

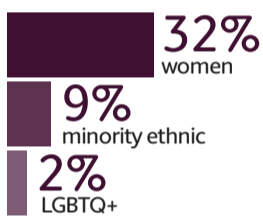
UK Diversity, Equity and Inclusion

Our vision for Hogan Lovells is to make a meaningful, positive impact on society and in our firm, to establish ourselves as the market leader in diversity, equity and inclusion (DEI). Delivering on our commitments to diversity, equity and inclusion is one of the five strategic priorities of the firm, on a par with putting clients at the centre of everything we do. We are actively creating an inclusive workplace where each of our people can thrive as their authentic self, by mitigating unconscious bias and actively creating opportunities for, and supporting, our colleagues.

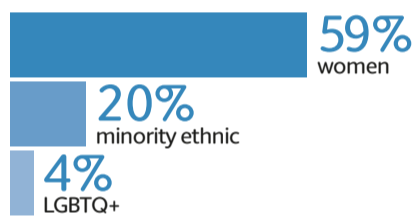
We know that DEI makes us a better law firm and helps us to attract the best talent, drive innovation, and deliver the best experience for our clients. This information sheet shows some of our key metrics and the ways in which we are working to achieve our goals.

In numbers*

UK partnership diversity



UK lawyer diversity (associates, senior associate and counsel)



We rely on our people to provide their diversity data. In the UK, 95% of our people have shared their ethnicity information with us and 87% of our people have shared their sexual orientation.

*As of 1 January 2023

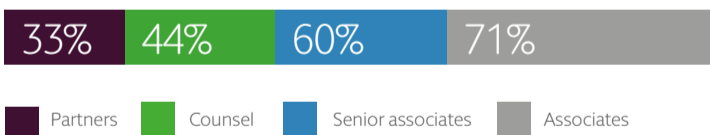
Pay Gap Reporting

- In April 2022 we published **gender pay gap** data, going above and beyond the statutory requirements to report our pay gap for partners, lawyers and Business Services. We also voluntarily reported our ethnicity and sexual orientation pay gap data for UK employees and partners.

Recruiting and promoting our people

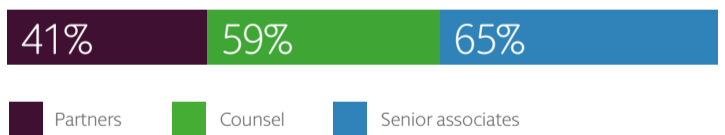
Of the partners, counsel, senior associates and associates **recruited** in the last two years, the following percentages were diverse*:

Hires 2021/2022 % of diverse



Of the partners, counsel and senior associates **promoted** in the last two years, the following percentages were diverse*:

Promotions 2021/2022 % of diverse



*Diverse lawyers includes women, minority ethnic, and LGBTQ+ lawyers

In our **most recent graduate trainee recruitment round**, **43%** of our hires were from **Black, Asian and Minority Ethnic (BAME)** backgrounds and **28%** from **lower socioeconomic backgrounds**.

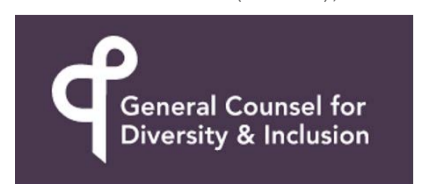
29% Women partners worldwide

Connecting with clients

We are committed to fielding diverse and inclusive client teams, and we also partner with our clients to support their own DEI programmes and initiatives.

Since its launch in July 2021, we are partnering with our clients via the Interlaw Model Diversity Survey; a supplier diversity questionnaire based on the ABA113 survey which has been in place in the US for a number of years. Client Signatories will use this survey to monitor their panel law firms on diversity, inclusion, and culture.

We have continued as a Lead Partner firm supporting the General Counsel Diversity & Inclusion initiative (GCD&I), the objective of which is to promote Equity, Diversity, and Inclusion across the legal sector. We participate in both the LGBTQ+ and Social Mobility workstreams. We recognise by working together, inhouse teams and law firms can enhance not only equity, diversity and inclusion in our respective practice areas, but also our day-to-day ways of working, adding value to our organisations.





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

Our global team of 11 diversity professionals works together with diversity partners around the globe to deliver on our commitments to support our underrepresented colleagues.

Our International Management Committee, supported by our Board, approved a global DEI plan built on five pillars:



Accountability:

We hold ourselves accountable by establishing ambitious 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 equitably to our underrepresented colleagues. By instituting best practice processes, we are determined that all 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 taking another look at our recruiting and lateral integration requirements.



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:

Partnering with our clients through collaborative forums focused on diversity, equity and inclusion to drive change across the legal sector.

Actions completed since the approval of our plan:



Partnering with FLAIR Impact, a racial equity technology company, to run an innovative race in the workplace survey in the UK. We were the first law firm to do so. Results were presented in a series of leadership briefings. We will implement a range of racial equity actions and conduct a follow-up survey in 2023



Embedding our Diversity in Pitching Policy, which requires a minimum of 30% underrepresented lawyers and business services professionals in all client pitches, and at least one woman partner if more than one partner is assigned to the pitch



Ensuring colleagues are credited for undertaking DEI activities, and to incentivise all our people to advance DEI within the firm. We continue to highlight our DEI Billable Hour Policy. Globally, our people dedicated 23,311 hours to DEI education, sponsorship & mentoring, recruiting, raising awareness, networking and other activities throughout the firm, our communities and professional organizations.

Recognition and reward

Our work and our people are viewed by many as at the cutting edge equity and inclusion. There is always more to do and no room for complacency, but these accolades show we are on the right path in the UK:



Achieved [Women in Law Empowerment \(WILEF\) Gold Standard Certification](#) for the last four consecutive years



Achieved Silver Certification in the [National Inclusion Standard](#) (NIS) in 2022. This step-by-step evidence-based accreditation tool is the benchmark for workplace inclusion covering all protected characteristics and wider inclusion and diversity issues. We are the first law firm to achieve this standard



Ranked in the Top 50 Social Mobility Employer Index in 2018 and Top 75 for four consecutive years since 2019



We achieved Mansfield Certification Plus in the UK in 2022. [The Mansfield Rule](#) aims to boost representation of historically underrepresented lawyers in firm leadership



We are proud to have achieved Silver in the Global Stonewall Employer Index, recognising the steps we are taking to advance LGBTQ+ equality across our global locations

Continuing the conversation

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

Contact us:

Anna Kurian Shaw, Global Managing Partner for Diversity, Equity & Inclusion Washington, D.C.
anna.shaw@hoganlovells.com

Julie-Anne Johnston, Head of Diversity, Equity & Inclusion – EMEA London
julie-anne.johnston@hoganlovells.com