawyers.

Globally in 2019, we asked more than 250 clients for their views on diversity and inclusion, and we are incorporating their comments into how we work and are continuing to seek their views in 2020.

"So many thank yous again to you and your team. We have gotten incredible feedback, with people using words like 'phenomenal,' 'fantastic,' and 'I'm so glad I attended.'"

Assistant General Counsel, 2018

Recognition brings its own rewards

Our work and our people are viewed by many as at the cutting edge in the profession. There is always more to do and no room for complacency, but they show we are on the right path. Here are some of our past awards.



Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at our firm.

Contact us:

Rosevelie Marquez Morales, Diversity & Inclusion Director – Americas
rosevelie.marquezmorales@hoganlovells.com

Jennifer Guzman, Diversity & Inclusion Manager – Americas
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Rebecca Robinson, Diversity & Inclusion Senior Coordinator – Americas
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Michelle Wasserman, Diversity & Inclusion Coordinator – Americas
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Embedding our culture around the world

Asia-Pacific

One Hogan Lovells: many perspectives

We know that diversity makes us a better law firm and helps us to attract the best talent, drive innovation, collaboration, and deliver the best experience for our clients.

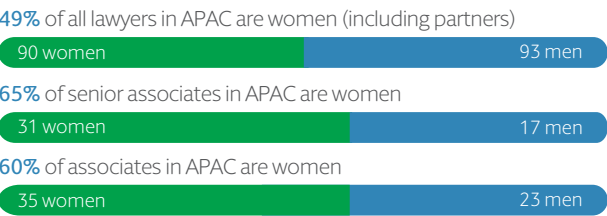
Across Asia-Pacific we have a rich and diverse employee and client base. We believe inclusion is the enabler to both increasing and retaining diversity across our region and key to many of the other cultural qualities we aspire to demonstrate.

Inclusion starts with recognizing our differences and respecting and valuing the differences we bring.

The facts



Gender diversity



Thought leadership

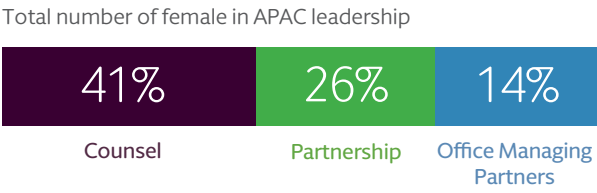
Networks and Charters

- Participants in The Women's Foundation 'Male Allies' Programme Hong Kong.
- Supporters of InterAlia, the Singapore LGBT+ lawyers network.

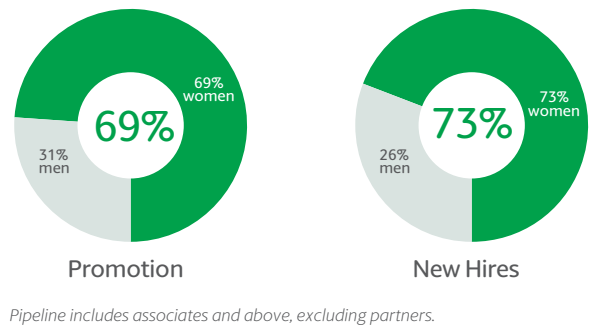
Signatories

- 30% Club of Hong Kong: Owen Chan, Office Managing Partner.
- Singapore Corporate Counsel Association Workplace Diversity Pledge: Stephanie Keen, Office Managing Partner - Singapore.
- ACCJ "Viewpoint" statement on Marriage Equality in Japan.
- Marriage equality "Equal Love Campaign", Hong Kong.

Diversity in leadership



Strengthening the pipeline



Development

- Illuminate is a bespoke targeted development opportunity specifically for our women.
- Ongoing feedback has replaced our annual review process.
- Coaching support is offered to women before, during and after maternity leave, and has expanded to cover all parental transitions.
- All partners participate in inclusion training, focusing on respect and anti-bullying behaviour
- We provide opportunities for our people to thrive and advance organic growth.
- Development programs for our people at all levels include: HL BaSE (an MBA style training program for our Junior Lawyers), Associate and Senior Associate development programs, a dedicated program for newly promoted Counsel, and development programs for our Business Services teams.
- We regularly introduce new programs, such as our Business Development accelerator that is currently being piloted for a group of Senior Associates, focused on strengthening foundational BD skills and developing new BD habits.

Notes:
Data shown as of 15 July 2021, and reflects information from DNFP, Hogan Lovells associated office. Lawyers defined as associate, senior associate and counsel.

Pride+

Our internal network for LGBT+ colleagues and allies.

164

Lawyers & staff

32% of our workforce in APAC are Pride+ Members.

Allyship

We recognise the importance of allies in cultivating an inclusive environment.

Capacity Building

Through our pro bono efforts we use our skills and expertise to benefit NGO's who support LGBT+ communities, such as Action for AIDS and Planet Ally.

Pride+

LGBTQ+ NETWORK

We stand for LGBT+ equality, and along with other businesses, express our support to advocate for change in the law in various jurisdictions including Hong Kong and Japan.

Client engagement

Women in Business

Our Financial Industry Sector Group organises annual Women in Business dinners with our clients in Hong Kong and Singapore to cultivate relationships, provide a platform for dialogue, share perspectives and provide networking opportunities with other senior women leaders.

Some of our offices across Greater China and Japan hosted a series of virtual round tables and discussion forums with clients and other female industry representatives to discuss the effects of the Covid-19 pandemic, adjusting to the new normal and implications for families and business leaders.

LGBTQ+

In celebration of Pride season the firm co-sponsored a virtual panel discussion on the topic of legal rights of same sex couples in Hong Kong in conjunction with several clients and the Hong Kong LGBTQ+ Attorneys Network.

Awards in APAC

-
- Asian Pro Bono Initiative of the Year (Asia Legal Awards), 2021
 - Asia Pacific Women Leaders (IFLR), 2021
 - Rated Silver standard on the Hong Kong LGBT+ Inclusion Index (Community Business), 2021
 - Highly commended in rule of law - shortlisted sustainability 2021 and ranked seventh most innovative law firm in Asia-Pacific (FT Asia-Pacific Innovative Lawyers), 2021
 - Fund Finance Rising Stars Awards, 2020
 - Hogan Lovells Lee & Lee recognised as a "Champion of Good"
 - Hong Kong Caring Company Award Scheme recipients, 2020
 - Lifetime achievement AmCham HERo Awards, American Chamber of Commerce in Singapore
 - Foreign Lawyer of the Year (ALB Japan Law Awards), 2020
 - Intel China Diversity & Inclusion Award in recognition of promoting D&I interest in APAC, 2020

We're committed

As one of the first Latino CEOs of a global law firm, I know first-hand the difference that focusing on equity for our people and clients makes. In establishing our key priorities as a firm, we have made clear that delivering on our commitments to diversity and inclusion is as important as profitability and putting clients at the center of everything we do. In APAC, our focus on inclusion reflects the needs of the region in advancing this agenda – the respect we have for our differences, that we hear a variety of voices and how we work together innovatively and successfully as one team with everyone feeling like they belong.

Miguel Zaldivar
CEO, Hogan Lovells

Diversity is one of our five global strategic priorities. We are committed to embedding a culture of inclusion for our people regardless of background and personal characteristics. We aim to ensure workplace equality by recruiting, retaining and advancing a diverse workforce where all our people can be themselves and feel empowered to succeed, working together and delivering for our clients.

Susan Bright
Global Managing Partner for Diversity & Inclusion and Responsible Business

I am proud of being with the team that focuses the priority of creating a diversified and inclusive environment within our organization and makes effort to put that in action. Everyone deserves being recognized and valued for their uniqueness.

Lu Zhou
Chair of the APAC Diversity & Inclusion Committee and Partner, Beijing

Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at Hogan Lovells.

Email us: InclusionAPAC@hoganlovells.com

Diversity & inclusion contacts

- Lu Zhou**
Chair of the APAC Diversity & Inclusion Committee and Partner, Beijing
lu.zhou@hoganlovells.com
- Anna Liddell**
D&I and Responsible Business Manager – APAC
anna.liddell@hoganlovells.com

Embedding our culture around the world

Europe, Middle East, and Africa

Diversity is a strategic priority

Our commitment to diversity and inclusion is one of our five strategic priorities. This commitment starts at the top – that’s why our global diversity & inclusion team reports directly to the CEO on our initiatives to foster an inclusive culture where everyone can thrive.

In our EMEA region, our good work is paying off. We’re attracting diverse talent and growing future leaders and experts. We focus on gender diversity, ethnic and cultural diversity, inclusion for people with disabilities and LGBTQ+ individuals and social mobility.

Just the Facts

 18 Offices

 4020 People

 12 Countries

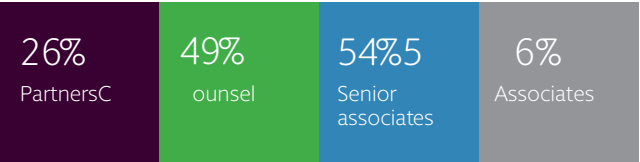
 1553 lawyers

 10+ languages

 70 partners

 4 Full-time D&I professionals

Our women in EMEA



Gender Diversity

- Our region is working to achieve our global goal of 30% women partners by 2022 in a number of ways.
- Women@HL: Award-winning program includes communication seminars, coaching, mentoring, networking events.
 - Future Talks: Our young men and women lawyers talk with our own role models about combining family and career, future career options and more.

 **Pride+**
is our global allies network with over 700 members in EMEA

 **Regional network events**
Live speaker series, UK Pride Lunch

 **Client collaboration**
on work experience program for young LGBTQ+ people

Spotlight on UK

Enhanced focus on the retention and progression of ethnic minority talent in the UK.

- With our enhanced focus on the retention, progression and inclusion of ethnic minority talent in the UK, we have launched an employee network focussed on race & ethnicity (REAHL), and taken steps to educate our people to improve race fluency across the firm.
- As a signatory to the Race Fairness Commitment, we are working to improve progression of Black, ethnic minority and White employees as well as commitments to training, data monitoring and reporting.

Spotlight on CE

Driving inclusion for all diversity dimensions.

- Mentoring: regional and local programs, also with clients.
- People with disabilities: employment and internship programs.
- Inclusive language: Our people can define their gender pronouns and join workshops on inclusive language. We updated our regional and global document templates to be more inclusive.

Awards, Certifications and Memberships


Global Stonewall Index


Signatory to several diversity charters


Disability Confident Committed


European Women's Management Network


National Inclusion Standard


Social Mobility Employer Index

Implicit bias training for all our people

Providing our people the opportunity to learn how to mitigate implicit bias behavior is one way we are working towards our goal to become a market leader in diversity and inclusion. 70% of our people joined our new global training in 2020.

Click [here](#) for more information.
Click [here](#) to see the six key actions we learned from this training.

Client Engagement

Women of Achievement speaker series: Hundreds of clients and lawyers have met to discuss current topics relevant to women's lives and careers. Prominent speakers have included outstanding business women, academics and authors, female politicians and Olympic sportswomen.

“Diversity is one of our five global strategic priorities. We are committed to embedding a culture of inclusion for our people regardless of background and personal characteristics. We aim to ensure workplace equality by recruiting, retaining and advancing a diverse workforce where all our people can be themselves and feel empowered to succeed, working together and delivering for our clients.”

Susan Bright, Global Managing Partner, Diversity & Inclusion and Responsible Business

“As a global law firm the diversity of our people is a core strength, enabling us to provide the best work environment, to adapt and innovate, and delivering excellence for our clients”.

Marie-Aimée de Dampierre, Chair

Let's talk

We want to engage our clients in an open discussion of diversity and inclusion. Let us introduce you to our diverse and talented people.



Julie-Anne Johnston
Diversity, Inclusion and Wellbeing Manager, London
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Fabienne Ruopp
Diversity, Inclusion and Wellbeing Manager, Dusseldorf
T +49 211 1368 433
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Progress has its rewards

Americas



100% Score on Corporate Equality Index, Human Rights Campaign (HRC) | 2010-2021, 12 consecutive years



Gold Standard Certification in the United States and UK, Women in Law Empowerment Forum (WILEF) | 2013-2020, 8 consecutive years



Top Firms for Flexible Work Options, Yale Law Women | 2019-2021



Top 50 Law Firm for Women, Working Mother | 2012-2019, 8 consecutive years



Top 100 Law Firm, The American Lawyer's Diversity Scorecard | 2009-2021, 13 consecutive years

Lawyers

Color



Lawyers of Color D&I Leader for black attorney percentage exceeding the average, Black Student's Guide to Law Schools & Firms | 2019



The Most Inclusive Firm for Racial/ethnic minority Lawyers, Chambers' Diversity and Inclusion | 2019-2020



Dell Legal Diversity Award, Dell, Inc. | 2019



Tipping the Scale Award, Diversity & Flexibility Alliance | 2019-2020

Named among 10 "Best Law Firms for Women", Law 360 | 2017-2019

Asia-Pacific



Winner of the Intel China D&I Award pilot designed to promote D&I interest in Asia-Pacific, Intel | 2020



Silver Standing rating on the Hong Kong LGBTQ+ Inclusion Index, Community Business | 2019



Best Gender Diversity Initiative by an International Law Firm, Euromoney Asia Women in Business Law Awards | 2018-2019



Asian Diversity Initiative of the Year: Pride+, Asia Legal Awards | 2019



Named a Community Business, LGBTQ+ | 2019

EMEA: Continental Europe



Best Law Firm for Diversity, Forbes Spain | 2019



Luxembourg Diversity Charter Award (for our work with Ligue HMC) | 2019

EMEA: United Kingdom



Top 100 Employers Workplace Equality Index, Stonewall | 2011-2020, 10 consecutive years



The UK's Top 50 Employers for Women, The Times | 2012-2020, 9 consecutive years



A Top 75 employer on the Social Mobility Employer Index, Social Mobility Foundation and City of London Corporation | 2017-2019



UK Top 30 Employers for Working Families List, Working Families | 2015-2019, 5 consecutive years

Diversity & Inclusion contacts

Global



Susan Bright
Global Managing Partner for Diversity & Inclusion and Responsible Business
London



Bendita Cynthia Malakia
Global Head of Diversity & Inclusion
Washington, D.C.

Americas



Rosevelie Márquez Morales
Diversity & Inclusion Director - Americas
New York



Jennifer Guzman
Diversity & Inclusion Manager - Americas
Denver



Rebecca Robinson
Diversity & Inclusion Senior Coordinator - Americas
Washington, D.C.



Michelle Wasserman
Diversity & Inclusion Coordinator - Americas
Washington, D.C.

Asia-Pacific



Anna Liddell
Diversity & Inclusion and Responsible Business Manager - APAC
Hong Kong

EMEA: Continental Europe + United Arab Emirates



Fabienne Ruopp
Diversity & Inclusion and Wellbeing Senior Manager - EMEA
Dusseldorf



Christine Anson-Morgan
Diversity & Inclusion and Wellbeing Advisor - EMEA
Frankfurt

EMEA: United Kingdom + South Africa



Julie-Anne Johnston
Senior Diversity, Inclusion & Wellbeing Manager - EMEA
London



Talia Chirouf
Diversity, Inclusion & Wellbeing Adviser - EMEA
London



Alicante
Amsterdam
Baltimore
Beijing
Birmingham
Boston
Brussels
Budapest*
Colorado Springs
Denver
Dubai
Dublin
Dusseldorf
Frankfurt
Hamburg
Hanoi
Ho Chi Minh City
Hong Kong
Houston
Jakarta*
Johannesburg
London
Los Angeles
Louisville
Luxembourg
Madrid
Mexico City
Miami
Milan
Minneapolis
Monterrey
Moscow
Munich
New York
Northern Virginia
Paris
Perth
Philadelphia
Riyadh*
Rome
San Francisco
São Paulo
Shanghai
Shanghai FTZ*
Silicon Valley
Singapore
Sydney
Tokyo
Ulaanbaatar*
Warsaw
Washington, D.C.

Associated offices*
Legal Services Center: Berlin

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