



Hogan
Lovells

2021 UK
Pay Gap Report

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

As a leading global firm in the UK market, our success relies on us attracting and retaining the best people in order to deliver the best experience and results for our clients. We are committed to providing an inclusive working environment where all of our people can be themselves and feel empowered to succeed.

In this year's report, we share how we continue to increase the gender balance in our partnership, most recently demonstrated by achieving our goal of 30% women partners in the UK, one year ahead of our global target. We are also making strong inroads towards our global goals for ethnic minority and LGBTQ+ representation at partner level.

Hogan Lovells is recognised in the market for Diversity & Inclusion (D&I), achieving the Women in Law Empowerment Forum's (WILEF) Gold Standard Certification for the past three consecutive years. We were also the first law firm to achieve certification in the National Inclusion Standard (NIS) and are one of a small number of firms participating in the inaugural UK Mansfield Rule which aims to boost representation of historically underrepresented lawyers in law firm leadership.

However, whilst acknowledging our progress, we know there is more to do, both within our own firm and in our sector. Transparency and accountability are important in incentivising and delivering on this. To that end and whilst the statutory focus of Pay Gap Reporting is gender, we have consistently gone beyond the statutory requirements by voluntarily including partners in our reports along with a detailed breakdown of our lawyer and Business Services data by gender. We also committed to sharing our Ethnicity Pay Gap and Sexual Orientation Pay Gap.

We hope you enjoy learning more about our firm and how we are working hard to nurture a diverse and inclusive environment that delivers best in class experiences for our people, our clients and our communities.



Penny Angell
Office Managing Partner, UK

A stylized, handwritten signature of Penny Angell in white ink.

Understanding the gender pay gap

- As we reported in our 2020 pay gap report, we made a decision over timing of the payment of bonuses which had a substantially adverse impact on our 2020 statutory gender pay gap reporting.
- We have reverted to our previous pattern and compared to the 2020 figure excluding the additional bonus (18.1%), our gender pay gap figures in 2021 remain relatively unchanged. This is largely due to the fact that the composition of our workforce remains the same.
- Our women continue to be well represented in the upper quartiles demonstrating our commitment to ensuring women reach senior positions.
- Our bonus pay is **impacted by several factors**: a higher proportion of women perform senior non-fee earning roles and are therefore not eligible for chargeable hours bonuses, a significant proportion work part-time (one in five), and/or have taken a period of family leave. This results in pro-rated bonuses which influence our bonus gap.
- A high proportion of our secretarial and more junior Business Services roles are performed by women, which has the effect of increasing female representation in the lower quartile and therefore exacerbates the impact on the gender pay gap.
- Acknowledging that **our women have been particularly impacted by COVID-19**, we are continually reviewing our policies, processes, and procedures to ensure we put in place additional support for our people and line managers in tackling the challenges that have arisen. We encourage our people to take full advantage of the wide range of support available to them.
- We introduced a number of new policies over the course of 2021 including leave to care for dependents due to Covid-19, menopause, fertility treatment and pregnancy loss.
- Additionally our Diversity in Pitching policy ensures our women and other underrepresented groups have equitable access to career enhancing opportunities.

Statutory Reporting

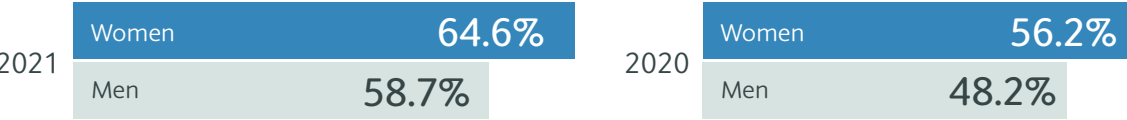
Employees only gender pay and bonus gap

Hourly pay			
Mean		Median	
2021	2020	2021	2020
18.9%	31.7%	42.2%	42.9%
	18.1%*		42.2%*

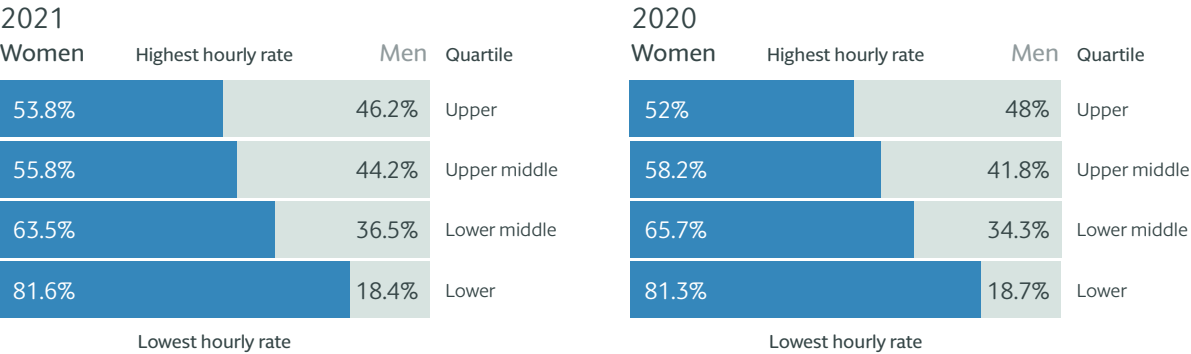
*Figures excluding bonuses paid in April 2020

Bonus			
Mean		Median	
2021	2020	2021	2020
52.3%	52.4%	60%	62.1%

Proportion of women and men receiving a bonus payment



Proportion of women and men in each pay quartile



We confirm the data reported is accurate for employees of Hogan Lovells Services. The data excludes partners, who are not employees.

Voluntary reporting

Lawyer population gender pay and bonus gap (Associates, senior associates, counsel, consultants (Hogan Lovells Services))

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2021	2020	2021	2020	2021	2020	2021	2020
2.8%	3.1%*	4.5%	8.1%*	33.5%	32.1%	50.7%	41.1%

*Figures excluding bonuses paid in April 2020

Business Services gender pay and bonus gap (All Hogan Lovells UK employing entities comprising secretarial and Business Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2021	2020	2021	2020	2021	2020	2021	2020
30.9%	29.0%	24.9%	23.3%	46.6%	48.1%	57.4%	62.9%

Partner total compensation gender pay gap

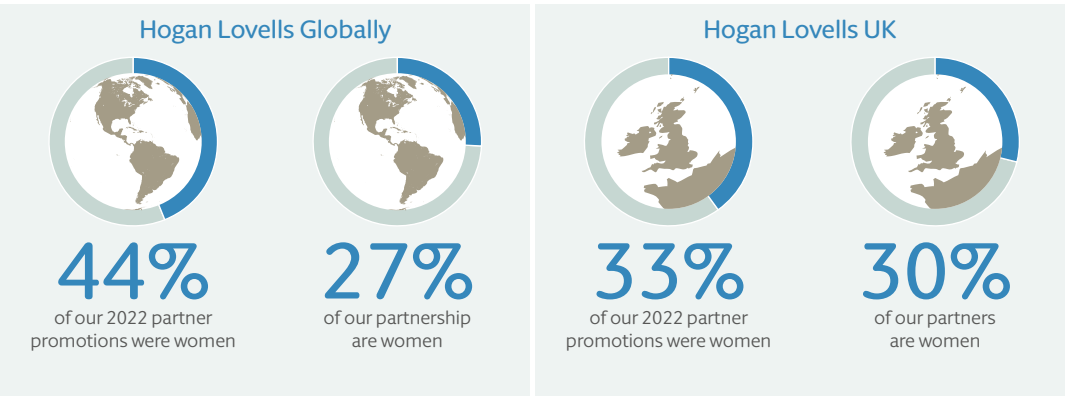
Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
13.5%	7.4%	5.5%	-0.8%

Current year partner reporting data relates to the statutory reporting date of 5 April 2021 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2020. Previous year relates to the financial year ending 31 December 2019. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined gender pay gap (All Hogan Lovells UK employing entities and total compensation for all partners)

2020/2021 Total compensation			
Mean		Median	
2021	2020	2021	2020
56.7%	56.0%*	41.6%	43.1%*

*Figures excluding bonuses paid in April 2020



As at 1 January 2022

We are committed to maintaining momentum and furthering progress now that we have achieved our goal in the UK of 30% women partners by 2022.

Ethnicity pay gap

- In line with our commitment to increase representation of Black, Asian and Minority Ethnic people at all levels in the firm, we are voluntarily reporting ethnicity pay gap data for the fourth year.
- We rely on our people to provide their ethnicity data and **93% of our people** have shared their information with us. Of that population, **18.1% identify as ethnic minorities**.
- Even small changes to this group can cause a significant change to the overall mean and median ethnicity pay gap figures.
- Our strong record in graduate recruitment speaks for itself; since 2015, more than 30% of our trainee cohorts are from ethnic minority backgrounds.
- Building on this success, we have a **continued focus on retention, progression and inclusion of ethnic minority talent** as we aim to improve representation at senior levels and close our pay gap.
- Our **INCLUDED programme** is focused on ethnic minority trainees and aims to provide practical tools to navigating potential hidden barriers to success in their training contracts.
- Our **Race and Ethnicity at Hogan Lovells (REAHL) network** continues to support their cohort of **REAHL champions**; partners and senior Business Services members who act as cheerleaders and advocates for the network to ensure messages from the network are disseminated to their teams.
- The network’s performance was recognised through a nomination for **Outstanding Race and Ethnicity Network** in the 2021 Diversity Legal Awards.
- Throughout 2021, we ran our first formal reciprocal mentoring programme targeted at lawyers as one of a number of ways we are **proactively working to improve the diversity of our talent pipeline**.
- These actions support our efforts as a **signatory to the Change the Race Ratio** aiming for greater ethnic diversity at board and senior leadership levels.

Employees only ethnicity pay and bonus gap (Hogan Lovells Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
<u>2021</u>	2020	<u>2021</u>	2020	<u>2021</u>	2020	<u>2021</u>	2020
12%	9.5%*	29.3%	16.0%*	20.5%	3.3%	26.7%	21.2%

*Figures excluding bonuses paid in April 2020

Partner total compensation ethnicity pay gap

Total compensation			
Mean		Median	
<u>Current year</u>	<u>Previous year</u>	<u>Current year</u>	<u>Previous year</u>
33.3%	27.0%	13.2%	12.5%

Current year partner reporting data relates to the statutory reporting date of 5 April 2021 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2020. Previous year relates to the financial year ending 31 December 2019. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined ethnicity pay gap (All Hogan Lovells UK employing entities and total compensation for all partners)

2020/21 Total compensation			
Mean		Median	
<u>2021</u>	<u>2020</u>	<u>2021</u>	<u>2020</u>
51.4%	49.7%*	35.4%	39.4%*

*Figures excluding bonuses paid in April 2020

Sexual orientation pay gap

- We are deeply committed to LGBTQ+ inclusion. We believe that no one should be held back at work or in their personal lives because of their sexual orientation or gender identity. We are voluntarily reporting sexual orientation pay gap data for the third year.
- We rely on our people to provide their personal data and **83% of our people** have shared sexual orientation with us. Of that population, **3.5% identify as LGBTQ+**.
- As a result, even small changes to the LGBTQ+ population can cause a significant change to the overall mean and median sexual orientation pay gap figures.
- To create more awareness for LGBTQ+ people, their lives and the discrimination they experience every day, we launched an **Alphabet speaker series** to explore each identity. For the “L is for Lesbian” event, a lesbian colleague shared her experiences in the workplace including having left a previous job because of her sexual orientation, choosing to come to Hogan Lovells because of our open, non-discriminatory atmosphere. Our “T is for Trans” event saw a trans man psychologist sharing his experiences from a psychological perspective.
- Our **longstanding UK Pride network** continues to support our commitment to retaining and advancing our LGBTQ+ talent as we work towards achieving our global diversity goal of 4% LGBTQ+ partners by 2025.
- We proactively target LGBTQ+ students through a range of outreach activities. We are a founding partner for Aspiring Solicitors and annually attend the **AS Pride Event for LGBTQ+ students**. We are also a founding partner for the Rare Vantage platform which allows us to directly contact LGBTQ+ students about our graduate opportunities.

Employees only sexual orientation pay and bonus gap (Hogan Lovells Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
<u>2021</u>	2020	<u>2021</u>	2020	<u>2021</u>	2020	<u>2021</u>	2020
-29.3%	-14.7%*	-42.9%	-50.4%*	-26.2%	-13.8%	-54.2%	-74.6%

*Figures excluding bonuses paid in April 2020

Partner total compensation sexual orientation pay gap

Total compensation			
Mean		Median	
<u>Current year</u>	<u>Previous year</u>	<u>Current year</u>	<u>Previous year</u>
48.9%	56.5%	56.2%	58.6%

Current year partner reporting data relates to the statutory reporting date of 5 April 2021 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2020. Previous year relates to the financial year ending 31 December 2019. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined sexual orientation pay gap (All Hogan Lovells UK employing entities and total compensation for all partners)

2019/20 Total compensation			
Mean		Median	
<u>2021</u>	<u>2020</u>	<u>2020</u>	<u>2019</u>
27.8%	25.1%*	-5.6%	-15.3%*

*Figures excluding bonuses paid in April 2020

Inspiring. Investing. Including.

Engaging difference to elevate everyone.

Our Global Diversity and Inclusion (D&I) plan is focused around five pillars:

Accountability

We hold ourselves accountable by setting ambitious global, regional, and local D&I goals. Having achieved our goal in the UK of 30% women partners, we are committed to maintaining momentum now and we are making good progress towards 15% racial and ethnic minority, and 4% LGBTQ+, representation in our global partnership by 2025.

We have publicly committed to advancing D&I in our sector, including signalling our commitment through the signing of a number of pledges.

Aiming to increase transparency in ethnicity pay gap reporting, we co-published “[A Guide for General Counsels: Insights into Ethnicity Pay Gap Reporting](#)”

Processes

We recognise that embedding a diverse and inclusive culture often requires institutional change:

- We’ve made changes to the way we allocate work and run client pitches, and
- We now offer peer coaching and networking opportunities to our promoted senior women lawyers and Business Services professionals in EMEA.

Recruitment

To maintain our position as a leading global firm, we must continue to attract and retain the best and brightest talent at all levels across our business, which requires access to a diverse pool of talent.

We are participating in the [Mansfield 1.0 pilot](#) requiring law firms to track and measure that they have considered at least 30%:

- Women,
- Lawyers from underrepresented racial/ethnic groups,
- Lawyers with disabilities, and
- LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings.

Culture

We work hard to provide a working environment where our people can bring their whole selves to the workplace, enabling them to achieve their potential. To support this we:

- Continue to provide anti-bias training to all our people, removing both conscious and unconscious bias, and
- Run a broad and active range of networks, covering gender equality, race/ ethnicity, LGBTQ+, working families, generations, faith/ culture and disability.

Clients

We frequently collaborate with clients to promote D&I across the legal sector and are proud to be a Lead Partner in the General Counsel Diversity & Inclusion initiative (GCD&I). Key activities include:

- Defining and sharing best practice,
- Identifying KPIs and metrics to measure success, and
- Encouraging in-house legal teams to take steps which support greater D&I within legal firms.

We also partner with a number of our clients through the [Interlaw Model Diversity Survey](#), a supplier diversity questionnaire, that client signatories use to monitor their panel law firms on diversity, inclusion and culture.



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.

*Our associated offices

**Progressing with a wind down of operations in Moscow

Legal Services Centre: Berlin

www.hoganlovells.com

"Hogan Lovells" or the "firm" is an international legal practice that includes Hogan Lovells International LLP, Hogan Lovells US LLP and their affiliated businesses.

The word "partner" is used to describe a partner or member of Hogan Lovells International LLP, Hogan Lovells US LLP or any of their affiliated entities or any employee or consultant with equivalent standing. Certain individuals, who are designated as partners, but who are not members of Hogan Lovells International LLP, do not hold qualifications equivalent to members.

For more information about Hogan Lovells, the partners and their qualifications, see www.hoganlovells.com.

Where case studies are included, results achieved do not guarantee similar outcomes for other clients. Attorney advertising. Images of people may feature current or former lawyers and employees at Hogan Lovells or models not connected with the firm.

© Hogan Lovells 2022. All rights reserved. WG-REQ-477