

UN Global Compact

Communication on progress 2019



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Statement

from our CEO



Sharing this annual update with you on our commitment to responsible business seems particularly important to me as my term as CEO at Hogan Lovells ends next year. I am excited about the future of our firm and how we rise to the challenges and opportunities ahead of us.

There is a tremendous amount of volatility and uncertainty in the world today, and we need to be ready to adapt. There is no way we can predict exactly what will happen or when, so our best approach is to be as fit as we can be. Fit for the future. This means continuing to strengthen our firm, an integral part of which is how our business makes a positive impact on all of our stakeholders. In doing so we ensure we are even more client centric, understanding the radical shifts that are on the horizon for every industry and being able to navigate the complex legal landscape for issues we couldn't have conceived of just a few years ago.



Our own legal profession has a number of unique challenges which we are specifically addressing and align to the core elements of the UN Sustainable Development Goals including: diversity and inclusion; physical and mental health and wellbeing; community engagement; and environmental sustainability. In many cases we are leading our industry, putting in place award-winning and world-class programs which support and draws on the talents of our people. You can see this in some of the examples in this report, including our commitment to being a living wage employer, achieving our U.S. Mansfield Certification Plus, and the provision of independent mental health counselling to our employees. This sits alongside the wide-ranging work we do in our communities including supporting the American Bar Association on protecting the rights of LGBT+ parents, making HIV tests available in Asia, and looking into ethical decision making by artificial intelligence.

We do not rest on our laurels. That isn't who we are. There is a powerful need to keep the momentum going, every one of us, regardless of our role and our tenure with the firm. Our actions rather than intentions ultimately define us and in this, my final update, I am filled with confidence in our abilities to not just meet but exceed our commitments.

A handwritten signature in black ink that reads "Steve". The signature is fluid and cursive, with a horizontal line extending from the end.

Stephen Immelt
CEO, Hogan Lovells



Responsible business at Hogan Lovells

Global human rights policy

We respect human rights in our practices, business and supply chain by clarifying what we expect of our people and our business partners through our Global Human Rights policy. Our Human Rights Sub-Committee monitors its implementation and reports to the board on issues related to human rights in our business and supply chain in order to continuously assess and improve our human rights due diligence procedures, and integrate the findings into our operational procedures.

The UK Modern Slavery Act

We are committed to the highest standards of ethical, moral and legal business conduct and we expect our suppliers to uphold the same values. We have adopted a global modern slavery policy which prohibits modern slavery in our business and supply chains, and are committed to implementing systems and controls aimed at ensuring that modern slavery is recognized and eradicated.

We have a dedicated core group addressing risks in the area of modern slavery and ensuring that appropriate measures are applied to assess, manage and minimize risk. This group comprises representatives from compliance, procurement and our human rights practice. As a regulated provider of legal services and employer of predominantly professionally qualified and highly skilled people, the risk of modern slavery within our business is considered low. We apply robust policies and procedures concerning employment screening including work eligibility checks and employment conditions including our London Living Wage commitments.

The majority of our suppliers supply standard office goods or services. We recognize there are supplies involving potentially higher risk for example, supplies of food and drink and promotional products, and some services involving relatively high levels of contracted labor. Individual offices maintain their own databases of first tier suppliers, and we are working to centralize this information and to integrate it into existing firm-wide systems in order to further increase control and coordination.

Suppliers are risk assessed and categorized taking into account the nature of their business as well as country of operation, and product and industry characteristics. Suppliers categorized as presenting significant risk of modern slavery are subject to additional due diligence, primarily based on public sources of information including checks of their own modern slavery and human trafficking statements where applicable, and any other published policies and procedures. Where, following additional due diligence and checks, a supplier is still assessed as presenting a significant risk of modern slavery or failing to meet our standards, they are required to complete a modern slavery questionnaire. The quality and transparency of responses to these questionnaires is assessed.

This risk assessment exercise has been completed in respect of suppliers to all our offices. To date, we have not identified any occurrence of modern slavery in our supply chain, nor have we identified any risks of modern slavery that we have not been able to resolve through additional due diligence or engagement with the supplier.

We have been named by Acritas as the global law firm that most women partners would like to work for.

We have developed a Supplier Code of Conduct which applies to our providers of goods and services and sets out the standards we expect them to observe, including in respect of modern slavery risks. This code has been introduced for suppliers to our UK offices and is in the process of being introduced for suppliers to other offices. Where our standards are not met, suppliers are expected to take and evidence remedial steps to ensure their activities in our supply chain are free from modern slavery, timely considering what approach will result in the safest outcome for potential victims and enhance supplier behavior.

Living Wage Employer

We are a voluntary signatory to the [Living Wage Foundation](#) (LWF) campaign in the UK. The LWF provides a benchmark for employers that choose to pay their employees at a rate which is calculated according to the cost of living. We require our suppliers, such as our caterers, to state in their contracts that they pay their staff at least this rate. We pay our employees the Real Living Wage, a rate higher than the LWF wage.

Global Diversity & Inclusion Committee

Our Global Diversity & Inclusion (D&I) Committee comprises senior representation from across our practice groups, industry sectors, and regions. The Committee is accountable for defining and executing our global D&I strategy. In addition, we have regional committees that are responsible for delivering this strategy in alignment with local priorities.

Gender equality

We are a signatory to the [Women's Empowerment Principles](#), and we put those principles into action. Currently 34 percent of our senior management committee are women and 25 percent of partners globally are women. Our aim is to have at least 30 percent women in partnership.

In 2019 we achieved gold standard in the U.S. Women in Law Empowerment Forum (WILEF) certification for the seventh consecutive year, and gold standard in the inaugural UK WILEF certification. We have also been recognized by The Times Top 50 Employers for Women for eight consecutive years and as a Working Mother Top 50 firm for six years. In Europe, the Italian Parliament awarded us the StandOut Woman Award for our empowerment of women program and we were recognized by Forbes Spain as the Best Firm for Diversity.

Gender Pay Report UK

We have gone beyond the statutory guidelines in our [Gender Pay Report](#) for the last two years with the provision of partner data which has shown a gender pay gap in favor of our women partners in both 2017 and 2018. This year, in addition to sharing partner data, we have also provided a breakdown of both our lawyer and business services pay gap as well as sharing our Ethnicity Pay Gap information.

Our gender pay gap figures in 2018 compared to 2017 remain relatively unchanged. This is because the composition of our workforce remains the same. Women comprise almost two thirds of our population and are well represented at every level.

In the U.S. we have achieved Mansfield Certification Plus in 2019, demonstrating our commitment to measuring, tracking and improving the composition of women, minority and LGBT+ candidates for senior leadership positions, lateral recruiting and business development activities.

With respect to our ethnicity pay gap, 91 percent of our people have shared their ethnicity information with us. Of that population, 17 percent identify as from a black, Asian or minority ethnic (BAME) background. We have a very strong record in recruiting BAME students through our graduate recruitment programme; using a range of innovative activities including our contextual recruitment system, our Ladder to Law program and working with Aspiring Solicitors. We are committed to creating an environment that attracts, retains and develops our BAME talent and have placed a significant focus on this in our UK diversity strategy through to 2022.

We have in place a range of talent development, coaching and mentoring opportunities to support our women in progressing their careers. This is alongside our five active employee networks and external partnerships with Business in the Community, PRIME, Rare recruitment and Reignite Academy.

LGBT+

We believe that every person should have equal rights to study, work and be an active part of their community. That is why we continue to focus on growing Pride+, our LGBT+ and Allies network, with approximately 1800 members worldwide, which equates to 27 percent of our colleagues. Our LGBT+ people and allies set the culture of our firm and use their influence to raise important issues both locally and globally.

Race & Ethnicity

In line with our focus on improving the retention and progression of our ethnic minority talent, we commissioned research to explore, with our people, what promotes and hinders inclusion at the firm as well as understanding the lived experience of our

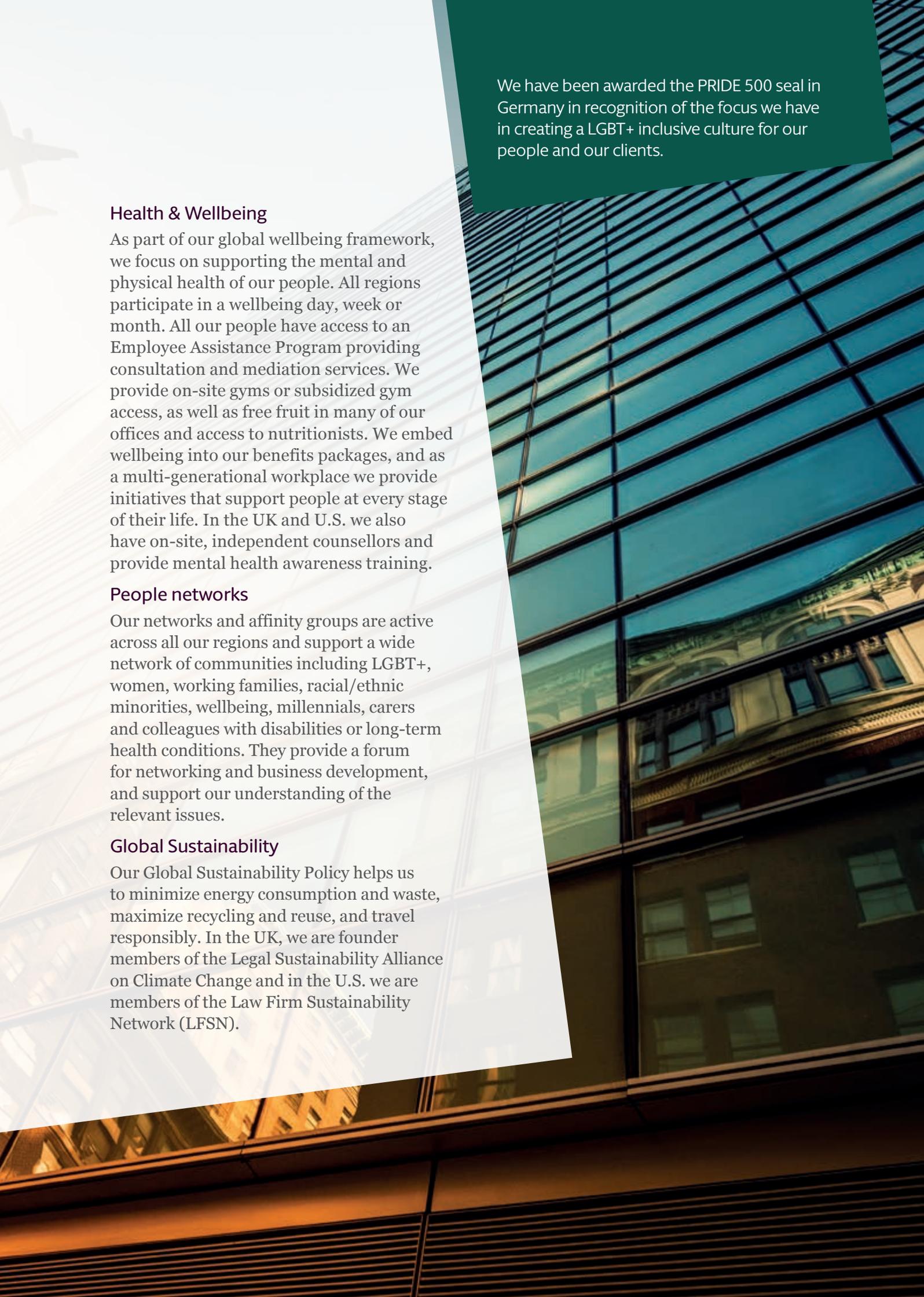
BAME talent. We are now implementing the recommendations including how to increase the visibility of BAME role models, developing 'race fluency' in the firm to enable us to have more open conversations around race, and the creation of an employee network focused on race and ethnicity.

Hogan Lovells hosted its inaugural Allverse conference for U.S. minority and LGBT+ lawyers. With a theme focused on 'Investments and Intrapreneurship,' the two-day event brought together over 200 lawyers from 18 of the firm's offices and provided an opportunity for diverse lawyers in the U.S., and a delegation of diverse lawyers from the firm's non-U.S. offices, to interact with each other, senior leadership, and clients.

Dignity and respect in the workplace

Respect at Work is our proactive approach to ensure that we protect both our people and our culture, the principles of which have been deployed across our regions. We have initiated a program of activity that includes refreshing and relaunching our anti-bullying and harassment policies in all regions, as well as localized training on inclusive behaviors and bias.

In the UK, we have introduced Respect Advocates who are available to provide support and guidance to anyone in the firm who would like to speak confidentially about bullying and harassment, whether experiencing themselves or witnessing in relation to others. We have delivered mandatory workshops for all UK partners and Business Services leads to ensure our leaders understand and are equipped to deal with these issues. In addition, respect guidance has also been rolled out across each of our regions.



We have been awarded the PRIDE 500 seal in Germany in recognition of the focus we have in creating a LGBT+ inclusive culture for our people and our clients.

Health & Wellbeing

As part of our global wellbeing framework, we focus on supporting the mental and physical health of our people. All regions participate in a wellbeing day, week or month. All our people have access to an Employee Assistance Program providing consultation and mediation services. We provide on-site gyms or subsidized gym access, as well as free fruit in many of our offices and access to nutritionists. We embed wellbeing into our benefits packages, and as a multi-generational workplace we provide initiatives that support people at every stage of their life. In the UK and U.S. we also have on-site, independent counsellors and provide mental health awareness training.

People networks

Our networks and affinity groups are active across all our regions and support a wide network of communities including LGBT+, women, working families, racial/ethnic minorities, wellbeing, millennials, carers and colleagues with disabilities or long-term health conditions. They provide a forum for networking and business development, and support our understanding of the relevant issues.

Global Sustainability

Our Global Sustainability Policy helps us to minimize energy consumption and waste, maximize recycling and reuse, and travel responsibly. In the UK, we are founder members of the Legal Sustainability Alliance on Climate Change and in the U.S. we are members of the Law Firm Sustainability Network (LFSN).

Our sustainability strategy includes our commitment to:

- Ongoing environmental and sustainability education within the business.
- Improved waste management.
- Reduced reliance on non-renewable energy through procurement of green electricity.
- Continual review of our business activities and associated environmental aspects and impacts.

Environmental Management Systems

We have achieved ISO 14001 accreditation in our London offices and this is being worked towards in our Birmingham office.

This ISO standard specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. The refurbishment of the London offices achieved a gold level SKA rating, a Royal Institute of Chartered Surveyors led environmental assessment and benchmark scheme for non-domestic fit outs.

In the U.S. we are silver certified through the LSFN's American Legal Industry Sustainability Standard. We were also awarded silver recognition in the EcoVadis survey which evaluates and rates firms on a number of categories including environment and sustainable procurement.

Office refurbishments and moves

The aims of improving wellbeing and sustainability across the London portfolio were integral to all phases of the premises refurbishment recently carried out. As part of the early project stages targets for improving long term sustainability within the buildings were set and reported on along with opportunities identified to improve the services and spaces provided for wellbeing.

During the construction phase, contractors assessed the sustainability and health implications of all products used on site including using products with low volatile organic compounds, timber from sustainable sources in custody certification schemes such as FSC, components and packaging with low or zero ozone depletion factor. Improving building systems aimed to increase air quality and continued monitoring will assess the improvement longer term.

Improved shared spaces include new breakout spaces on each floor, improved on-site restaurant, fully refurbished gym with new equipment designed to suit all levels of gym user and services to fit into flexible working hours, refurbished multi-faith room and a new family room for new mothers to breast feed or express.

Waste from the project was reported on throughout with a priority of not sending waste to landfill. London's Atlantic House refurbishment achieved a record of 97 percent of waste diverted from landfill. Wherever possible items were sent for reuse and repurpose rather than recycle.

In our Virginia and Boston office moves we diverted nearly 15 tonnes of metals, furniture and miscellaneous equipment from landfills via donation and recycling avenues.

Ethical behavior

Our updated Global Anti-Bribery and Anti-Corruption Policy aims to support our commitment to the prevention of bribery and corruption and to the promotion of an anti-bribery and anti-corruption culture by setting forth the firm's expectations and requirements relating to the prevention, detection, and reporting of bribery and other forms of corruption. Our Global Whistleblowing Policy provides means for our people to raise concerns in a manner that protects them from the fear of reprisals or victimization and which is fair to all persons involved.

Delivering legal solutions for our clients

Business Integrity Group

Through our [Business Integrity Group](#) (BiG) we advise major corporates, national governments, debt and equity investors and disruptors on all aspects of their business integrity and alignment to the Sustainable Development Goals (SDGs). This includes mapping their corporate purpose, mission and brand to the SDGs - and other methodologies - and on every aspect of their commercial and legal infrastructure. Our focus is to ensure they comply with best practice and, more importantly, that their incentives and structures are driving performance in their priority SDGs. We advise on all areas including governance, debt, equity, employee incentives and supply chain and how they can drive a progressive agenda.

BiG focuses on five specific areas: sustainable development and the social license to operate; green financing, including green bonds; socially responsible investing; anti-bribery and corruption; and business and human rights. We take an innovative, client-focused approach, leveraging our global services and sector knowledge.

Business and Human Rights Practice

We have a market leading international business and human rights (BHR) practice, advising businesses on how to identify and address adverse human rights risks

in their operations and supply chains. We provide clients with the full range of human rights services, from due diligence on new operations and ventures through to investigations of adverse human rights impacts and human rights related litigation.

Among other matters, we have advised on the human rights implications of projects at the leading edge of technological innovation engaging clients in the human rights risk associated with their operations, products, services and supply chains and demonstrating how this risk interacts with their “hard” legal risk, we can support businesses to prevent, address and mitigate adverse human rights impacts and the associated legal risks, wherever they operate.

UN Protect, Respect and Remedy Framework for Business and Human Rights

We are leaders in the BHR policy debate and are guided by preventing adverse human rights impacts while also ensuring legal certainty and a level playing field for responsible businesses.

- We demonstrate our cutting-edge thinking by regularly publishing commentary on developments in business and human rights through our dedicated [BHR blog](#). It has received over 35,000 views with readership spanning over 100 jurisdictions.

Representative experience

- EDF on the introduction of a sustainability pricing mechanism indexing the margin of its €4 billion syndicated revolving credit facility to three of its environmental, social, and governance criteria.
- A “Double-Bottom Line” private equity fund sponsor on the formation, fundraising, and maintenance of a U.S. domiciled fund established to make social and environmental impact investments in Latin America.
- Training to the Government of Malawi with regards to sustainable development principles and best practices for international mining agreements.

- We also develop practical guidance for our clients, having authored the Practical Law BHR practice note and a [Practice Guide for the ENRG sector, which was republished on the BHR Resource Centre website](#).
- We published the first in a series of [sector specific practical guides](#) on the UN Guiding Principles for Business and Human Rights;
- We delivered training on human rights risk to clients around the world and advised them on how to comply with applicable regulatory frameworks.

HL BaSE: Business and Social Enterprise Practice

We have been providing legal support to social enterprises for over 10 years through [HL BaSE](#) and have advised in over 25 countries involving every one of our practice areas.

We focus on three areas:

HL BaSE Legal

We advise social business, charities and impact investment projects on the full spectrum of legal issues they face. We offer flexible charging arrangements which include the offer of pro bono or deferred fees where the organization has a demonstrable social impact.

We work to address any legal issues that are a barrier to scale and sustainability, whether that is by supporting clients to become investment ready, restructuring at the point of scale or protecting their intellectual property.

HL BaSE Training

This is a mini-MBA style course for trainee and junior lawyers ensuring that they are familiar with the importance of social impact to all of our clients. The program is delivered in partnership with Ashoka and runs in London, Hong Kong, and New York. A key part of the program is a workshop in which social enterprises can access pro bono legal support from a small team of junior lawyers who then go on to advise for the next six months.

HL BaSE Catalyst

This is a program of pro bono support for social enterprises provided by volunteers from Hogan Lovells and our clients. Part of the program is a series of afternoon workshops during which social entrepreneurs can receive bespoke and confidential advice from a small team of senior lawyers on a particular issue. Our workshops also offer social entrepreneurs guidance in other business areas, such as marketing and human resources, by drawing on the expertise of volunteers from Hogan Lovells' Business Services teams.

Representative experience

- Appt Health on GDPR and data protection issues for their intelligent appointment booking platform designed to help the UK's National Healthcare Service to transform the delivery of preventative healthcare.
- Peek Vision with international memorandum agreements to scale their charitable activities. Through their smartphone based technology they identify people with eyesight problems and connect them to local health workers and generate data which enables health care providers to supply cost-effective, targeted treatment.
- Kai Pacha Foods on corporate restructuring matters. They support Andean farmers and protect agrobiodiversity by creating markets for native quinoa and other superfoods in ways that provide the greatest possible benefits to producers, consumers and the environment.

Representative experience

- Massachusetts Senate Committee on an internal investigation surrounding ethics and misconduct of a Senator, this involved a comprehensive review of more than 250,000 emails, text messages and interviews.
- FM Capital Partners Ltd, or FMCP, in an internal investigation; also, to recover assets from its former CEO and his associates after a large-scale fraud.
- Borelli Walsh, the provisional liquidators of China Metal Recycling (Holdings) Limited, we pursued damages claims against the previous directors for wrongfully and falsely inflating the revenue and profit of the group over at least seven years.

Anti-bribery and corruption

Global companies need corruption related advice from local experts who have an international perspective. We have dedicated, on the ground corruption teams in key regional hubs: London, Moscow, Paris, Munich, Johannesburg, Singapore, Shanghai, Sao Paulo, Mexico City, San Francisco, Tokyo, and Washington D.C. which enables us to field truly global teams who understand local nuances and are sensitive to local laws, combined with a thorough understanding of internationally-applicable laws. We advise on the most high profile, high value, and precedent setting matters.

We launched the ninth [annual Global Bribery and Corruption Outlook](#), housed on our online bribery and corruption portal. Each year, our compliance and investigations lawyers around the world take stock of the bribery and corruption trends of the preceding year and begin anticipating important issues of the next. Our outlook for 2019 is based on industry news and data, recent engagements, and client feedback.

Our [ABC portal](#) also includes our Latin American investigations guide covering frequently asked questions for conducting corporate investigations in Latin America and our European investigations guide which addresses the most common issues in 34 European jurisdictions.



Contributing to society

Good citizenship

Our Global Citizenship Policy asks all of our people globally to contribute at least 25 hours per year to [Citizenship](#) activities. This includes commitments to pro bono legal services, skilled volunteering, fundraising and environmental sustainability. And our clients partner with us too, going beyond business as usual by offering their expertise to collaborate around a shared purpose. In the last year, our people devoted more than 230,000 hours to work which strengthens our communities.

Success for refugees

A federal court has ruled that refugees cannot be barred from seeking asylum simply because they entered the country outside of a designated port of entry. We filed the pro bono lawsuit on behalf of individuals adversely affected by the policy, as well as the Capital Area Immigrants' Rights Coalition (CAIR Coalition) and Refugee and Immigrant Center for Education and Legal Services (RAICES).

Judge Moss on the United States District Court for the District of Columbia vacated the asylum rule in its entirety, finding that it violates the Immigration and Nationality Act. This is the

first court to issue a final decision striking down the rule and demonstrates that attempts to deny access to asylum is illegal.

Belonging

In partnership with PositiveNegatives, Kids in Need of Defense UK and The Project for the Registration of Children as British Citizens (PRCBC) we launched Belonging, a pro bono initiative in part focused on raising awareness of the citizenship law rights of the children of Swiss and EEA national parents living in the UK.

Brexit has caused a spike in people making decisions around citizenship and this area of law is complex. Along with our partners, colleagues from our London office have developed a series of three communication tools to highlight the complexities in this area and encourage people to seek specialist advice.

We created a comic targeted at children and young people, a leaflet for parents, carers and legal guardians and a published article which provided an overview of different immigration law and the citizenship options for EU nationals living in the UK.

London Bridge terror attack inquest

Our London office represented six of the eight bereaved families of the London Bridge terror attack inquest on a pro bono basis, exploring what happened to their loved ones and other significant issues of wider public interest. Inquests of this scale are rare but through our specialist safety, security and terrorism expertise, our team was able to deal with the complexity and sensitivities of the case.

This was a significant and award-winning endeavour. Through the review of approximately 10,000 documents and examination of - often reluctant - witnesses, we highlighted concerns such as a three hour delay

in the London Ambulance Service attending some victims, missed opportunities in the pre-attack MI5 and counter terrorism police investigations and a failure to install hostile vehicle mitigation barriers on a known high risk location; engaging Article 2 of the European Convention of Human Rights.

Following an incident such as this, a Coroner's inquest is the only forum of investigation available to the families and, in the context of the continued terrorism threat; it also provides a vital accountability mechanism to prevent further deaths from happening in future.

SDG Global Festival of Action

We showcased our global shared value partnership with [Barefoot College](#) at the Global Festival of Action for the Sustainable Development Goals in Bonn, Germany.

The Festival, organized by the United Nations was the largest ever of its kind. It brought

together more than 1,500 participants from 150 countries, including activists, politicians, ministers and high-level business representatives to share different perspectives, test and accelerate new ideas, and focus on the SDGs and what still needs to be done to promote and embed them around the world.

The right to parent

The American Bar Association (ABA) has adopted a resolution we drafted that protects the rights of LGBT+ parents.

We helped the LGBT Bar with the resolution for the ABA's House of Delegates to address recent attempts by state and federal lawmakers to restrict LGBT+ individuals' fundamental right to parent. Despite significantly increased recognition of LGBT+ rights in recent decades, 10 states now permit state-licensed child welfare agencies to refuse to place and provide services to children and families if doing so conflicts with the agency's religious or moral beliefs. These policies have acutely affected LGBT+ parents, who are disproportionately more likely to adopt or foster children.

The resolution affirms the ABA's commitment to the equal protection of LGBT+ individuals and their families in the face of these threats and announces the ABA's opposition to all laws and practices that discriminate against LGBT+ individuals in the exercise of their fundamental right to parent.

Ethical decision-making

We co-authored an interactive curriculum with Technovation, a global tech education nonprofit, that encourages young inventors to consider the ethical implications of new artificial intelligence (AI) technologies. Through our "Guiding Questions for Families Creating with AI," we introduce students to a process by which they can identify the impact that a technology will have on groups of people, engage the community that the invention aims to help, and reduce risks that someone will be harmed.

Connecting indigenous communities

Our Mexico City office has been advising non-profit organization Indigenous Community Telecommunications (TIC) which provides telecommunication services to indigenous communities that, due to their remote location, are not serviced by commercial operators for lack of profitability. Moreover, TIC services allow a better administration of public safety, health, and social welfare.

Through our advice and legal services, TIC won a legal dispute with the Federal Telecommunications Institute – which is the Mexican regulator for all telecommunications matters – and received important tax exemptions on the provision of its telecommunications services, since those aim to benefit indigenous groups. As a result of this victory, more indigenous communities will receive telecommunications services at a lower cost.

Making HIV Tests Accessible

We are assisting AIDS Concern, a Hong Kong based NGO, with research and analysis of the regulatory requirements across multiple Asian jurisdictions. We completed research in Jakarta, Beijing, Shanghai; India, Philippines, Malaysia and Thailand and leveraged our network of partners in jurisdictions where we do not have an office, to investigate the online sales of HIV self-test kits through a new social enterprise to make health awareness affordable to everyone including the LGBT+ community.

Further information

For further information on our approach to responsible business, we welcome you to browse our website.

www.hoganlovells.com

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