



Hogan  
Lovells

# Citizenship Report 2013

Challenge. Inspire. Change.

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The cover and diversity page photos were taken for an internal Hogan Lovells photography competition to find images that best represent our Diversity program.

Cover photo: "Elle", by Teresa Marie De Mez of the London office was taken in India during the Shiva elephant festival.

Diversity photo page 9: "Spools at the Tailor's" was taken by Michael J Santaferrara of the New York office.

# Introduction

Good citizenship is one of our core values. It means working with local and global communities to influence change for the better, ensuring a diverse workforce that is inclusive and welcoming, and acknowledging our responsibility for environmental sustainability. Since stepping into our roles as Co-CEOs in 2010, we have seen enormous strides in the area of Citizenship across all our offices. The launch of our new Luxembourg and Johannesburg offices in the last year has meant that our Citizenship reach extends further than ever before. We now cover five continents, all of which have distinct needs in terms of social injustice, diversity, environment, and community action.

Our pro bono work has gone from strength to strength with more people and offices becoming involved than ever before. And the fundraising efforts of all our offices have been matched only by the enormous enthusiasm with which the money has been raised – through ballroom dancing competitions, Lego tower building, running, cycling, bowling, and baking, to name but a few of our fundraising events.

Diversity remains a priority for us, with full focus being given to ensuring we recruit, support, and retain the best possible candidates across our practice. We have been volunteering within our communities in unprecedented ways and numbers, engaging with children and young people, the elderly, and homeless and socially disadvantaged people who can benefit from the skills we so often take for granted in our daily working lives. And last, but by no means least, we continue to monitor and reduce our impact on the environment.

This year we have elected to send a shorter report than in previous years. For a more fulsome and up-to-date description of our Citizenship activities, we invite you to visit our new Citizenship microsite, accessible from Hogan Lovells' primary website. There you will find more of the rich variety of work we undertake within our communities and across national boundaries.



David Harris  
Co-CEO



Warren Gorrell  
Co-CEO



# Our Citizenship Strategic Goals and Outcomes

Goals for 2013	Outcomes
Engage all offices and all people in Citizenship	<p>2013 saw us host our most successful Citizenship Month so far, with 27 of our offices participating in the internal month-long celebration of corporate and social responsibility. Twelve offices from Europe, six from Asia, and nine from the Americas took part.</p> <p>Our global vote for a new Touch charity partner launched in November 2013 and saw 60% of our 5,565 people vote. Twelve offices achieved a 100% voter turnout rate: Alicante, Beijing, Dubai, Frankfurt, Hanoi, Ho Chi Minh City, Luxembourg, Mexico City, Philadelphia, Rio de Janeiro, Singapore, and Tokyo. Twenty-nine offices achieved a voter turnout of over 50%, including South Africa, which joined the firm half way into the voting window.</p>
Engage our clients	<p>Each of our five Citizenship programs involved our clients in one or more activity or project during 2013, ranging from extensive pro bono and community investment collaborations to client attendance at many of our events.</p>
Support the excellence and effectiveness of our law practice	<p>Good citizenship is an integral component of our law practice and firm culture. To celebrate and enhance this, we launched the second annual internal Citizenship Awards at the beginning of 2013 to learn more about the inspiring work being done in the name of Citizenship across Hogan Lovells. Nominations were received from every region in which we operate, totaling almost 100.</p> <p>We used 2013 as a year to reflect on the ways in which we communicate within Hogan Lovells and beyond to ensure we are conveying our efforts in a way that encourages maximum involvement by our people, addresses the priorities of our clients, and contributes to growth in corporate social responsibility by enabling information sharing among our peers.</p>





Praha  
CZECH REPUBLIC

Brno

SLOVAKIA

Wien

Bratislava

Salzburg  
AUSTRIA

HUNGARY

Szeged

Arad

ROMANIA

Timisoara

Bucuresti

Ljubljana

Zagreb

SLOVENIA

CROATIA

Beograd

H.

(SERBIA)  
YUGOSLAVIA

Craiova

Pleven

Sofiya  
BULGARIA

(MONTENEGRO)

Skopje

Adriatic Sea

Rodgonica

Tirane

MACEDONIA

Foggia

Bari

ALBANIA

Korce

Napoli

Kel







# Pro Bono

Working with nongovernmental organizations, individuals, nonprofits, and social enterprises to provide free legal advice to protect the vulnerable and disengaged is an essential part of being a lawyer at Hogan Lovells. This year the scope and breadth of our pro bono work covered more issues of inequality, enterprise, and justice than ever before. Highlights include our continued work with global social enterprise network Ashoka, supporting startup social entrepreneurs with legal advice and support to improve their investment potential. Our continued support for those whose human rights have been violated inspires and motivates our lawyers across the globe: from working with vulnerable children in the United States, to the severely disabled in the United Kingdom, to girls at risk of sexual violence in South Africa, to tackling youth unemployment in Spain, Singapore, Russia, and Mongolia.



The social enterprise pro bono work I have been involved with has been uplifting and hugely enjoyable. My work with social enterprise clients is relevant to my day-to-day fee-earning work and has genuinely enhanced my skill set as a corporate lawyer, a benefit I carry across into my fee-earning work. My social enterprise clients inspire me, and I am proud to work for an organisation that actively continues to support their efforts.

*Hogan Lovells Pro Bono Advisor*



## Specific achievements in 2013 include:

- **122,220**: Total hours of pro bono work undertaken
- **£170,000 (US\$280,000/€204,000)**: Amount of compensation secured for violence endured by victims of trafficking, rape, and other violent crime
- **6,000**: Young South African women who will use a guide written and published by Hogan Lovells on the rights and protections from discrimination available under the South African constitution for girls and women who wish to play sport
- **1,000**: Street traders successfully represented in a class action against the City of Johannesburg where we obtained an interdict preventing the City from removing the traders
- **195**: Social enterprises we advised that are tackling issues of disadvantage. This advice facilitated the investment of **£1.4m (US\$2.3m/€1.6m)** of new funds into these social businesses, which guaranteed 50 jobs in the social sector
- **157**: Disabled clients advised in the United Kingdom to enable them to secure higher payments of social welfare and care support packages
- **9**: KIND (Kids in Need of Defense) cases handled by the firm to assist unaccompanied refugee and immigrant children in the United States
- **9**: Human rights claims the firm is handling through Maryland's Office of the Public Defender brought in light of *Unger v. State of Maryland* challenging flawed jury instruction protocols
- **4**: Inquests of soldiers killed in action resulting in three Coroners' Reports to the UK Ministry of Defence making recommendations of policy and practice to prevent future deaths



# Global Diversity and Inclusion

We are committed to a diverse and inclusive workplace, and we recruit, support, and retain the best possible people to provide excellent service to our clients. 2013 saw a continued global emphasis on many of our diversity initiatives, with events taking place throughout Asia, Europe, and the United States. Our diversity efforts were recognized by the UK charity Business in the Community and their Opportunity Now program, which awarded us a Big Tick for our “commitment to creating an inclusive workplace and for putting gender at the core of our business agenda.”

In the United States, we were ranked among the top 20 on the highly regarded Working Mother and Flex-Time Lawyers “50 Best Law Firms for Women” list, and we were recognized with the 2013 DELL Legal Diversity Award as well as the 2013 Visionary Award from the Hispanic National Bar Foundation for our leadership and contributions to the Hispanic community. For the fourth straight year, we earned a 100% rating on the Human Rights Campaign’s annual Best Places to Work Corporate Equality Index in the United States for our LGBT-friendly policies, and we climbed the UK Stonewall Work Place Equality Index, placing as 5th best law firm for LGBT employees and 35th best employer overall.

In 2013, many of our offices worked on key projects aimed at widening access to the legal profession, including our London office becoming a founding member of Aspiring Solicitors.

“

My highlight of the [Black Solicitors Network Careers Workshop] evening was the talk from Nicholas Cheffings, Chair of Hogan Lovells, and Michelle Ruddle from Graduate Recruitment. They demonstrated how diverse Hogan Lovells [is and its] motivation for improving diversity in the legal profession.

*UK Law Student*

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- **980:** Clients attended 67 diversity events across 24 offices
- **22%:** Partners that are female
- **33%:** Women in management positions
- **8:** Breaking Barriers events held in Asia to celebrate and support working women
- **35%:** Entry-level associates in the United States hired from ethnic/racial minority backgrounds
- **21%:** London summer vacation scheme students from ethnic minority backgrounds
- **100:** Monthly Ladies Lunches hosted in our Continental Europe offices
- **104:** Mock interviews conducted in Denver, Los Angeles, and New York for diverse students











# Touch: Matched Global Giving

Our Touch program supports global and local charities chosen by our firm community. To that end, every other year we vote for one global charity focusing on the developing world to be the beneficiary of our firmwide fundraising efforts. In addition, we identify a charity local to each office so that we also give back to our communities. Staff donations are matched by the firm, so that our giving is focused and more impactful. December 2013 saw our long relationship with global charity partner Action Against Hunger draw to a close, with Care International's Lendwithcare microfinance program selected as our new global charity for 2014. Fundraising highlights have included ballroom dancing, bowling, cooking and baking, cycling, auctions, running, and beard-growing.

“

Through [Hogan Lovells'] support, we are able to save the lives of many malnourished children and the programme is now enjoying a ripple effect, as the caregivers and local communities are also participating in helping us to identify and refer malnourished children from the catchment communities.

*Action Against Hunger Community Nutrition Supervisor, Liberia*

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- **US\$518,200 (£313,400/€375,700):** Amount raised for our global and local charity partners
- **US\$24,300 (£14,700/€17,600):** Money raised from our global World Food Day fundraisers, up **37%** from the previous year through the sale of **1,105** cookbooks containing 43 recipes from 22 offices
- **6,700:** Lego blocks sponsored and donated to Washington, D.C.-based charity, So Others May Eat's affordable family housing program, raising a total of almost **US\$23,000**
- **3,512:** Miles cycled
- **46%:** Local charity partnerships benefitting children
- **64%:** Increase in office participation in our global World Food Day fundraisers – from 14 offices in 2012 to 23 offices in 2013
- **19:** Toilets built through Toilet Twinning in Nepal
- **7:** Number of new local office charity partnerships

# Community Investment

We encourage everyone at Hogan Lovells to support education, employability, social welfare, work with the elderly, and homelessness programs in the communities on our doorsteps. Our community investment work grew enormously in 2013, covering all regions in which we operate, and is both an effective and inspiring way for our people to give back to their communities.



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 also allows us to share best practice with other schools and businesses, ... which has helped us all develop.

*Head Teacher of Partner School*



- **1,590**: Children reached by our community investment activities
- **2,930**: Meals served to hungry people in the Washington, D.C. area
- **500**: Backpacks donated to children at local elementary schools in Washington, D.C.
- **220**: Children taught debating skills in eight schools in two cities – London and Düsseldorf
- **150**: Children participated in a community football tournament in Singapore
- **24**: Teenagers taught legal skills in Milan
- **12**: Children of migrant workers taught English in Shanghai











# Commitment to the Environment

Our main impact on the environment arises from our energy use, the waste we generate, and our travel and procurement. Within the context of a modern global legal practice, our environment policy seeks to raise internal awareness of environmental issues, minimize energy consumption, minimize waste, maximize recycling and reuse, travel responsibly, and procure responsibly.

We have an active global committee, which has regular calls to share ideas and promote best practices and as uniform an approach as possible across our network. Each region provides two or three representatives to that committee, a mix of legal and non-legal personnel.

“

It's important to me that my employer takes responsibility for its impact on the environment because I want to work somewhere that has a long-term and sustainable approach to carbon and waste.

*Hogan Lovells PA*

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## Some of our green initiatives:

- **76,000**: Disposable bottles we no longer use and discard in London per year as a result of our in-house water bottling plant
- **18%**: Decrease in the number of cases of copy paper ordered in the United States last year
- **15%**: Decrease in the use of paper cups since giving personnel in our Washington, D.C., Northern Virginia, Baltimore, and Miami offices reusable mugs and implementing a US\$0.05 charge for paper cups. Proceeds are donated to the Arbor Day Foundation to plant trees
- **4**: Additional offices that have switched or are looking into switching to an in-house water bottling program (Düsseldorf, Singapore, New York, and Madrid)

# Citizenship Panel

## Chairs

Crispin Rapinet (London)



Michael Williams (Washington, D.C.)



## Deputy Chairs

Nick Cray (London)



Ari Fitzgerald (Washington, D.C.)



## Pro Bono

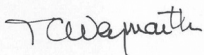
Crispin Rapinet (London)



Yasmin Waljee OBE (London)



T. Clark Weymouth (Washington, D.C.)

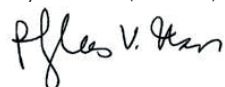


## Diversity

Ruth Grant (London)



Phyllis Wan (Denver)



## Touch

Stephen Propst (Washington, D.C.)



Richard Tyler (London)



Michael Williams (Washington, D.C.)



## Community Investment

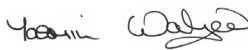
Elizabeth Halpern (Washington, D.C.)



Crispin Rapinet (London)

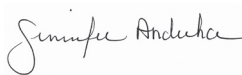


Yasmin Waljee OBE (London)



## Environment

Jennifer Anduha (Washington, D.C.)



Scott Reisch (Denver)



Andrew Taylor (London)




## Europe

Matthias Koch (Munich)



Francesca Rolla (Milan)



## United States

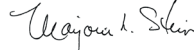
Peter Dennin (New York)



Carol Licko (Miami)



Marjorie Stein (New York)



## Asia and Middle East

Steve Robinson (Shanghai)




Allan Wardrop (Hong Kong)



## Citizenship Manager

Emma Rehal-Wilde (London)

















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Brussels	Ho Chi Minh City	Miami	Riyadh*	Washington, DC
Budapest*	Hong Kong	Milan	Rome	Zagreb*
Caracas	Houston	Moscow	San Francisco	
Colorado Springs	Jakarta*	Munich	São Paulo	
Denver	Jeddah*	New York	Shanghai	
Dubai	Johannesburg	Northern Virginia	Silicon Valley	

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