



Hogan
Lovells

Responsible Business report

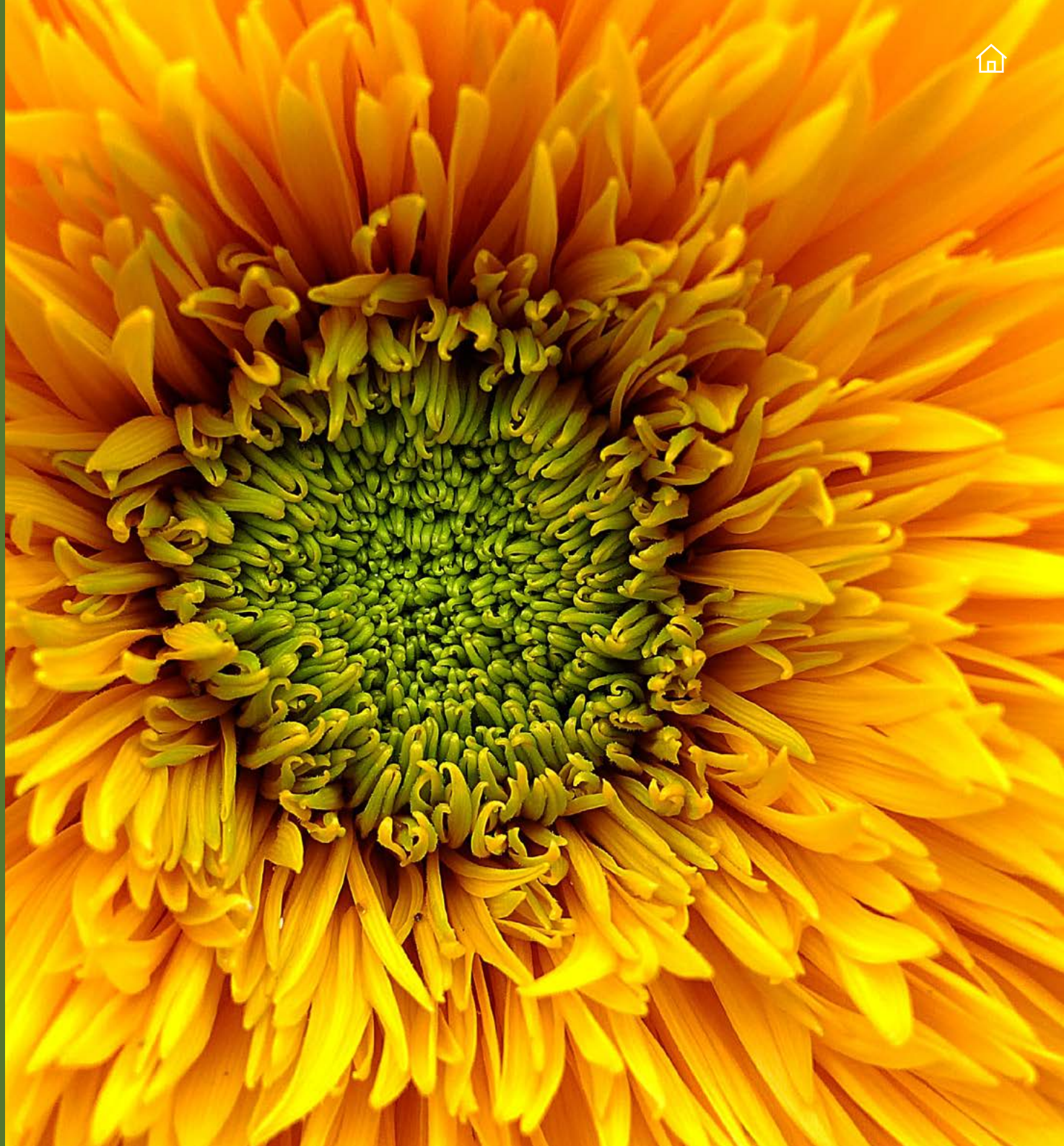
2022



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Welcome



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

As the firm's first Global Managing Partner for Diversity, Equity & Inclusion (DEI) and Responsible Business, I have had the privilege of driving forward this hugely important agenda for our firm over the past two and a half years.

So much has happened during this time that continues to shape our world. From the lasting impacts of COVID-19, ongoing social injustices, Russia's invasion of Ukraine and the growing collective realisation that we are now in the midst of a climate emergency, I feel more strongly than ever that business has a critical role to play in tackling today's global and interconnected challenges.

At Hogan Lovells, we think about responsible business in terms of our people, our firm and our communities. We work to contribute to the achievement of the UN Sustainable Development Goals and to deliver against our own commitments across DEI and Wellbeing; Sustainability; and

Pro Bono, Community Investment & Fundraising Partnerships.

During my tenure, we have made strong progress towards our ambitious goal to be a leader in responsible business – details of which I am pleased to share in this report – and I am immensely proud of my dedicated and passionate global team. I believe that together we have embedded responsible business as a key strategic priority for the firm, whilst also recognizing that there is always more to do.

I have championed DEI and Responsible Business throughout my 33-years at the firm and I will continue to do so in the next stage of my career. I am pleased to pass the baton to Anna Kurian Shaw, our new Global Managing Partner for Diversity, Equity & Inclusion, and Michael Davison, our Deputy CEO, who will take the lead on the various strands of Responsible Business. I know they will maintain the momentum and lead the firm during the next stage of our journey.

SUSTAINABLE DEVELOPMENT GOALS



Our people

Diversity, Equity & Inclusion

We are committed to nurturing an inclusive working environment where all our people can be themselves and feel empowered to succeed. We set ambitious Diversity, Equity & Inclusion (DEI) goals to embody our vision for the demographic composition of our firm by 2025. Our published goals for 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 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

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 taking another look at 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.

Mansfield Rule Certification Plus status

The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Now in its sixth year, the Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at least 30 percent 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.

In the United States, we have received Mansfield Rule Certification Plus status for the 5.0 cycle. We have participated for five years, earning the highest status of “Plus” in each of those years. In the United Kingdom, we participated in the 2021-22 pilot and also received Mansfield Plus certification. The “Plus” designation recognizes that the firm has achieved the requisite levels of diversity in our candidate pools and exceeded Mansfield Rule targets in more than 50 percent of the actual expected composition of senior leadership positions.

Investing in our underrepresented lawyers

We are committed to the long-term professional development of our underrepresented lawyers and work to create internal and external opportunities for this to happen. We are sponsors and members of several diversity-focused associations that provide career training and networking events and we partner with clients to cultivate meaningful work opportunities for our underrepresented lawyers.

We achieved the diversity goals required of us by our client Merck & Co. and received a significant monetary bonus as a result. We have invested this bonus in our underrepresented people through the creation of the Merck & Co. Diversity, Equity & Inclusion Development Fund, which provides our underrepresented

lawyers in the United States with funding to pursue networking and training opportunities that further develop their professional skills and knowledge. Through this fund, our people have been able to attend networking and development conferences, mentoring programs, bootcamps, and meetings of other associations.

In Mexico, we are partnering with Abogadas MX to provide education, training, and professional development for underrepresented groups. In Germany, we have partnered with Google's EMEA Legal Summer Institute to offer paid internships in our Hamburg office in combination with a week of knowledge sessions at their campus.

Summer Associate DEI Scholarships

To further develop a robust pipeline of underrepresented lawyers, and recognizing the intersection of systemic financial inequity amongst underrepresented communities, we launched our first ever Summer Associate DEI Scholarships of \$25,000 each. These scholarships were awarded to second year law students for their prior achievements in advancing DEI and our scholarship recipients joined us this summer across our U.S. offices.

Building a culture of belonging

Ensuring our underrepresented lawyers and business services professionals are connected with their community inside the firm and supporting their goals as a group is key to building a culture of belonging.

We are proud to support 32 affinity groups and diversity committees across the Americas and provide them with a transparent channel of communication to leadership to address a variety of their needs. Creating space for every identity to be seen and valued is a top priority for us and we have introduced three new groups to our Americas diversity network: Americas Associate Diversity Committee, Business Services Diversity, Equity & Inclusion Committee, and Business Services Women's Initiative Network (WIN). Globally we have added the Global Ability Inclusion Network (GAIN).

In France, clients and contacts attended the launch of the first corporate network for employers addressing LGBTQ+ inclusivity through training and awareness sessions. In Italy, together with our client Pfizer, we launched a program focusing on procurement and supplier diversity with the aim of increasing awareness of the importance of embracing diversity in every aspect of business.

With a continuing focus on inclusion and allyship in Asia-Pacific, the third cohort of our Inclusion Allies program launched with participants from across the region, including Japan, Indonesia, and Vietnam. Participants explore DEI topics such as bias, privilege and inclusive leadership, and make actionable commitments to strengthening allyship by setting and tracking their own experiments to cultivate inclusion in a peer accountability model.

Building racially equitable cultures

We are the first law firm to partner with Flair Impact, a racial equity technology company which helps organizations measure and build racially equitable cultures. Through a short survey, we are tracking data from our colleagues in the UK on a number of key areas, including racist behaviors, levels of racial awareness and inclusion barriers. 79 percent of our people completed the survey and this analysis will help us identify racial bias, guide interventions, and measure the impact of actions taken.

Welcome to Country

In recognition of, and to pay due respect to, the importance of Country to Indigenous Australians, we have developed and adopted a policy in relation to the conduct of Welcome to Country or Acknowledgement of Country at the commencement of our events, presentations and functions in Australia. Conducted at the commencement of gatherings or events such as the opening of Parliament, school assemblies, and sporting events, a Welcome to Country or Acknowledgement of Country is a mark of respect to the Traditional Custodians of Australian lands.

We marked the launch of the policy at an event on the International Day of Elimination of Racial Discrimination earlier this year. The policy is intended to encourage everyone to consider conducting an Acknowledgement of Country at formal presentations, functions or events in Australia.

Celebrating Pride month

During Pride season, in Asia-Pacific we expanded on our global Inclusive Communications training and delivered a session specifically focused on LGBTQ+ terminology. This provided the opportunity to increase comfort and familiarity with common LGBTQ+ terminology and to introduce top-tips for communicating LGBTQ+ issues more inclusively to help us become better allies.

Trans and gender-diverse individuals often feel pressure to repress their authentic selves in the workplace and confirm to gender-norms to avoid discrimination and prejudice. Guest speakers took us through transgender

history in Asia and shared their own lived experiences, providing inspiration on how to better create an inclusive workplace for people of all gender identities.

Even in LGBTQ+ friendly countries, one in four teenagers may be forced to leave their homes after coming out to their parents. The risks associated with homophobia and rejection in the family include homelessness, mental health issues, substance abuse, crime and suicidal behavior. Our Madrid office invited Ahora Dónde to talk to us about their work with young people experiencing homophobia.

During Pride month, we talked with Greg Noonan, LGBTQ+ Affinity Group Co-lead and Hogan Lovells Partner

“Pride is the confidence, self-acceptance, and freedom to live our lives openly and on our own terms.”



Click here to watch Greg's spotlight

HL | Thrive

The health and wellbeing of our people is an important part of being a responsible business and our employee engagement strategy. We are committed to creating a supportive environment that enables all of our people to sustain high performance and to thrive. We are focused on creating a culture where wellbeing is prioritized and aligned with inclusion to ensure the needs of all groups are understood and addressed and stigma challenged.

Through the pandemic we learned that much of our strength lies in our connections and collaborations: we are stronger together. As a result, we have resumed in-person events, in a safe manner, including flu-shot clinics, collaboration training sessions, and on-site physicals, and we continue to use technology to deliver virtual discussions and instructor-led wellbeing activities. We are supporting our people and investing in resources that build resilience through our independent counselors, access to an Employee Assistance Program that provides consultation services, and mental health first-aider training. Communicating and signposting our resources is a priority to ensure that all are aware of all the tools, programs, and resources available to them.

Thriving at work

We have been awarded with the accreditation mark of 'Health Creating' by The City Mental Health Alliance (CMHA) for our work on wellbeing in the UK. The CMHA's Thriving at Work Assessment helps organizations to measure and benchmark progress as they work towards building mentally healthy workplaces. It is set against the evidence-based standards in the CMHA Thriving at Work Guide, a framework to help businesses develop their mental health and wellbeing strategies. This year, the Assessment was developed to include measurements related to how businesses were adapting to different ways of working, interventions to aid the prevention of burnout, and driving best practice across the eco system.

Our people

Wellbeing

We are committed to nurturing an inclusive working environment where all our people can be themselves and feel empowered to succeed.



Our firm

Sustainability

Sustainability is a business imperative and we recognise the need to lead by example in demonstrating to our people and clients the value associated with managing climate risk and enhancing our internal and external environments.

Our journey to net zero

We have set formal firmwide carbon emissions reduction targets consistent with limiting global warming to 1.5°C. We are a signatory to UN Race to Zero and are setting our targets in line with the Science Based Targets initiative. We have set an ambitious target of achieving a 90 percent reduction in Scope 1 and 2 (market-based) emissions and offsetting the remaining 10 percent of these emissions in order to achieve net zero in these scopes by 2030.

Once we have established our Scope 3 baseline, we will set emissions reduction targets for the relevant Scope 3 categories. While we undertake the journey to net zero, we will be offsetting all interim Scope 1 and 2 emissions from January 2022 and selected business travel emissions from January 2019.

In recognition of the need to take direct and significant action to mitigate the impact of climate change, our initial focus is on the reduction of the carbon emissions from our own operations that we can directly control. These are disclosed, along with business travel, through the CDP Reporting Framework, with which we currently have a B rating.

We have been working extensively to establish the baseline carbon footprint for our full value chain. As part of an on-going engagement and data gathering process, we are now developing a structured approach to assess in more detail how we can influence our carbon emissions across our supplier network by bringing climate impact and wider sustainability implications into our decision making processes.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Energy efficiency

With a 100 percent leased property portfolio, collaboration with our landlords is essential as we take collective action to improve the energy efficiency of our offices. Where we have operational control, we have been implementing a series of energy reduction projects, informed by detailed energy audits and implemented through our environmental management system.

Energy supply

Where available, we source renewable electricity backed by the appropriate Energy Attribute Certificate. This accounts for 25 percent of our total electricity consumption. We are also working with our landlords to secure electricity from renewable sources and have been successful in our Washington, D.C. office, which brings our total electricity from renewable sources to 48 percent.

We are also eliminating the use of diesel fuel backup electricity generation by switching to a certified bio-based paraffinic diesel fuel.



Waste and resources

The digitization of the office space has seen a steady and significant reduction in the amount of paper we use across the firm. This trend is being driven further through the provision of the appropriate guidance, supporting our people and educating our clients in the way we do business.

Our waste management strategy is driving increased waste separation, which in many cases involves influencing both our landlords and the waste management infrastructure. Most recently this has included separate waste streams for glass and other recyclables in Germany and China, and the introduction of compostable waste streams in some of our U.S. offices.

Where we have more direct control over our waste and resources, we have been able to make a bigger impact. In the UK, we are working in partnership with our catering provider to make significant progress on the removal of single-use plastic and particularly for take-aways, and packaging.

Real estate transition

The vast majority of our operational Scope 1 and 2 carbon emissions are attributable to our offices. The design and operation of our offices is therefore a key element in our pathway to net zero and is also instrumental to our health and wellbeing, whilst providing high quality, attractive, and functional workplaces that help our people thrive.

To meet these multiple objectives, we have used sustainable design principles and continue to develop our global design standards. These are supported by both environmental and wellbeing certification standards such as LEED, BREEAM and WELL, which have now been secured for over 60 percent of our property portfolio. Two recent office developments in Beijing and Redwood City (Silicon Valley) were certified to LEED Gold standard.



Business travel

As a global business on six continents, our business takes us wherever our clients need us, so travel is a key aspect of what we do and, hence, a significant component of our carbon footprint. As we emerge from the global pandemic, which curtailed much of our travel, we are taking a more considered approach to how we do business. By providing information on the environmental impact of the choices we are making, our people are increasingly empowered to make informed decisions.

Our policies have been updated to reflect this and everyone is encouraged to question the need for travel and consider alternative options that have a lower environmental impact. As well as providing the information to inform decisions, we are improving our ability to track emissions and increase data accuracy.

Offsetting

We place the emphasis on the removal of CO₂ from the atmosphere and we are investing in a portfolio of high-quality offset credits from projects worldwide which will allow us to maximize our positive impact on a number of UN Sustainable Development Goals (SDGs). Additionally, we will look to develop strategic partnerships incorporating pro bono work and collaboration with clients where possible.

To date we have partnered with Climate Impact Partners who, as founding members of the International Carbon Reduction and Offset Alliance (ICROA), have more than 20 years' experience finding the highest quality projects and are one of the most respected providers in the industry.

To offset our captured business travel emissions from January 2019, we have invested in four projects: one global and one in each of our three regions. In addition to delivering emissions reductions for climate action (SDG 13), each of the projects contributes to the achievement of further SDGs.



Global

Renewable Energy Portfolio

Projects in this portfolio are vital to help reduce greenhouse gas emissions from the growing global demand for sustainable infrastructure.



Americas

Darkwoods Forest Conservation

Protects Boreal forest in British Columbia, Canada from high-impact logging and other environmental threats.



Asia-Pacific

Chinese Afforestation Portfolio

Restoring over 100,000 hectares of degraded land across north-western provinces of China.



EMEA

Gyapa Efficient Cookstoves:

Introduces families in Ghana to an efficient cookstove that cooks food more quickly, requires nearly 50 percent less fuel and is less smoky.



Supply chain

We have recently updated our sustainable procurement policy which is aligned with the Ten Principles of the UN Global Compact covering Human Rights, Labor, Environment and Anti-Corruption.

Transparent reporting by our suppliers and our own openness with our clients is being facilitated through our disclosure under the EcoVadis assessment program. Through this process, we review and regularly update our policies and priorities.



Our communities

Pro Bono, Community Investment & Fundraising Partnerships

We have a long tradition of supporting ground-breaking social and environmental developments. Focusing on strengthening the rule of law and making progress towards the UN Sustainable Development Goals, our four strategic themes inform our work: advancing racial justice; empowering women and girls and supporting youth; supporting innovation in environmental protection and advancing our sustainability goals; and external crises and change.

Collectively, as lawyers and business services professionals, we spend 200,000+ hours per year volunteering to achieve lasting impact for others.

Sustaining our momentum

Since its inception more than 50 years ago, our Pro Bono Practice has fought tenaciously to make a meaningful and lasting impact in our communities through the provision of pro bono legal services. We recently reached a monumental milestone, becoming one of the top 10 firms on the American Lawyer's Pro Bono Scorecard for the first time in our history. Over the past two years, we have jumped from 25th to 7th in AmLaw's national pro bono rankings, thanks to an increase in both participation and hours per lawyer in the U.S.

Advancing Racial Justice update

In June 2020, in the wake of George Floyd's murder and the global outrage at the racism that plagues the U.S. and other parts of the world, we made a formal pledge to devote at least 65,000 pro bono hours through 2023 to breaking down the deeply rooted, systemic barriers that profoundly impact people of color around the world. After only two years, we have already surpassed that goal, having devoted more than 70,000 hours to combatting racism in a range of areas, including criminal justice, housing and economic justice, and voting rights.

Guilty verdict in hate crime case

We represented a gay Asian man and his elderly parents in their efforts to seek justice after they were brutally assaulted. The family were taking a walk in their neighborhood in Washington, D.C. in August 2021 when the perpetrator shouted anti-Asian and homophobic slurs at them before attacking all three. Our clients suffered broken bones and lacerations as a result of the unprovoked attack.

Our team assisted the family in all stages of the criminal process, including successfully opposing the perpetrator's requests for modified pretrial release conditions, engaging with the prosecutor's office regarding the appropriate plea offer, and assisting our clients and interested community organizations with preparing victim impact statements and community impact statements.



Coalition connections

In the wake of the Supreme Court's decision overturning *Roe v. Wade*, our lawyers have taken multiple new pro bono matters to protect access to reproductive services, including projects that examine the impact of restrictive laws on providers using assisted reproductive technology, analyze the new legal landscape in certain jurisdictions, and protect access to free speech. We have also joined two legal coalitions to protect equal access to reproductive services, and continued our work with the Law Firm Antiracism Alliance's Reproductive Justice working group.

Lessons worth learning

We advised The Positivity Project, a North Carolina nonprofit focused on building positive character traits in students from kindergarten to 12th grade through the creation and distribution of unique school lesson plans, on the sale of substantially all of its assets to a private buyer.

The sale was designed to allow The Positivity Project to access private financing while enabling development of more sustainable sources of revenue as a for-profit company, with the ultimate goal of eliminating staff retention concerns and achieving mass adoption of the project's lesson plans by schools. In addition to advising on the customary components of an asset sale, we also helped The Positivity Project navigate the regulatory process for sales of nonprofit assets.

Following the closing, we also advised on the entity's dissolution. As a result of these efforts, in addition to preserving jobs and increasing the dispersion of high-quality character-building lessons prepared by United States Army combat veterans, we were able to distribute over US\$700,000 in asset sale proceeds to nonprofits serving underprivileged youth across the country.

Biogas-to-energy solutions

GREE Energy fights climate change by scaling profitable and proven biogas solutions that transform agro-food industry waste into valuable resources for people and the planet. In emerging countries, inadequate treatment of wastewater from food production is responsible for massive greenhouse gas emissions. In Indonesia, GREE's initial market focus, the agro-food industry, generates more water pollution than a population of 185 million. That water pollution, in turn, emits about 50 million tonnes of CO₂eq per year which is the same as the emissions from 10 million cars.

GREE Energy designs and provides compelling biogas-to-energy solutions for treating industrial wastewater and capturing greenhouse gases, while at the same time transforming these liabilities into assets: clean energy for rural communities, clean water, renewable heat, and organic fertilisers. Transferring established technology to the Global South, their solutions are highly scalable. We've been supporting GREE to develop their corporate documents and employee incentive plan for potential new investors.



GREE Energy is one of our HLBaSE: Business and Sustainable Enterprise clients. [Read our latest HLBaSE Impact Report.](#)

Lawyers fighting climate change

The Chancery Lane Project (TCLP) is a collaboration between international legal professionals whose vision is a world where every contract enables solutions to climate change. Our Tokyo, Shanghai, and Beijing offices have worked to progress net zero drafting for use in China and Japan as a first step. Our team in China focused on the local translation of a selection of clauses related to their practice areas to determine if existing clauses developed via TCLP could apply in the same way under Chinese law, as well as offering comment on whether there are cultural factors that need to be taken into consideration. In Japan, our team held two interactive workshops in collaboration with a client to determine how best to approach solutions in their jurisdiction. The next step will be to work with our client, and develop our own clauses specifically for application in Japan.

In Mexico, we researched environmental legislation related to regulations of transportation infrastructure and hydroelectric projects for the Sociedad Peruana de Derecho Ambiental. Their mission is to promote policies in environmental legislation, design and implementation of instruments that favor sustainable development under principles of governance, equity and justice. We also contributed to a legal handbook of all marine legislation in the Sea of Cortez, Mexico for The Conservation Project International, a platform dedicated to supporting and mentoring young conservationists and future leaders.



Afghan evacuations

Following the Taliban takeover of Afghanistan, the impact on women was particularly severe: overnight the freedoms gained by women and girls to lead an independent life were immediately curtailed. One of the first “decrees” of the Taliban was to prevent women’s engagement in sport and education.

With co-ordinated leadership from lawyers in our German, Italian, UK and U.S. offices, we immediately mobilized a task force of lawyers to assist in the evacuation of hundreds of Afghan women and their families. We worked closely with existing pro bono client Shannon Galpin, a human rights activist and founder of nonprofit Mountain to Mountain, which promotes cycling for girls across Afghanistan. Collaborating alongside individuals on the ground, we evacuated 151 women from different Afghan cycling teams the day before the international borders closed and in total we have supported 200+ evacuations.



Zakia Mohammadi was reunited with her family in Germany.
Watch Zakia’s story.

Technology for peace

PeaceTech Lab (PTL) is our global nonprofit partner. Their mission is to reduce violent conflict around the world using technology, media, and data. They equip activists, peacebuilders and other NGOs with low-cost, easy-to-use technology.

Over the past three years, we have worked with PTL to address hate speech and extremism, combat misinformation, and advance racial justice. To date we have fundraised and contributed \$100,000+ and delivered 4,464+ volunteer hours.



[Read our latest PTL partnership report.](#)

The power of mentoring

As part of our longstanding relationship with JOBLINGE in Germany, we recently completed 100 mentoring partnerships. This is a six-month program in which our volunteers invest one to two hours each week working with a young adult seeking employment. In France, we have been supporting Sport dans la Ville with The English Academy which helps young people from disadvantaged neighborhoods to improve their English language skills via regular, informal chats in English in a mentor-trainee format.

In Washington, D.C., colleagues from our HL Learn team collaborated to deliver Managing Conflict with Confidence and Facilitation Skills for Leaders, a one-day in person program. Twenty leaders, including six executive directors, from 10 of our D.C. partner organizations attended and developed skills, including engaging in positive actions when dealing with conflict, increasing participants' skills in guiding discussions.



Rewilding Hogan Lovells

We have been working in partnership with Snowchange Cooperative in Selkie, eastern Finland, a non-profit cooperative representing northern indigenous and local communities across the Arctic and boreal, by rewilding a former peat extraction site in Linnensuo.

After three years supporting the rewilding and restoration of the peatland site we have committed to continue and finance the rewilding efforts of Snowchange on its namesake Linnensuo peatland site, and also fund a new site focused on the indigenous Sámi forests in Finland.

The new site will be managed by the Sámi, the only indigenous people of Europe. As reindeer herders dependent on northern boreal forests, the Sámi, like many other indigenous societies, need biodiverse and healthy ecosystems to maintain their age-old cultures and ways of life. Our goal in funding this new stage of our partnership is to positively affect over 150 hectares of Arctic landscapes – working on both rewilding forests and preserving existing and high biodiversity forests, which are important to local species, reindeer herding and the indigenous peoples.

In addition to the work with Snowchange, a new partnership between Hogan Lovells and Rewilding Europe has started, which is intended to support the scaling and further development of rewilding across Europe through pro bono legal advice and financial sponsoring of a film series. The new series will consist of at least six short films of up to 20-minutes over the next two to three years, showcasing the vision for specific rewilding landscapes, the rewilding actions being carried out in these landscapes, and how these actions are benefitting wild nature and people.



Listen to our **Rewilding Hogan Lovells** podcasts.



Coming together in times of need

Our Singapore office has been working closely with Food Bank Singapore to sponsor a smart wallet with pre-loaded credits that can be used by recipients in various outlets and Food Bank's Food Pantry on a monthly basis. We also sorted and categorized food for Food Bank's member beneficiaries, and assisted in packing the food to be distributed, based on a packing list of items requested by member beneficiaries.

In Beijing, owing to COVID-19 social distancing restrictions, the team organized a fully remote donation drive. With increasing inequalities between those with access to scarce resources and those less privileged, online donation drives have become a popular means of supporting disadvantaged groups. Many of our colleagues took advantage of the opportunity to declutter and donate books, toys, clothes and stationery, to be distributed by two major platforms to people in need.

Colleagues in our Monterrey office organized the preparation and delivery of sandwiches at a public hospital for families waiting on their loved ones.

Warsaw colleagues offer support to Ukrainian refugees

The firm provided US\$60,000 to the Warsaw office to spend on items urgently needed on the ground to support Ukrainian refugees. Teams worked hard to source items needed by local humanitarian organizations to ensure that we were supporting those most in need.

A nine-person team from Warsaw worked with The City of Warsaw, United Volunteers/The Ukrainian House, and the Polish Center for International Aid to provide urgently needed items to support those coming into Poland from Ukraine at the outset of the invasion.



Spotlight

United for Ukraine

Direct assistance to refugees

We have been working with the European Pro Bono Initiative, a collaboration of 30 firms across Europe, to establish support that can be offered to Ukrainian refugees. Our offices across Continental Europe are supporting United for Ukraine which is a volunteer-run platform initiated to provide emergency relief, humanitarian assistance and essential information to people affected by the war in Ukraine. We are providing legal advice in relation to their own organization and are supporting them in matching enquiries from refugees with the immigration lawyers in the appropriate jurisdiction. They have developed a matching tool, together with Bryter and Google, which is being managed in part by our volunteers.

In the UK, we have set up a joint pro bono scheme with other law firms to allow volunteer lawyers to provide basic legal information directly to individuals about the UK Ukrainian refugee scheme. The project is being run in conjunction with Ukraine Advice Project UK. This involves around 50 UK volunteers.

Nearly 60,000 Ukrainians in the U.S. are eligible for Temporary Protected Status (TPS), which would allow them to live and work in the U.S. for a period of 18 months or more. Approximately 40 of our colleagues registered to assist TPS applicants with the required forms. Training, resources, and support are being provided by Lawyers for Good Government, which is one of our Advancing Racial Justice partners. In addition, our regulatory colleagues were successful in helping Interpipe to secure refunds of several million dollars in duties they recently paid. The client pledged to use the refunds exclusively for medical supplies and aid for the front lines in Ukraine.

Using technology to capture evidence of international crimes

During the build-up to the invasion of Ukraine, we worked with pro bono client eyeWitness to Atrocities, a global NGO which provides innovative systems to facilitate justice for international crimes via technology, to understand what they might have to do to adapt to the circumstances surrounding the invasion. By day five of the invasion, colleagues, including our Legal Tech team, had organized for all their materials accompanying the app to be translated into Ukrainian and worked out a schedule of social media posts to highlight the app to users.

The app is now available in Ukrainian on the eyeWitness to Atrocities App on Google Play. We have a team of 10 UK lawyers reviewing the films uploaded and this is being made available to the Ukrainian War Crimes Prosecutor.

Human rights documentation

Mnemonic's unequalled archive of human rights documentation is and will continue to be a strong evidentiary basis for ground-breaking legal efforts to hold perpetrators and their accomplices to account for grave human rights violations and international crimes.

Mnemonic curates publicly available databases of verified documentation published on major news and social media platforms, which is then put to good use by lawyers, journalists, and human rights defenders around the world. In addition to collecting evidence against human rights violations in Syria, Sudan and Yemen, Mnemonic is now also expanding their work in relation to the war in Ukraine.

We are assisting them with reviewing several template documents, and advising on corporate law topics and general advice on how to operate their platform in a legally safe way, so they can carry out their work in Ukraine.



Art preservation and cultural protection

Ukraine has a rich cultural and religious history. With seven world heritage sites, including museums, art and churches of unique beauty it is one of the world's most important areas of historic culture. Russian bombardment is destroying this through shelling. This is reinforcing the attack on Ukrainian identity and sovereignty.

We have been instructed by the Odesa Fine Arts Museum, through Dr Oleksandra Kovalchuk, who is acting as co-ordinator for all cultural institutions across Odesa and more widely to advise on the international legal protections available for the protection of cultural identity. We are currently advising on the Hague Convention on Protection of Cultural Property during War and the

various opportunities for international accountability. We have also been involved in providing practical support and funding to help protect the contents of the Odesa Fine Arts Museum and the Museum of Modern Art. We are working with Kyiv law firm Robinson Patman who have been operational throughout the war.



Learn more about the cultural protection of Ukraine. **Watch Ukraine Hopes and Dreams.**

Welcoming refugees

Through a collaborative initiative with Caritas and our client Motel One, we funded 500 overnight room stays for Ukrainian refugees at the Motel One Bellevue in Berlin. As thousands of people made their way to Germany from Ukraine, accommodation was urgently needed and could not be covered entirely from local authorities. The hotel rooms offered a first safe space in order for refugees to restart their lives in a foreign country and provided families from Ukraine with basic supplies.

We also collaborated with our client Flix to help evacuate vulnerable people from Ukraine facing particular challenges and barriers to flee the country. People without Ukrainian citizenship, people of color, and people suffering from severe illness or living with disabilities faced discrimination at the borders with difficulties entering neighboring countries. Our first sponsored bus carried vulnerable children to a clinic in Bad Harzburg, Germany.

Recognition

We are proud to actively lead change within our profession. These are some of the recent awards we have received in recognition of our leadership and the impact we have had.

Diversity, Equity & Inclusion

AmLaw Diversity Scorecard | Ranked 10th

azur100 | 1st for Diversity

azur100 | 4th Best Places to Work

Bloomberg Law | 2022 DEI Framework member

EF Gold Standard Certified

Human Rights Campaign | Best Places to Work for LGBTQ+ Equality

Jobs&Law | 1st for Diversity

Jobs&Law | 2nd Best Places to Work

Stonewall.org | Top Global Employer 2022 in the Silver category

T-Mobile | T-Mobile Excellence in Law Firm Diversity

WILEF | Gold Certification for percentage of equity women partners

Pro Bono, Community Investment & Fundraising Partnerships

AmLaw ProBono score card | Ranked 7th

Asia Legal Awards | Asian Diversity Initiative of the Year

Asia Legal Awards | Pro Bono Initiative of the Year

Deauville Green Award | Human Rights - Silver

KIND Baltimore | Pro Bono Team of the Year

FT Innovative Lawyers Europe | Long term strategies for success (Standout)

FT Innovative Lawyers Europe | Responsible Business (Standout)

Latin Lawyer | Pro Bono Leading Lights

Legal Innovation Awards | CSR Innovation

Public Justice | Trial Lawyer of the Year

TrustLaw | Hogan Lovells Mexico



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



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