



Hogan
Lovells

Responsible Business report

December 2021



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We work with our clients and other partners, using the law to build a better world for all.

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Welcome



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

Despite the hugely challenging circumstances we have all faced over the past two years, I am heartened that there are a number of good news stories to celebrate.

On a personal level I was energised by the Olympics and Paralympics which brought their vision of unity in diversity to a global stage; the news that as part of rewilding efforts beavers are now making a comeback in various countries leading to ecosystem recovery and increased biodiversity; and that across the world the pandemic has driven a surge in volunteering which demonstrates our overwhelming desire to work together to make a positive impact in our communities and in society. Closer to home, diversity & inclusion is front and center as we work to actively create an inclusive workplace where each of our people can thrive as their authentic selves, by mitigating unconscious bias and by creating opportunities for and supporting our colleagues. We've also been supporting the wellbeing of our people both at home and as we return to our offices. It's been wonderful to reconnect with so many colleagues in person.

In my role as the first Global Managing Partner for Diversity & Inclusion and Responsible Business at Hogan Lovells I am privileged to lead a team for whom collaboration and inclusivity is part of their every day as we strive to support the achievement of the UN Sustainable Development Goals. At Hogan Lovells, we are committed to playing a leadership role in driving inclusive and sustainable development in which people and planet prosper and we do this by working strategically with our people, our clients, and our communities. Miguel Zaldivar has put this at the heart of Hogan Lovells, with delivering on our commitments to diversity & inclusion and responsible business as one of the firm's strategic priorities. This is because being a diverse, inclusive, responsible business matters to our people, to potential recruits and to our clients.

In this report you will find examples of our own good news stories which we would like to share with you. Thank you to all of you involved in delivering on these projects. And thank you to each of you for taking the time to learn what we are doing around the world.



Diversity & Inclusion

Diversity & Inclusion 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 our people can be themselves and feel empowered to succeed. We set ambitious goals to embody our vision for the demographic composition of our firm by 2025. Our [published goals](#) for women, racial/ethnic minority, and LGBTQ+ partners are in alignment with best practice and we have over 30 internal goals that are identity, office, and region based to help us make progress. Our D&I strategy is based on five pillars:



Accountability

We hold ourselves accountable by establishing 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 and Retention

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 diverse candidate slates to reviewing our recruiting and lateral integration requirements.



Culture

Individuals are the bedrock of our culture. Ensuring that we are training members of our firm, starting from the top on unconscious bias and inclusive leadership while empowering allyship, is critical to ensuring a culture of belonging.



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.



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Seeking different perspectives and creating a better work environment

Each of us helps create an environment where all of our people feel valued – where they are able to bring their differences to work and contribute to their fullest potential in every encounter. We all have unconscious biases that can unintentionally influence our decisions. Therefore, it is important to seek out different perspectives when making decisions and to pause, reflect, and challenge our decision-making criteria.

We hosted global unconscious bias education for all our people and regional follow-on conversations to support that learning. The feedback from our unconscious bias sessions has reinforced how important it is to have open discussions about diversity & inclusion and unconscious bias and its implications. Seventy percent of our people attended the live sessions or accessed the recordings. With 88 percent of participants there was some or significant improvement in their knowledge and understanding of unconscious bias after the session.



[Learn more](#) about how we are addressing unconscious bias.



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Recognizing individual contributions and incentivizing strategic allyship and engagement

To increase retention through our support of our underrepresented lawyers, we have launched D&I billable credit hours across the firm. This allows time spent on approved D&I engagement to count towards billable hours thresholds for lawyer bonuses. Timekeepers are permitted to count approved D&I activity as billable, upon reaching a set client billable threshold each year toward bonus levels in an amount of up to 50 D&I hours. Those 50 hours may also count towards achieving the firm's existing 1,850 threshold for pro bono work.

Activities eligible for billable credit:

- ① Leading or organizing D&I events or diversity network initiatives.
- ② Recruiting underrepresented professionals to the firm.
- ③ Mentoring or sponsoring underrepresented professionals.
- ④ Participating in allyship and action-orientated D&I programs that extend beyond education.
- ⑤ Preparing for and participating in client-related D&I activity.
- ⑥ Additional activities to be approved on a case-by-case basis.

The introduction of D&I billable hour credit is part of our global strategy to create and maintain a diverse and inclusive working environment throughout our firm, and at the highest ranks. It also enables us to achieve our global women, racial/ethnic minority, and LGBTQ+ partner, as well as our women in management, goals. In addition to crediting our people for the engagement they disproportionately undertake, we aim to ensure that everyone is invested in their colleagues in the ways that matter.

JEDI innovations

Global crises like the COVID-19 pandemic, macroeconomic and political uncertainty, and a racial reckoning have reinforced the need for every organization to embrace and embody justice, equity, diversity and inclusion (JEDI) in every aspect of the way business is done.

We have launched a hybrid practice combining practical legal advice (including our employment, privacy, crisis and investigations practices) with JEDI expertise to assist our clients from resolving crises to creating a strategy to implementation. We both partner with and advise our clients on JEDI issues focused on ingraining accountability, revamping processes, bolstering recruitment and retention, and enhancing culture. We help clients respond to JEDI crises and to embed credible JEDI initiatives.

Diversity & Inclusion

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Relevant contacts



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New initiatives

Diversity in pitches: In order to ensure that we put forward diverse client teams, the firm adopted a policy requiring at least 30 percent underrepresented people to be included in pitches and at least one woman partner if there is more than one partner included on a pitch. To support our compliance with the policy, notification processes were put in place to alert individuals when they have been included on pitches and when we have received the work from the client. To support additional compliance, there is an escalation process in place that leverages members of our International Management Committee to help navigate challenges that may arise.

Inclusive communications training: Increasing inclusivity in our communications is a best practice that helps us be accountable to our underrepresented colleagues, clients, and the talent we seek, and builds an inclusive culture where all of our people can thrive. At their request, we will also deploy this education with clients.

This one-hour training consists of top tips for communicating inclusively, examples of missed opportunities, and reference guides by diversity identity that provide suggested language alternatives.

Like learning anything new, communicating inclusively is a process that will become easier the more we do it. The training sessions are not meant to be prescriptive; rather, they are meant to provide guidance to those wishing to take the journey to increase their inclusive leadership capacity to respect underrepresented people.



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New initiatives

Americas

Americas Diversity Committee Sponsorship Program: Led by CEO Miguel Zaldivar, our Americas Diversity Committee has launched a revamped sponsorship program providing practice-based sponsors and mentors for nearly 300 underrepresented lawyers. We track utilization, client connections, and development on a granular basis to facilitate our retention of underrepresented lawyers.

EMEA

INCLUDED program: In the UK, we are piloting a development program including training and coaching to facilitate retention of racial and ethnic minority trainees and conversion to permanent colleagues. Both our trainee participants and our firm leadership benefited from reciprocal learning and engagement.

Asia-Pacific

Inclusion Allies: We are launching the next cohort of our award-winning Inclusion Allies program in Asia-Pacific, this time in the China and Australia offices. This program combines online modules providing education on allyship and asks participants to set and track their own experiments in inclusivity in a peer accountability model.

We have developed a new global strategy that drives our efforts to operate sustainability and to respond to the activity and enthusiasm across the firm. We are focused on making measurable progress, driving change globally and empowering people to continue to make meaningful changes locally.

Operating Sustainably

We recognize that operating sustainably is core to being a responsible business. How we choose to operate impacts future generations and we must play our part in protecting our people and our planet.

2021 IPCC Report

The 2021 IPCC report states that “Human influence on the climate system is now an established fact” and estimates that in the early 2030s we will exceed a 1.5°C increase in global average warming. To avoid the most significant effects of climate change, the world must reduce greenhouse gas emissions as quickly as possible and achieve net-zero emissions before 2050 at the latest.



[Watch a short overview of our progress to date](#)

Our commitment to net zero

We are a signatory to UN Business Ambition for 1.5°C and Race to Zero and we have committed to develop and implement Science Based Targets to reduce our carbon emissions and become net zero by 2030.

Some key actions in our global net zero strategy and transition plan include:

- Updated travel policy to provide greater visibility and/or accountability for emissions associated with travel, with the intention to provide each traveller in our firm with the ability to make smarter, environmentally conscious decisions.
- Updating our energy and real estate policies, focusing on reducing our greenhouse gas emissions, including targeting the use of 100 percent renewable energy and achieving firmwide accreditation of the environmental management system ISO 14001.
- Developing and implementing procurement policies for suppliers to ensure compliance with specific ESG standards and, where possible, to enable engagement in relation to improving the sustainability of their products and services.
- Conducting an audit of our existing supplier base at regional and office level and creating standards to guide local procurement decisions.
- Capturing, reflecting on, and learning from the lessons of COVID-19 to shape how we work going forward and how this gives us an opportunity to reduce our consumption of materials in our future ways of working.

BUSINESS AMBITION FOR 1.5°C 

RACE TO ZERO

 **SCIENCE
BASED
TARGETS**
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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Robust reporting CDP



We submitted our first report to CDP based on 2020 data. Previously known as the Carbon Disclosure Project, CDP is considered to be the global gold-standard for helping businesses to measure, manage, disclose and reduce their greenhouse gas emissions.

More of our clients are demanding comprehensive sustainability reporting, and CDP allows us to provide those reports whilst also ensuring that we are meeting our vision of a thriving, resilient firm that works for both people and the planet.

As well as submitting our CDP report based on 2020 data, we collected data for 2019 which will be the baseline for setting our science based targets to reduce our emissions to achieve net zero by 2030.

Ecovadis



Each year we complete a comprehensive assessment of our Responsible Business policies, actions, and results in order to comply with a client-driven survey through the global sustainability platform, EcoVadis. EcoVadis assesses our performance in four key categories, requiring formal supporting documentation to support our responses across Environment, Labor and Human Rights, Ethics, and Sustainable procurement. The platform allows us to interact with clients as it relates to specific areas of improvement and collaborate to achieve better results.

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American Legal Industry Sustainability Standards



The American Legal Industry Sustainability Standards (ALISS) Self-Assessment Tool, promoted by the Law Firm Sustainability Network (LFSN), is designed to help law firms measure the success of and discover opportunities to improve their sustainability programs. Each year we collaborate with colleagues across the U.S. to gather sustainability data in response to the ALISS survey questions for all U.S. based office locations in pursuit of ALISS certification.

We have previously been awarded ALISS Silver certification by the American Legal Industry Sustainability Standard. At the time of publication we were awaiting certification results for 2021.

Sustainable real estate



Our offices account for a significant proportion of our carbon footprint and so we have developed Sustainable Office Design Principles that positively impact our people and the environment. This framework has enabled us to obtain sustainability certification like LEED, in 23 of our offices, equivalent to over 65% of our entire footprint:

- 4 LEED Platinum offices
- 9 LEED Gold offices
- 1 LEED Silver office
- 4 BREEAM certified offices
- 5 'other' Green Building certifications

We currently have renewable energy (or renewable energy credits) in Washington, London, Frankfurt, Munich, Hamburg and Dusseldorf (equal to 47.5% of our total real estate footprint), and are actively working to expand this to all of our offices across the globe where possible.

Operating Sustainably

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Our work supports the achievement of the UN Sustainable Development Goals (SDGs) through our five strategic themes and our key strategic partnerships. Everyone at Hogan Lovells is expected to dedicate at least 25 hours each year to approved pro bono and community investment work. This commitment is part of our cultural DNA and collectively we spend over 230,000 hours per year on work to benefit others.

Our strategic themes

Advancing racial justice



Empowering women and girls and supporting youth



Supporting innovation in environmental protection and advancing our sustainability goals



Peace and reconciliation



External crises and change



Strategic Themes and Partnerships

We create partnerships and collaborate with others to achieve a positive impact in our communities and society.



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Technology for peace

PeaceTech Lab (PTL) is our global non-profit partner. Their mission is to reduce violent conflict around the world using technology, media, and data

Our ongoing initiatives with PTL embody the key goals of our firm to promote peace and justice and contribute to the achievement of SDG 16. We're operating at the intersection of law, policy, innovation, and technology. Our work to date includes a global hate speech initiative, a COVID-19 violence tracker, and workshops on the use of technology to promote racial justice and social change.



Learn more about the making of the [COVID-19 violence tracker](#).

Rewilding Hogan Lovells

We are supporting a pioneering initiative to make Europe a wilder place. As part of our sustainability program to promote biodiversity and environmental protection, Hogan Lovells is proud to support a progressive and hugely successful nature conservation initiative: Rewilding, a systematic approach to transform vast land areas into wild nature.

Rewilding is a story of hope: for once, humans are not at the origin of nature destruction but rather the creators of a new wild, where biodiversity can flourish, where climate change is countered thanks to large intact land areas turning into carbon sinks, and where local traditions can thrive in harmony with nature.

Since the beginning of 2019, we have been committed to financing rewilding efforts in Selkie, Finland, where a poisoned moon scape of a former peat extraction site is transformed into an emerging and thriving ecosystem by our partner Snowchange Cooperative. The learnings from our site in Finland can contribute to other rewilding sites around the world. To support Rewilding efforts more broadly, we are also providing pro bono legal advice to Snowchange, Rewilding Europe, The Wildlife Trusts, and Rewilding Britain, organisations that are instrumental in spreading the rewilding approach across Europe.



Listen to our [Rewilding Hogan Lovells](#) podcasts.



Pro Bono

We consistently challenge ourselves to focus our time, skills, and resources to create a world-leading pro bono practice.

Focusing on access to justice and the rule of law, we have a long tradition of supporting ground-breaking social developments. As lawyers we recognize this commitment is part of our professional practice and collectively, we spend 150,000+ pro bono hours per year on work to achieve lasting impact for others. The strength of our pro bono practice lies in our commitment to strategic litigation to bring about systematic change, which is complemented by ensuring we engage our commercial expertise to advise brave and pioneering individuals and non-profits. Through our [HL Business and Sustainable Enterprise](#) practice we act for innovators and entrepreneurs in the impact economy.

Mobilizing in an emergency

We are providing support for the evacuation of foreign nationals, visa holders, and refugees from Afghanistan during and after the withdrawal of U.S. and British forces. Well over 200 lawyers and business services professionals from the firm's Americas, Asia-Pacific, and EMEA offices have volunteered to provide assistance with evacuations that have resulted in hundreds of individuals leaving the country; as well as working on ongoing visa applications, humanitarian aid, and other legal and logistical support to help these efforts to achieve intermediate and final resettlement.

At the time of publication, these efforts remain ongoing and evolving to the ever fluid situation on the ground, in transit, and in resettlement countries.



[*The Global Legal Post*](#)
[interviewed Partners](#)
[Yasmin Waljee and Amy](#)
[Roma](#) about our work
to support the Afghan
women's cycling team.



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Finally vindicated

A North Carolina jury rendered a US\$75 million verdict in favour of our clients Henry McCollum and Leon Brown, two Black men who had been wrongfully convicted, sentenced to death, and spent 31 years in prison for a crime they did not commit.

McCollum and Brown, both intellectually disabled, were convicted for the 1983 rape and murder of a young girl. McCollum was 19 and Brown was 15 when they were interrogated and were coerced into signing false confessions written by law enforcement officers. They were both sentenced to death, and McCollum was on death row for 31 years, becoming the longest serving death row inmate in North Carolina. Brown, who was 16 when he was convicted, became the youngest person on death row. The men were released in 2014 after DNA evidence uncovered by the North Carolina Innocence Inquiry Commission proved that a serial rapist and murderer—who lived 40 feet from the crime scene—had killed the 11-year-old. The verdict is the largest in U.S. history in a wrongful conviction case.



Press coverage of the verdict and settlement came from [The Washington Post](#) among other news outlets.

175 days in court

On 22 May 2017, a shrapnel-laden homemade bomb was detonated at the Manchester Arena as people left an Ariana Grande concert. 22 people lost their lives, and more than 800 were injured. We are representing five families who lost loved ones and are supporting them throughout the Manchester Arena Inquiry. At the time of publication, the families and our lawyers have spent over 175 days in court as the Inquiry explores the circumstances leading up to and surrounding the terror attack.

The Inquiry is investigating, among other issues, the impact of the delay in the fire service arriving on the scene, the intelligence MI5 received on Salman Abedi, the bomber, and whether further actions could have been taken as a response to that intelligence. The Inquiry will also look into British Transport Police's preparedness for the attack including the extent of site-specific plans for the Arena, as well as Greater Manchester Police's apparent lack of awareness of the concert taking place.



The Manchester Arena Inquiry commenced in September 2020 and is on-going. Read the [latest news](#) from the Inquiry.



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Fighting the dark side of globalization

We were awarded Asian Pro Bono Initiative of the Year by Asia Legal Awards, for the firm's counter trafficking work in Vietnam with Pacific Links Foundation. Pacific Links Foundation (PALS) is a U.S. NGO based in Vietnam which leads counter-trafficking efforts at the frontiers of Vietnam by increasing access to education, providing shelter and reintegration services, and enabling economic opportunities.

Since 2017, Hogan Lovells and PALS have been working together to better understand and support efforts to combat trafficking from Vietnam. These projects give greater voice to PALS and their beneficiary families, and raise awareness in Vietnam of its position as a source country for traffickers in order to mitigate the incidence of trafficking from more vulnerable communities. We have used the firm's international global network of offices to support PALS and our positioning at the intersection of civil society and government to help influence UK Government policy on this issue. This unique cross-office collaboration led by our Vietnam office with additional advice from our European offices, serves to support PALS' focus on bringing about accountability of those who have participated in the trade in human beings.



Learn more about the [work of the Pacific Links Foundation](#).

Coming home

In February 2014, the U.S. State Department denied U.S. citizenship to L., a child born abroad to married women, one of whom (Laura) is a U.S. citizen but is not genetically related to L., and one of whom (Maria) is a Spanish citizen and is genetically related to L. The decision to deny citizenship was based on a discriminatory policy that defined "parent-child" relationships as requiring a "biological" connection. That requirement does not appear in the Immigration and Nationality Act, and Hogan Lovells represented the family in years of administrative challenges before filing suit against the State Department and U.S. Citizenship and Immigration Services in February 2020.

In May 2021, with our summary judgment motion pending, the U.S. State Department reversed its discriminatory policy. Shortly thereafter, L. finally received the Consular Report of Birth Abroad and U.S. Passport that she applied for nearly eight years earlier, which confirm what we have argued all along: she is a U.S. citizen and has been since birth.

Establishing the truth

Since 2015, our teams have advised the CLANN Project, a joint initiative with Adoption Rights Alliance (ARA) and Justice for Magdalenes Research (JFMR), on the widespread forced adoptions of children born to single mothers in Ireland between 1922 and 1998, which caused ongoing severe and unnecessary harm to many affected families. Our teams prepared the CLANN Report for submission to the Commission of Investigation and welcomed the Irish Government's announcement on access to information for those affected by historical abuses in the 20th century Mother and Baby Homes in Ireland.

In January 2021, the Irish Government issued an apology following the publication of the Commission of Investigation Report into Mother and Baby homes. The Irish Government published their response to the Commission of Investigation, and our 154-page CLANN report. The report drew on 77 witness statements, extracted from conversations our teams had with 164 individuals who were separated from their family members as a result of Ireland's forced, secret adoption system, and other historical abuses. An apology was issued to all babies and mothers impacted, with a statement indicating that the Government had a plan which was both "meaningful and measured", adding that it is "a fundamental right for people to know who they are; where they came from; who their parents were, or as much knowledge as can be obtained."

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Learn more about the work of the CLANN project.

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[HL BaSE Catalyst](#) hosted an online pro bono workshop with Afritech XYZ to provide legal support and advice to four award-winning tech start-ups. Afritech XYZ, an initiative run by Do it Now Now, works with African tech entrepreneurs and provides them with the mentoring and networks they need to build tech that will contribute to a better future for Africa.

At the workshop, volunteers from Hogan Lovells, Novartis, and Citigroup sat down with the Afritech entrepreneurs to talk through their legal issues and learn about their innovative and impactful work.

- StanLab is a 3D interactive virtual laboratory application designed for students to learn and engage in practical science experiments in real time.
- Agrodata maps honey bees using GIS/Remote Sensing and invented the “iSmart hives”, creating a Community Bee-Agrifood Network (CBAN), a communal bee-centred cropping model in which beehives are installed for free on smallholder farms to support crop pollination by bees.
- Dermisho Utility and Farm Management Application (DUFMA) is a peer to peer integrated agriculture service start-up platform that connects farmers to service providers and investors.
- AquaFarmsAfrica grows clean, fresh, organic produce using the most efficient and sustainable technology available, to help address the problem of food security across Africa.



Learn more about [BaSE Catalyst](#) with Afritech.

[HL BaSE](#) is Hogan Lovells’ impact economy practice, advising social business, charities and mission-led business working to address social and environmental issues in a sustainable way.



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Creating social justice through environmental action

The Financial Times announced the winners of its Innovative Lawyer Awards 2021 for the APAC region. The firm finished as the seventh most innovative firm, with our pro bono work for The Ocean Cleanup being noted among case studies in the Social Justice category. A global team devised flexible contracts for Netherlands-based environmental non-profit organisation The Ocean Cleanup. The new contracts enable the NGO to create distribution and operation partnerships with countries in Asia to build its river-cleaning machines — the group intercepts plastic pollution in rivers to prevent it reaching the sea. The Ocean Cleanup has since signed a deal with the Malaysian subsidiary of Finnish manufacturer Konecranes, MHE-Demag, helping it to achieve its aim of cleaning 1,000 rivers worldwide over the next five years.



Listen to [The Ocean Cleanup's podcast](#) to learn more from the team behind the mission.

Reducing the risks of human trafficking

We conducted research on the legal framework on human trafficking, forced labour and child labour for Dignificando el trabajo A.C in Mexico. They aim to influence public and private institutions to improve people's working conditions, as a measure to reduce exploitation and labour precariousness and, therefore, reduce the risks of forced labour or human trafficking.

This work is an analysis of the Mexican legal framework and its adequacy, as well as the degree of compliance with the obligations that Mexico has adopted through various international treaties signed and ratified. This research discusses the complex situation of human trafficking, as well as forced labour and child labour. Despite the fact that currently, the international fight for their eradication is the most robust that has ever existed, these phenomena continue to evolve and will continue to be present in the short and medium term.

We develop strategic partnerships with ground-breaking and innovative organizations to support them to successfully deliver their goals and scale their impact. Our people use their professional skills to offer support where there are gaps in knowledge, resources, and funding. Our local work supports our global aim to drive inclusive and sustainable development in which people and planet thrive.

Combating youth unemployment

We support the JOBLINGE Initiative which provides disadvantaged, unemployed young people with the opportunity to participate in an apprenticeship with the view to gaining long-term employment. 100+ colleagues across Germany are supporting young adults participating in the program.

JOBLINGE focuses on outcomes, aiming for fast but sustainable job placements. The six-month program which has a placement rate of more than 70 percent is a faster, cheaper, and more scalable alternative than similar programs and it is growing rapidly. To date, 9000+ young people have participated in this program.

The program's elements are professional vocational orientation, tailored skills coaching, cultural and sports activities, group projects in the orientation phase, real job opportunities at partner companies during the trial and practical phases, and enablement of the participating young people to take responsibility for their own lives. We support JOBLINGE with 1:1 mentoring, job interview training, pro bono legal advice, and financial donations.

Community Investment

Our community investment program is focused on creating partnerships and collaborating with others to create thriving local communities.



Watch our [award winning short film](#) on our partnership with JOBLINGE.



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Bringing our flagship programs online

In response to the pandemic, volunteers adapted Debate It! our flagship community investment programs into virtual offerings to support the development of essential skills within our local communities.

Led by colleagues from our London and German offices, Debate It! is an education program that teaches young people public speaking and debating skills as a way to boost confidence, develop critical thinking skills, and raise awareness of current affairs. Volunteers delivered fortnightly Debate It! clubs within six schools across London culminating in an interschool debating competition. Impact data from the program found that students reported an improvement in their essential skills with team working, creativity, and confidence particularly improved through the program with average self-reported levels of 90-100 percent.

In response to the pandemic, we created an online hub to host Debate It! sessions filled with educational resources and pre-recorded presentations to enable students to participate in the program online. We are working with the schools to facilitate live virtual sessions that will sandwich the resources on the online hub so that students at our partner schools can continue developing their debating skills.

Getting on the map

We continue to partner with Missing Maps and collaborate with colleagues across the firm as we map buildings via satellite imagery as part of our global Mapathons. This work supports international and local humanitarian organizations to use the maps and data to better respond to crises affecting the area.

During our first global Mapathon over 130 volunteers made 10,600+ edits to the map, adding 8,950 buildings and over 365 km of roads. Our volunteers helped map remote areas of Peru to assist the government in responding to COVID-19. As a result of the maps created during our Mapathon, the government was able to use the maps to deliver oxygen to people suffering from COVID, as well as assisted healthcare authorities in managing data about health implications in the region. Our most recent collaboration focused primarily on Zambia where our mapping of buildings supported the generation of data for a USAID Local Impact Governance Activity. This will help Zambia build a sub-national system of governance for devolved service delivery that is responsive to citizen needs.

Providing care for patients with COVID-19

As the pandemic continued to impact countries and communities around the world, we launched a global emergency fundraising appeal to support our long-standing partner Médecins Sans Frontières/ Doctors without Borders (MSF) in bringing life-saving assistance and protection to vulnerable people which raised US\$37k, including firm match, which was specifically earmarked to MSF's emergency COVID-19 response.

MSF is an international, medical humanitarian organization working in more than 70 countries around the world, and provide free medical care to people who need it. MSF's teams are directly responding to the COVID-19 pandemic in over 40 countries.

Fundraising Partnerships

Our people undertake fundraising activities and as a firm we match donations by our people to further the impact of our nonprofit partners.



Learn more about [MSF's COVID-19 response in India.](#)

Humanitarian assistance for those who need it most

The rapid advance of the Taliban, the collapse of the Afghan government and the ensuing displacement of Afghan families has created a harrowing crisis. Many Afghans, in particular women and girls, say they fear for their lives and their liberty, concerned that progress made in the last 20 years will be lost under Taliban leadership. In response, we launched a global emergency fundraising appeal in support of the International Rescue Committee which raised US\$62k, including firm match, for their work in Afghanistan.

The IRC has worked in Afghanistan through three decades of crises with over 1,700 staff – 99 per cent of whom are Afghan nationals – working in thousands of cities and villages throughout the country. Across every program they prioritize reaching women and girls.



Learn more about [the IRC's impact in Afghanistan.](#)

Contacts

For further information on our approach to Diversity & Inclusion and Responsible Business visit hoganlovells.com/responsiblebusiness.



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