



Hogan
Lovells

Citizenship Report 2014

Challenge. Inspire. Change.

Various images throughout this report were taken for an internal Hogan Lovells Citizenship photography competition.

Cover photo "Colour Powder" by Waltraud Volger of the Munich office.

Pro Bono photo, page 7 "Sun setting over a banana plantation" by Hazel Peck of the London office.

Diversity photo, page 8 "WOW – Guanajuato" by Michael J Santaferarra of the New York office.

Community Investment photo, page 12 "Open Mind" by Franziska Henke of the Munich office.

Environment photo, page 15 "Flower Mountain" by Randy Althoff of the Denver office.

Introduction

Citizenship brings us together across our global network to mobilize change and make a positive impact. Being one of the preeminent legal practices in the world means we must draw upon our knowledge and resources to support the communities in which we operate through pro bono legal work, community service, and fundraising. We also strive to promote a diverse, inclusive firm culture and minimize our impact on the environment.

As a firm, we challenge ourselves to integrate Citizenship into the fabric of our business. We are recognized as industry leaders for collaborative projects with commercial clients, and we carry that over to every aspect of our Citizenship program.

I hope you are inspired by this overview of our achievements from 2014. I am immensely proud of our excellent track record of meaningful Citizenship activities. For an in-depth account of our activities, office by office, please visit us online at <http://citizenshipreport.hoganlovells.com/>.



Steve Immelt
CEO



Citizenship expresses who we are, and we need to be as bold in our Citizenship programs as we are in the rest of our business.

Steve Immelt, Chief Executive Officer





The Path Ahead:

Introducing two new ways of thinking about Citizenship

Building on Project Redefine, our firmwide undertaking to redefine engagement with clients and communities, we implemented two ground-breaking global programs that demonstrate the depth of our commitment to good citizenship. Through these efforts, we ask every member of our worldwide team to play a meaningful role in our many Citizenship activities. We are excited to see the positive impact of our expanded contributions to our local and global communities.

Global Citizenship Policy

At the beginning of 2015 we launched an unprecedented, single global policy asking each of our colleagues – more than 6,000 people in 47 offices – to devote at least 25 hours of their work time to Citizenship activities each year.

These activities can be in any of our Citizenship programs – Pro Bono, Diversity, Community Investment, Touch: Matched Charitable Giving, and the Environment. Our new Global Citizenship Policy offers each of us, whatever our particular interest or talent, a meaningful opportunity to join with firm colleagues and support our communities as part of our work for the firm.

Empowering Girls and Women Initiative

The Empowering Girls and Women Initiative is aimed at empowering, educating, and protecting the rights of girls and women around the world. A key part of this global goal involved a commitment to the Clinton Global Initiative made in May 2015, promising work valued at more than US\$16 million to organizations improving the lives of women and girls around the globe.




Pro Bono

An integral part of being a Hogan Lovells lawyer is providing support and assistance to individuals, charities, nonprofits, and social enterprises. We provide access to justice, address inequality across the globe, and improve the lives of the vulnerable and disengaged by providing free legal advice and support to clients who cannot afford to pay.

Drawing on the collective experience of our lawyers worldwide, we make a meaningful impact: from working to address the democratic deficit in the United Kingdom, to eradicating discrimination and segregation in housing practices in the United States; from supporting youth entrepreneurs in South Asia, to protecting victims of human trafficking across the globe.

We continue to build relationships with global social enterprise networks UnLtd and Ashoka because we believe that social enterprises are innovative powerhouses and catalysts for change. They play a crucial role in addressing social and community problems, enhancing the economy, and promoting development in low-income countries.

Specific achievements in 2014 include:

- **116,468:** Total    hours of pro bono work undertaken globally
 - **70%:** Lawyers across our offices who worked on pro bono matters
 - **£96,000:** Compensation secured for victims of human trafficking and violent crime
 - **2,500:** Land claimants represented in seeking to reclaim land lost during South African apartheid
 - **90%:** Vietnamese Lendwithcare borrowers who are women often seeking an average loan of less than **US\$100** (we advised CARE International, on a pro bono basis, allowing Lendwithcare to operate in Vietnam)
 - **15:** Amicus briefs filed in the United States in which we address such consequential issues as same-sex marriage and gun safety
 - **46%:** Growth in turnover for social enterprise clients we supported in the United Kingdom, compared to an average growth rate of 22%
 - **120:** Police officers trained on the Sexual Offences Act in South Africa
 - **69:** Ex-service men and women represented at war pensions tribunals in the United Kingdom
 - **50:** Nonprofits attended free legal courses organised and hosted in Italy on topics dedicated to the voluntary sector
 - **11:** Asylum cases accepted on referral from Immigration Equality in the United States
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Diversity

Our people are our strength, and we continue to ensure we are recruiting and retaining the best legal and business services staff to provide excellent service to our clients. 2014 saw our well-established diversity and inclusion program continue to grow with a truly global emphasis on many of our diversity initiatives.

Several of our offices worked on key projects aimed at widening access to the legal profession. In London, our "Ladder to Law" gives students insight into studying and practicing law. In New York we run a mentorship program with Columbia Law School's LGBT "OUTLaw" student organization. Denver's "Practical Skills Program" prepares diverse law students for the interview and job application process.

Globally we rolled out a "Countering Unconscious Bias" program, which is mandatory for all partners and began with sessions for the firm's management.

In Germany, we were awarded for our program of activities and events aimed at developing talented female lawyers and raising awareness of gender diversity issues.

We have also been active in progressing LGBT issues across our Asia region. The China LGBT network has been proactive in supporting external research and events with non-profit Community Business, including the unveiling of an employer resource guide on inclusive workplaces.

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[Our German offices'] Women@HL [program] is an important step in changing perceptions and improving the framework for female careers. We're very happy that the program has been so well-received, both internally and externally.

*Dr. Katlen Blöcker, Diversity Partner Champion,
Germany*

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• **32%:** 

Women in management positions

- **33%:** Entry-level associates in the United States hired from ethnic/racial minority and LGBT backgrounds
- **28%:** London summer interns from ethnic minority backgrounds
- **22%:** Partners who are female
- **14:** Breaking Barriers events held in Asia to celebrate and support working women

Touch: Matched Charitable Giving

Our matched charitable giving program, Touch, is based on the belief that we can do more if we act collectively rather than individually on both local office and global scales.

In support of the United Nations' Millennium Development Goals, in 2014 we raised money to provide microloans to entrepreneurs looking to start or expand their businesses. Our global partnership with CARE International and its Lendwithcare microfinance program made our support possible. Lendwithcare is an innovative way of helping poor people in developing countries escape poverty through small-business enterprise. Additionally, each of our offices chooses its own local charity partner to address key issues within their communities, such as child poverty, homelessness, or disability. The firm matches funds raised for both local and global charities by our people around the world so that our giving is more focused and has a greater impact.

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The loan I received [from Lendwithcare and Hogan Lovells] helped me to increase my harvest and support my family, especially my grandfather who has ill health. I felt so happy when I received my loan and I felt even happier when I paid it all back.

Female Lendwithcare entrepreneur, Cambodia

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- **US \$389,985 / UK £258,530 / EU €342,745:** Amount raised for our global and local charity partners
- **510:** Loans made to **367** entrepreneurs in **8** developing countries through Lendwithcare globally
- **265:** Female entrepreneurs supported through Lendwithcare globally
- **60:** Children who attended a Halloween office party thrown for youth from our New York local Touch charity, Sanctuary for Families
- **7:** Loans made to fund the installation of biogas tanks in northern Vietnam to reduce environmental pollution and create renewable energy from animal waste <https://youtu.be/ISKf3tuYaCI>
- **9:** Years Paris has supported local Touch charity AFM Téléthon
- **5:** Cribs purchased in Baltimore for local Touch charity Sarah's Hope





Community Investment

Our community investment program applies the wealth of our people's personal and professional skills for the good of others through a wide variety of non-legal volunteer projects. It gives our people the chance to engage their skills and interests to tackle the social issues within their communities. This year, our community investment work grew in all regions in which we operate to support projects in education, employability, and social welfare.



Working with Hogan Lovells [...] has been a great opportunity for [my school] to draw upon the skills of the people and resources of the firm [...] The partnership allows us to share best practice with other schools and businesses in Islington [London], which has helped us all develop.

*Jo Dibb, Head Teacher,
Elizabeth Garrett Anderson School, London*



- **182:** Students taught debating skills at **10** schools in London, Dusseldorf, and Hong Kong
- **3,700:** Bags of new and used clothing donated to homeless shelters in the Washington, D.C. area during the winter holiday season
- **4:** New mentoring programs launched
- **8:** Judges' robes borrowed by children engaging in a mock trial in Amsterdam
- **220:** English vocabulary words taught to **40** children of migrant workers in Shanghai
- **80:** Thanksgiving baskets provided to vulnerable women at Calvary Women's Services in Washington, D.C.

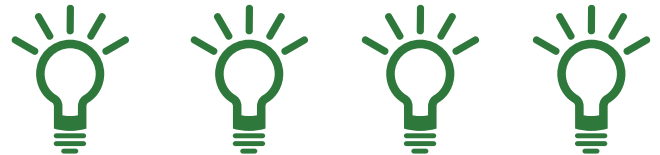
Environment

At a time when the environment and climate change continues to be a major discussion point for all governments and major businesses, we recognize our responsibility to carry out our business sustainably and to minimize the environmental impact of our consumption.

We have local, national, and international environmental committees dedicated to reducing our negative impact on the environment through both traditional and nontraditional methods. We have unique ways of heating our offices in Germany by capturing and piping steam created at power stations, and we have in-house water bottling facilities in the UK and United States.

We complement our internally focused commitment to the environment with a global suite of pro bono activities aimed at assisting environmental nonprofits. This two-pronged approach is steering us in the right direction, and we recognize the many opportunities we have to make a change.

Some of our green initiatives:



- **85,450:** kWh of electricity a year saved in **22** offices in Europe, Asia, and the Middle East after installing automatic nightly computer shutdown software, saving **46** metric tons of CO₂ a year
 - **16:** Offices that have environmentally friendly bottled water offered in client areas
 - **81,000:** lbs of paper recycled in Washington DC office
 - **US \$10,000 / UK £6564 / EU €9079:** Saved by reusing office supplies in the New York office for one month as part of a recycling initiative
 - **2:** Electric car charging stations installed in our Silicon Valley office
 - **73:** Registered cycle users in London and Washington, D.C.
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Alicante	Dusseldorf	London	New York	Shanghai
Amsterdam	Frankfurt	Los Angeles	Northern Virginia	Silicon Valley
Baltimore	Hamburg	Luxembourg	Paris	Singapore
Beijing	Hanoi	Madrid	Perth	Sydney
Brussels	Ho Chi Minh City	Mexico City	Philadelphia	Tokyo
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* Associated offices