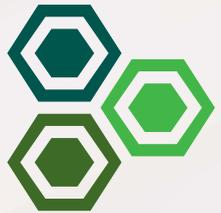


Hogan  
Lovells



Environmental,  
social and  
governance

# Key ESG trends

2021-2022



## 2021 promises to be a landmark year for environmental, social and governance (ESG) initiatives.

Following concerns that COVID-19 would dampen ESG efforts, the global focus on “**building back better**” has instead set the tone for ESG issues to remain a priority for governments, corporate boards, investors and consumers.

**This is a global trend:** from the US re-joining the Paris Agreement and new climate targets in China, the rapid growth in impact financing and investing, to the continued dialogue about diversity and inclusion sparked by the Black Lives Matter movement, ESG ripples are being felt across all industries, sectors and geographies.



Below we set out the **five key ESG trends** we expect to see in 2021 and some thoughts on how business should prepare to respond to the rapidly increasing demands for stronger ESG performance from consumers, investors and regulators.



# 1. Reporting, disclosure and the importance of data

2021 will be the year global financial regulators and voluntary standard frameworks converge around concrete measures to improve data quality and coverage. These requirements go beyond climate-related reporting and also incorporate wider environmental and social factors.

Investor-grade, high-quality ESG disclosure will drive investment decisions, consumer spending habits and regulatory compliance. This data is not only important in order to access finance and comply with regulations; reliable data will also show a company its risks and opportunities and allow it to facilitate a robust business strategy featuring ESG risk-management.

There is a growing body of laws and regulations governing disclosure of environment and climate-related data which increasingly aims to scrutinise green claims and requires the true integration of sustainability into investment decision-making.

- a) In the UK, reporting in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations will be required, and the UK Stewardship Code will also improve the standard of data surrounding asset owners' and managers' sustainability considerations.
- b) In the EU, asset managers and other financial market participants will have to disclose an array of new sustainability data under the Sustainable Finance Disclosure Regulation. ESG-related disclosures are also required under the EU Taxonomy Regulations.
- c) The US and other jurisdictions are also considering changes to their climate-related disclosure regimes.



For more information, see our guide to [New and Emerging ESG Legislation](#).



These hard-law requirements are overlaid with investor expectations, market best-practices and “soft law” voluntary reporting standards, such as the UN Global Compact, the Extractive Industry Transparency Initiative and UNPRI.

Whether required by law to disclose, or encouraged to do so by investors and stakeholders, Boards must ensure they are in a position to manage ESG disclosures. As disclosure requirements become more onerous, current ESG policies should be reviewed, responsibility for ESG performance should be clearly delegated and Boards should consider whether their current reporting practices adequately support legal obligations, branding and wider ESG commitments.

The increase of data gathering and disclosure has a correlative effect. Companies and governments are using data driven technologies like artificial intelligence, machine learning, and the internet of things to monitor and improve environmental compliance and worker safety, while also increasing operational efficiency.

At Hogan Lovells, our team includes both lawyers and scientists, advising on:

Development and publication of standards for ESG-related due diligence, disclosure and contractual provisions;

Governance mechanisms that incorporate consideration of this data; and

ESG policies and ESG investment policies.



## 2. The rise of social and governance issues, with a focus on diversity and inclusion (D&I), and human rights

The events of 2020 have generated unprecedented momentum for company stakeholders to demand that Boards take action on a broad range of social and governance issues. Two areas – [human rights](#) and [diversity and inclusion](#) (D&I) – warrant particular focus for businesses.

Human rights and the responsibility of businesses for the impacts they have through their sales, supply-chain and operations are likely to be the subject of new European laws which may change the boundaries of corporate responsibility in the social arena.

This focus on social issues will increasingly become a bankability issue: major investment firms and asset managers have signalled that they will require companies to disclose diversity data. There is a corresponding rise in shareholder activism relating to diversity and work culture in large organisations.

- a) D&I objectives have become a measure of an organisation's values and regulators are responding to the need for greater transparency on these issues. The UK has implemented gender pay gap reporting for companies since 2017 (albeit with a pause during the COVID-19 pandemic) and some businesses are disclosing ethnicity pay data on a voluntary basis, with calls for this to be made mandatory. Broader reporting requirements are being rolled out; companies listed on the Nasdaq stock exchange may soon be subject to a “comply or explain” requirement to have two Board members who are from under-represented groups.
- b) Previously viewed by some as a task for NGO campaigns and CSR initiatives, the prevention of adverse human rights impacts in the context of global business is increasingly being tackled by legislation, including:
  - *proposed new EU-level mandatory human rights due diligence legislation;*
  - *the first EU human rights sanctions regime;*
  - *a German legislative proposal which is likely to be one of the most significant human rights due diligence statutes; and*
  - *bills from the U.S. House of Representatives addressing goods made using forced labour in the supply chain.*

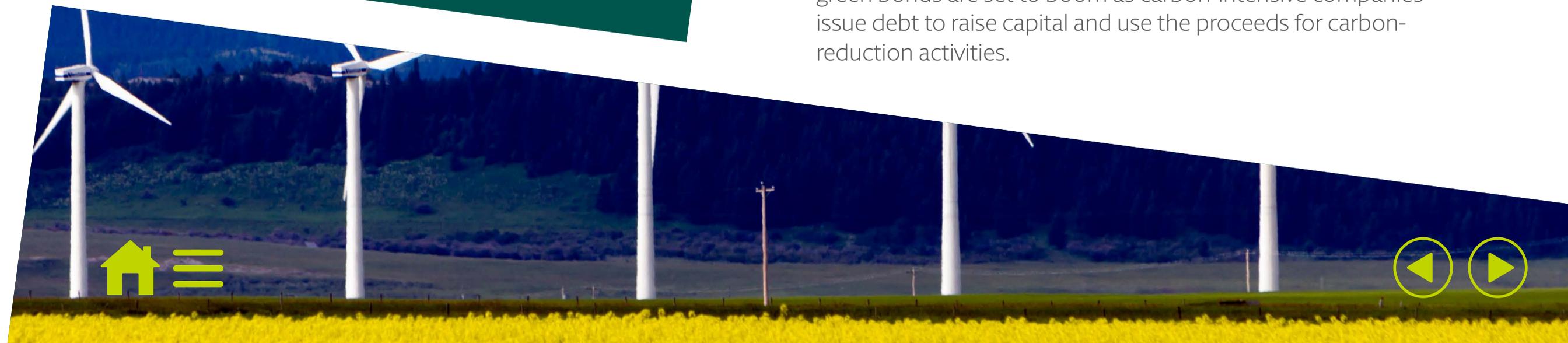


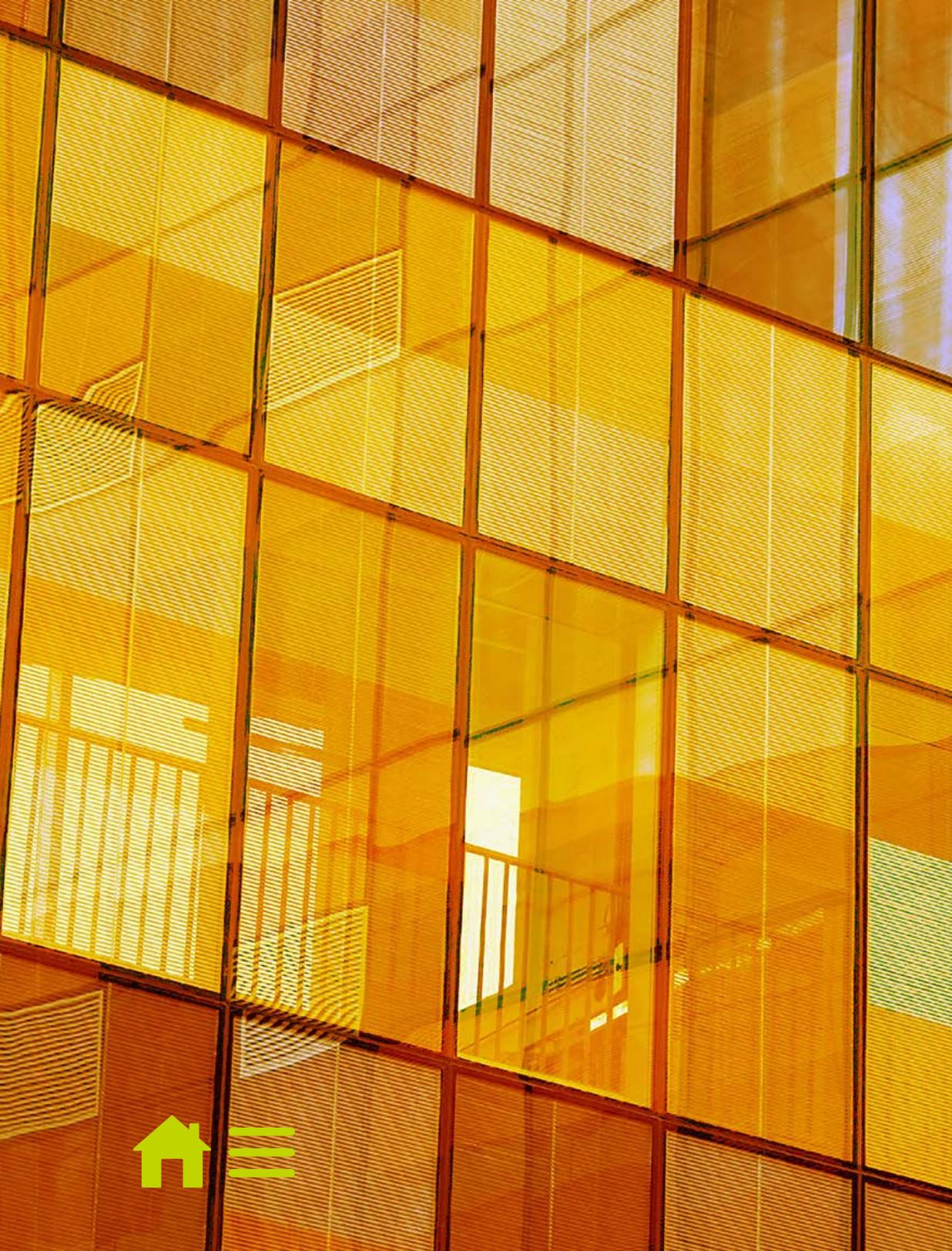
### 3. The shifting discussion about the environment and the green finance boom

As the planet looks to “build back better” in the aftermath of the COVID-19 pandemic, we expect increasingly complex conversations about adaptation and climate resilience, the importance of [biodiversity](#) and financing of the [energy transition](#), as well as the need for a “just” transition.

In 2021, we expect businesses to shift their focus on growing threats to nature and biodiversity. The Taskforce on Nature-related Financial Disclosures (TNFD) calls nature loss “a planetary emergency” and aims to create a framework for corporates and financial institutions to assess, manage and report on their dependencies and impacts on nature. The World Economic Forum estimates that \$44 trillion of economic value generation representing more than half of world GDP is moderately or highly dependent on nature. Companies must consider nature-positive solutions as part of operating practices and should expect reporting requirements to expand to include disclosure on the impact of their activities on land and under water.

2020 saw a proliferation of net-zero commitments from companies and countries to mark the fifth anniversary of the Paris Agreement. With the increase in companies and governments making net-zero commitments, sustainable and green bonds are set to boom as carbon-intensive companies issue debt to raise capital and use the proceeds for carbon-reduction activities.





More generally, we also see that rebuilding from the pandemic presents opportunities for capital markets. In Europe, for example, 30% of the €750 billion recovery fund is dedicated to [green and sustainable finance](#). With so much government-issued debt that will be tagged to sustainability, and significant interest from private markets, the already booming sustainable finance market is set for even greater growth.

In order to access this finance, businesses must evidence a credible transition plan which includes suitably ambitious targets and is innovative in its approach to tackling climate change and biodiversity loss. To meet the demands of investors, stakeholders and regulators, companies must consider nature-based solutions, their use of technology and their place within circular economies.



Request a copy of our [Energy Transition Handbook](#) to learn more.



## 4. Strong governance and legally walking the talk

Good [governance](#) underpins all ESG activities. Boards should ensure they are aware of legislative developments, align their legal frameworks with any public statements and protect themselves against accusations of greenwashing. In a world of “[crowd-reg](#)” and increasing shareholder activism, governance structures should promote transparency, trust, diversity and integrity.

Investors and consumers expect companies to set ambitious targets, particularly relating to climate and D&I strategies. Companies must meet these expectations whilst not over-reaching and failing to deliver on their promises.

Accusations of [green-washing](#) or lack of authenticity can derail a company, so robust systems which produce reliable, science-based data should be an essential part of any Board’s target-setting and reporting processes. [Shareholder activism and class actions](#) can result in serious reputational harm, divert management time and limit investment so companies should be proactive in engaging with stakeholders and managing their ESG journey.

It is no longer sufficient for a company to consider only its own corporate commitments to environmental and social issues. These issues should be integrated into the wider legal framework, including in its supply-chain, contractual precedents, and recruitment, retention, payment and promotion practices. Policies alone are not sufficient; best practice is now for clear KPIs, reporting and audits on this information.

Speak to a member of our [Business Integrity Group \(BiG\)](#) about the “health-check” we offer to review whether your business infrastructure is delivering on your ESG commitments and suggest how changes to your legal and contractual frameworks can be implemented to drive your purpose and performance. To get started, try our [app](#) to see if your legal frameworks are driving your business purpose.



## 5. COP26 and governmental ESG commitments

2020 saw China, Japan and South Korea join the UK and EU in making historic commitments to achieve carbon neutrality or net zero emissions – to emit no more carbon dioxide than they remove from the atmosphere – by 2050 (or 2060 in the case of China). The United Nations now estimates that countries representing around 65% of global CO2 emissions and around 70% of the world's economy has committed to reaching net-zero emissions or carbon neutrality. China, which represents nearly 30% of global CO2 emissions, committed to become carbon-neutral by 2060. As fossil fuels currently account for 85% of China's energy consumption, meeting that target will require a radical overhaul of its energy profile.

In the US, Biden is also proposing a US net-zero carbon emissions target for 2050; the roadmap includes a carbon pollution-free power sector by 2035, the development of its Nationally Determined Contributions under the Paris Agreement, and a plan for the financing of the energy transition.

In November 2021, the UK and Italy will co-host the UN's COP26 climate conference in Glasgow. COP26 will mark the most significant climate policy conference since COP21 which ushered in the Paris Agreement. COP26 is critical to advancing and formalising climate ambition, and to developing coalitions and alliances for action on climate change and implementation of the Paris Agreement. COP26 will see world leaders and private sector executives discuss five priority areas:

- Adaptation and resilience: 'Helping people, economies and the environment adapt and prepare for the impacts of climate change'.
- Nature: 'Safeguarding ecosystems, protecting natural habitats and keeping carbon out of the atmosphere'.
- Energy transition: 'Seizing the massive opportunities of cheaper renewables and storage'
- Accelerating the move to zero-carbon road transport: 'By 2040, over half of new car sales worldwide are projected to be electric'.
- Finance: 'We need to unleash the finance which will make all of this possible and power the shift to a zero-carbon economy'.
- COP26 and recent governmental commitments set the scene for even greater regulatory reform across the globe.



With so many powerful forces in play, it is clear that ESG issues will continue to grow as a priority for corporate boards, investors and governments throughout 2021. Alongside that growth will come opportunities and challenges that will need to be addressed through the law, so it is critical that in-house teams prepare accordingly.

Contact us for more information and to help you navigate.



[ESG@Hoganlovells.com](mailto:ESG@Hoganlovells.com)



Alicante  
Amsterdam  
Baltimore  
Beijing  
Birmingham  
Boston  
Brussels  
Budapest\*  
Colorado Springs  
Denver  
Dubai  
Dublin  
Dusseldorf  
Frankfurt  
Hamburg  
Hanoi  
Ho Chi Minh City  
Hong Kong  
Houston  
Jakarta\*  
Johannesburg  
London  
Los Angeles  
Louisville  
Luxembourg  
Madrid  
Mexico City  
Miami  
Milan  
Minneapolis  
Monterrey  
Moscow  
Munich  
New York  
Northern Virginia

Paris  
Perth  
Philadelphia  
Riyadh\*  
Rome  
San Francisco  
Sao Paulo  
Shanghai  
Shanghai FTZ\*  
Silicon Valley  
Singapore  
Sydney  
Tokyo  
Ulaanbaatar\*  
Warsaw  
Washington, D.C.  
Zagreb\*

\*Our associated offices  
Legal Services Centre: Berlin



[www.hoganlovells.com](http://www.hoganlovells.com)

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

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

For more information about Hogan Lovells, the partners and their qualifications, see [www.hoganlovells.com](http://www.hoganlovells.com)

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

© Hogan Lovells 2021. All rights reserved. 06635