

Hogan
Lovells

UN Global Compact

Communication on Progress 2020







Contents

Statement from our CEO	5
Responsible business at Hogan Lovells	6
Delivering legal solutions for our clients	14
Contributing to society	20





Statement from our CEO

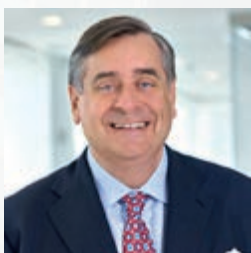
The world has changed dramatically since I was appointed CEO of Hogan Lovells, but my enthusiasm for and commitment to responsible business are stronger than ever. Delivering on our commitments to diversity & inclusion, citizenship and sustainability is one of our key strategic priorities. To ensure we make rapid progress, I appointed Susan Bright as our first Global Managing Partner for Diversity & Inclusion and Responsible Business with effect from 1 July this year.

As one of the first Latino CEOs of a global law firm, I know first-hand the difference that focusing on equity for our people and clients makes. At Hogan Lovells, being ambitious, innovative, responsible, committed and supportive are the qualities that drive our behaviors in all that we do, and that includes our actions to improve diversity and inclusion. We strive to make a meaningful, positive impact in society and our firm by cultivating an environment where all our people can thrive and succeed. We have set diversity goals for gender, race/ethnicity and LGBT+, our people globally have undertaken implicit bias training, we take a proactive approach to respect at work, and we have implemented a global wellbeing framework.

We support the global sustainability agenda and work with our stakeholders and society with the objective of using the law to build a better world. We will continue to learn, seek to improve our contribution to achieving the UN Sustainable Development Goals (SDGs), and will continue our commitment to serving the best interests of clients and other stakeholders. We have a leading sustainable energy and low carbon practice advising many clients on the transition to green energy, reducing their carbon footprint while ensuring regulatory and legislative compliance. We advise our clients through our Business and Human Rights group, Business Integrity group, Climate Change practice, Impact Financing and Investment group, and Sustainable Development group.

Our lawyers and business services professionals are expected to dedicate at least 25 hours each year to our Citizenship programme which comprises pro bono legal work, community investment projects, and matched giving. Our work supports the achievement of the SDGs. Key areas of focus include advancing racial justice, empowering women and girls and supporting youth, environmental protection, peace and reconciliation, and responding to global crises. Last year we delivered 232,000+ Citizenship hours with 143,000+ focused on pro bono legal services. Some examples of which I feel particularly proud include representing several non-profit groups and individual migrants in successfully challenging a restrictive immigration ban targeting Central Americans seeking refuge in the United States, a cross-jurisdictional team working with The Environmental Investigation Agency (EIA) UK to fight ivory trafficking across the United Kingdom, Continental Europe and Asia-Pacific, and supporting local tribes in Yakutia, a vast territory in the North East of Russia, to preserve their cultural heritage.

To return to where I began, it takes time to make the changes that create a truly diverse and inclusive firm and a leading responsible business, but we are determined to succeed. I am proud that we are actively leading change within our profession and, working with our clients and partners, within our communities and society. Together we can build a sustainable future.



Miguel Zaldivar
Chief Executive Officer
T +1 202 637 5525
miguel.zaldivar@hoganlovells.com

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. We monitor its implementation and report to our International Management Committee 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.

Modern slavery

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 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 Business and Human Rights group.

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 and screening including work eligibility checks and employment conditions.

Most 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 co-ordination.

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 a 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 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 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, considering what approach will result in the safest outcome for potential victims and enhance supplier behavior.

We have developed training programmes to provide the skills and knowledge to those responsible for procurement to recognize the key issues and risks and how these must be addressed. This training has been undertaken by key personnel from offices in the United Kingdom and by office managers in our other international offices, who are generally responsible for contracts and relationships with suppliers. We are committed to promoting and maximizing awareness of modern slavery risks across our organization, and an online education module on human rights is available to all our people regardless of their role.

In order to detect any modern slavery in our business or supply chains any concerns are to be reported without delay or fear of detrimental treatment. Our Modern Slavery Policy requires anyone who becomes aware of or suspects modern slavery in our business or supply chains to report it to the firm's General Counsel or, if they wish to report anonymously, they may do so as set out in the firm's Global Whistleblowing Policy.

We are auditing our existing measures to address modern slavery risks. A similar audit was carried out in 2018 which concluded that our existing measures are robust but identified a number of improvements to our supply chain due diligence and risk assessment process which we have implemented. We are in the process of wider changes to modernize and centralize our procurement management and processes which we believe will enhance our ability to take further steps in relation to modern slavery risks across our business.

We will continue to make efforts to identify any significant risks in our business and supply chain and implement any actions appropriate or necessary directly with suppliers. We are currently considering the adoption of appropriate key performance indicators to monitor and report upon future performance.



Gender equality

We are signatories to the Women's Empowerment Principles, and we put those principles into action. Currently 42 percent of our Board are women, 30 percent of our executive committee are women and 26 percent of partners globally are women. Our aim is to have at least 30 per cent women in partnership.

We were the first global law firm to introduce goals for women: 30 percent women in senior management roles by 2015, 25 percent women partners by 2017 and 30 percent women partners by 2022. We have achieved the first two goals and continue to push toward the final goal. In 2020, we published global goals for minority and LGBT+ lawyers, aiming to achieve 15 percent minority partners and 4 percent LGBT+ partners by 2025.

In the United States, we achieved Gold Standard in the Women in Law Empowerment Forum (WILEF) certification for the eighth consecutive year, and in the United Kingdom we achieved Gold Standard in the WILEF certification for the second year. The Times recognized us as a Top 50 Employer for Women for the eighth consecutive year, and Yale Law designated us a Top Firm for the fourth time. This year, we were recognized for flexible work options.

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

Our adoption of the Mansfield Rule in the U.S. demonstrates 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. We achieved Mansfield Certification Plus status for the second consecutive year, were one of five pilot firms for the Mansfield Rule 3.0 who volunteered to take on a more intensive tracking process, and we are participating in the inaugural Mansfield Rule in the UK.

Pay Gap Report UK

Whilst the statutory focus of pay gap reporting in the United Kingdom is gender, since its introduction in 2017, we have gone beyond the mandatory gender pay gap reporting guidelines by including partners in our reports. In 2018, we voluntarily shared our ethnicity pay gap information and we also provided a breakdown of our lawyer and business services data by gender. [In our most recent report](#), we provided the same data and, going further, we shared for the first time our sexual orientation pay gap information.

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 being from a Black, Asian or minority ethnic (BAME) background. We have a strong record in recruiting BAME students through our graduate recruitment program, which uses 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.



35%

of management positions are held by women



45%

of our 2020 partner promotions were women



26%

of our partnership are women



11%

of our partnership in the UK and the U.S. are minorities



3%

of our partnership in the UK and U.S. are LGBT+

Race & ethnicity

In line with our focus on improving the retention and progression of our ethnic minority talent in the United Kingdom, 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 Black, Asian or minority ethnic (BAME) talent. We have implemented a number of the recommendations including increasing the visibility of ethnic minority role models, supporting our people to develop ‘race fluency’ to enable more open conversations around race, and briefing our external recruitment partners on the requirement to provide diverse shortlists for experienced hires.

Our commitment to addressing racism was greatly enhanced by the launch of our Race and Ethnicity at Hogan Lovells (REAHL) Network in March 2020. Following the killing of George Floyd and the countless other lives lost as a result of systemic racism, we had difficult but necessary conversations within our firm about racism and racial justice, hosting online forums attended by nearly 280 of our people across EMEA, sharing experiences of racism, discrimination, and exploring how we ensure our workplace is inclusive. Membership of REAHL has more than doubled from 120 to 250+.

We are a signatory of the Business in the Community Race at Work Charter and have committed to their five calls to action. We have also signed the Race Fairness Commitment, a data-driven charter examining the recruitment and progression of BAME and white employees; for both lawyers and business services as well as commitments to training, monitoring and mentorship aiming to identify areas for improvement within the firm’s culture and hierarchy for BAME colleagues.

In the United States, we instituted a diversity and inclusion action plan that provides for accountability, improved processes, fine-tuned recruiting and lateral integration, cultural development and engaging with clients. We focus on all diverse talent through our Americas Diversity Committee which invests in the internal pipeline of diverse lawyers and implements best practices for diversity and inclusion. This sponsorship forum aims to ease access to work and developmental opportunities to tactically increase the chances of the success of our diverse talent. Additionally, we are offering 50 hours of billable credit to our associates with the aim of resolving the undue burden on our diverse people for diversity and inclusion activity.

We hosted our second Allverse conference for U.S. minority and LGBT+ lawyers. With the theme Launching a Legacy, the two-day event brought together 300+ lawyers and provided an opportunity for diverse lawyers, senior leadership, and clients to build an enriching community.

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 global LGBT+ and allies network, with approximately 1300 members worldwide. Our LGBT+ people and allies set the culture of our firm and use their influence to raise important issues both locally and globally.

We received the honor of Top Global Employer in Stonewall’s inaugural global workplace audit, which was awarded to only 17 organizations. In Hong Kong, we committed as a signatory to the Equal Love campaign to support the legal recognition and equal treatment of same-sex relationships, and in Japan we supported the Viewpoint statement on marriage equality

We received the honor of Top Global Employer in Stonewall’s inaugural global workplace audit, which was awarded to only 17 organizations globally.

Promoting inclusion

In Asia-Pacific we kicked off our focus on diversity and inclusion with our campaign You're Included which comprises a series of actions and approaches that our people can adopt in their workday to create connections and build inclusivity in our shared work environment. We are encouraging everyone to take responsibility for change and to feel able to contribute meaningfully by taking action within their sphere of influence.

We also graduated our first cohort of Inclusion Allies, informed and certified inclusion ambassadors, leading from the front and changing culture one step at a time. The Inclusion Allies program is intended to equip everyone with the knowledge and confidence to be ambassadors for inclusion, promote ownership to create a place where respect and innovation flourish, and build an inclusive culture one human interaction at a time.

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 implicit bias.

In the United Kingdom, 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 it themselves or witnessing it 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 every office in Continental Europe.

In 2019, we rolled out mandated 'doing nothing is not an option' web-based training to all our people in the UK.



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 United Kingdom and United States, we also have on-site, independent counsellors and provide mental health awareness training.

People networks

Our networks, affinity groups and champions 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.

Living Wage employer

We are a voluntary signatory to the Living Wage Foundation (LWF) campaign in the United Kingdom. The LWF provides a benchmark for employers who chose 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 Living Wage, a rate higher than the Government set National Minimum Wage.

Sustainable office management

We have continued to strengthen how we manage our offices sustainably. In the United Kingdom we are founder members of the Legal Sustainability Alliance on Climate Change and in the United States we are members of the Law Firm Sustainability Network. We achieved Leadership in Energy & Environmental Design (LEED) certification for 10 of our offices in

the U.S. including a Silver certification for our New York office refurbishment. We achieved the implementation of ISO14001 across our UK offices, we are ALISS Silver certified by the American Legal Industry Sustainability Standard, and were awarded Silver Certification in the EcoVadis survey for the Americas.

We purchase 100 percent renewable energy in our London and German offices. We have expanded recycling programmes across our global sites, including reduced use of plastics, increase in use of recycled and compostable materials and enhanced e-waste programmes.

Whilst occupancy of our buildings has been significantly reduced owing to COVID-19, where possible we have consolidated offices and/or moth-balled buildings and areas to reduce unnecessary energy and water consumption.



Sustainable procurement

We are working to ensure that procurement across our global supply chains supports our business objectives and meets our sustainability commitments. As part of our procurement process we review, report, manage, and improve on our impact and that of the third party vendors which supply services.

Our procurement process is structured around how we plan, source and manage our third party vendors and their delivered services. We are committed to work with third parties across our global supply chains to reduce our direct impact and to report on progress made, and be accountable to all of our stakeholders.

Our global travel program is positively supporting sustainable purchase decisions through the hotels we use. Our global sourcing strategy requires all hotels bidding on our business to detail their sustainability practices including globally recognized sustainable certifications. Our global hotel directory highlights and recommends certified green hotels to enable our people to make the right choice for the environment and their business needs.

As part of an ongoing review of our domestic and international travel we are capturing and aggregating the carbon footprint of all business air travel and are prioritizing the use of electric vehicles.

We are capturing and aggregating the carbon footprint of all business air travel and are prioritizing the use of electric vehicles.

Environmental committees

Each of our offices has an Environmental Committee with funds to support local initiatives. Larger projects are viewed on a case by case basis with opportunities to invest where the return on investment is economically viable.

Ethical behavior

Our Global Anti-Bribery and Anti-Corruption Policy supports our commitment to the prevention of bribery and corruption and to the promotion of an anti-bribery and anti-corruption culture. The policy sets forth expectations and requirements relating to the prevention, detection, and reporting of bribery and other forms of corruption and covers gifts and hospitality, facilitation payments, political contributions, and charitable contributions. We require all our people to comply with all laws, rules and regulations relating to anti-bribery and anti-corruption in all the jurisdictions in which we operate. We have an anonymous reporting procedure as part of our Global Whistleblowing Policy.

Our Global Whistleblowing Policy provides a way 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 those involved. It is intended to cover serious concerns that could have an impact on the firm, our people, or our clients. This includes actions that are dishonest or unlawful, may lead to incorrect financial reporting, are in violation of the Rules of Professional Conduct, are contrary to firm policy, or otherwise amount to improper conduct. We have a standard reporting policy which enables a full discussion of the circumstances with the person making a report; however reports can also be made on an anonymous basis using our whistleblowing hotline.



Delivering legal solutions for our clients

Business integrity

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 UN Sustainable Development Goals (SDGs). This includes mapping their corporate purpose, mission and brand to the SDGs – and other methodologies and frameworks – 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, 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.

Representative experience

The UK Government and the National Lottery Community Fund on establishing two social enterprises to disseminate dormant access cash for social impact, including on establishing best practice governance involving an innovative multitier mission lock arrangement.

The UK Meteorological Office on ESG issues in the context of maximizing the impact of their multibillion pound investment in a state-of-the-art supercomputer which is expected to be the world's most advanced dedicated to weather and climate.

Pool Re, the UK's only re-insurer of terrorism risk, on ESG issues, including in relation to maximizing social value from their multimillion pound investment in major projects and services.

Business and human rights

We have a market leading international [Business and Human Rights group](#), 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.

Representative experience

We designed and implemented an industry leading business and human rights policy for the European arm of a global manufacturing business. The framework was designed to be fit for the future, and so does not just comply with existing national law but ensures that our client's business is aligned with the UN Guiding Principles and in tune with the rapidly evolving business and human rights landscape.

A hospitality sector business operating across Europe on the development of a human rights policy and management system based upon the UN Guiding Principles and compliance with the UK Modern Slavery Act and the French duty of vigilance law. The system was focused on specific modern slavery and trafficking risks arising from the prevalence of sub-contracted and temporary workers in the sector.

A manufacturing sector client on compliance with modern slavery and supply chain transparency reporting requirements in Australia, California, and the UK.

Impact economy

We launched [Impact Financing & Investing](#), a unique global platform, to ensure that we offer our clients best-in-market support in this mission-critical area. Our cross-border, multi-disciplinary team supports our clients as they navigate a wide spectrum of products, which range from social and development bonds, green finance, financial inclusion products, green infrastructure transactions to gender lens investing. Our offering extends beyond the purely legal; for example, we are working with several clients developing detailed and transformational internal ESG investment policies.

Finding innovative solutions to the challenges facing the impact financing and investing sector is a priority for us. We work with our clients to share knowledge, raise awareness, and navigate the challenges and opportunities resulting from financing with impact. Our goal is to create strong partnerships and collaborations in order to develop innovative and efficient financial solutions to overcome the challenges facing the impact economy.

Representative experience

Norddeutsche Landesbank – Girozentrale, ABN AMRO Bank N.V., Commerzbank Aktiengesellschaft and Crédit Agricole Corporate and Investment Bank as lead managers on the legal documentation of the first “Lettre de Gage énergies renouvelables” (renewable energy covered bond) issued by NORD/LB Luxembourg S.A. Covered Bond Bank under Luxembourg law.

Bayerische Landesbank as arranger on the world’s first placement of a Blue Social Bond of Deutsche Kreditbank Aktiengesellschaft (DKB). It will serve the refinancing of the municipal water supply and sanitation.

Big Society Capital on its Resilience & Recovery Loan Fund (RRLF), a newly established fund for social enterprises and charities facing business disruption due to the COVID-19 pandemic.

Energy transition

Power markets are evolving, with energy production and consumption moving away from fossil fuels, including oil, natural gas and coal, towards meeting global energy demand through a smart energy system producing a sustainable level of greenhouse gas emissions. We are at the forefront of these developments, helping clients across various industries navigate the energy transition.

Representative experience

The lenders to the Tulu Moyo 150MW geothermal power project in Ethiopia, the country’s largest foreign direct investment. We are advising on Ethiopia’s energy and public-private partnership (PPP) laws and are involved in the drafting of new geothermal laws, and in the creation of new fiscal and foreign exchange regimes to facilitate the inflow and outflow of US Dollars.

International Finance Corporation (IFC) on a landmark project to design, build and operate a 103 MW energy-from-waste facility in Serbia. The facility will generate electricity for the national grid and heat for Belgrade’s municipal district heating company. The project also involves cleaning up one of Europe’s largest landfills and constructing a new EU-compliant sanitary landfill, which will form part of a sustainable waste-management complex designed to reduce pollution and mitigate climate change.

Riversimple, a UK car manufacturer of hydrogen-powered fuel cell vehicles. Riversimple provides a sustainable business model from the product, the governance structure, and the interaction with the end consumer. The current model, the Rasa, is to be sold as a service, Riversimple retains ownership of the vehicles and the consumer pays a monthly subscription price which includes use of the vehicle and all ancillary costs.

HL BaSE: Business and Social Enterprise

[Our Business and Social Enterprise Practice \(HLBaSE\)](#) is an integral part of our philosophy that recognizes an alignment between our commercial practice and our engagement with the communities in which we work. Our vision is a market where every business has a purpose and accessing legal support is not a barrier to maximizing the social impact created by that purpose.

Over the past decade, we have encouraged our lawyers from across our international offices to support social impact causes, by providing high quality legal advice to social entrepreneurs and impact investment projects. Through HL BaSE legal we have advised 800+ social enterprises across Asia, Europe, and North America. Our ground-breaking HL BaSE Training programme – which is delivered in partnership with Ashoka – has enabled 400+ of our junior lawyers worldwide to develop important client facing skills early in their career and ensures that they are familiar with the importance of social and environmental impact to our clients.

Our commitment to environmental and social issues has long formed a core part of our firm's culture and we remain as dedicated as ever to ensuring that we support our clients seamlessly across our network of offices. Through our HL BaSE Catalyst programme, we have worked with 100+ in-house counsel clients, across the world, including in China, France, Germany, Italy, the Netherlands, the United Kingdom and the United States. We are the only international law firm which provides this service for in-house counsel clients and the demand for places on our Catalyst workshops is growing exponentially.

This recognition of strength in diversity and a sense of togetherness permeate throughout the firm into all our practice areas and drive our commitment to solving social and environmental issues and our alignment with the UN Sustainable Development Goals.



Representative experience

Financing Agency for Social Entrepreneurship (FASE) on regulatory advice in relation to the set-up of a new social fund. FASE has raised over €20 million in growth capital for social enterprises.

The Agora Projects in relation to a loan contract format compliant with Mexican regulations. High potential, early and growth stage social enterprises receive in-depth consulting support, as well as access to mentors, investors and a global community of like-minded peers.

Now Teach on incorporating a UK charity that provides a route for experienced professionals to successfully become teachers with sustainable, long-term careers, primarily focusing on shortage subjects.



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 highest profile, high value, and precedent setting matters.

We have published a follow-on report in our ground-breaking Steering the Course series, [Steering the Course II: Navigating bribery and corruption risk in 2020](#), which builds on the extensive analysis in our first report and refreshes its conclusions for 2020. Based on interviews with 700+ compliance leaders, our global study examines the challenges of and differing approaches to implementing anti-bribery and corruption programs. It also considers how corporates can balance the pressures of

growth alongside stronger legislation, increased enforcement, and heightened bribery and corruption risk.

We launched the tenth 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. For 2020, we've gathered feedback from several clients and together we have singled out the key industry-specific concerns about bribery and corruption compliance around the world. 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.

Representative experience

JSC Commercial Bank "PrivatBank" in its high-profile attempt to recover US \$1.9 billion allegedly defrauded from the Bank by its former shareholders, Igor Kolomoisky and Gennadiy Bogolyubov, while it was still under their control.

ZTE on its ongoing implementation of and compliance with the terms of its settlement with U.S. regulators following violations of U.S. export controls and economic sanctions laws. The settlement is one of the largest in the history of U.S. export control and sanctions enforcement.

UN Office on Drugs and Crime on updates to its anti-corruption e-learning materials for private sector organizations, and on its analysis of international bribery standards and national legislation in the context of fighting corruption in sport.

Mobilizing against COVID-19

The rapid spread of COVID-19 caught many businesses by surprise. We mobilized quickly to help our clients make decisions about their own operations and people, as well as how to help their communities face this deadly pandemic. We applied that same mindset to our own business.

We worked with our clients to resolve industry and public health challenges, including finding and transporting PPE, creating new business models, expediting medical device approval, and navigating supply chain issues. We helped clients change operations such as turning bourbon distilleries into hand sanitizer production facilities, we guided clients through expedited vaccine research applications, and we helped numerous institutions avoid costly litigation.

Much of our response to COVID-19 can be traced to our culture of innovation. That put us in a strong position to quickly adapt when COVID-19 struck, rapidly organizing and performing crucial work for clients who needed innovative legal work to meet new challenges.

Representative experience

Guiding Ford through a presidentially mandated collaboration with GE Healthcare to produce ventilators - the first time in Ford's long history that it has made healthcare equipment.

Helping Vayu Global Health Innovations obtain Emergency Use Authorization from the FDA for its bubble continuous positive airway pressure devices, allowing for immediate distribution of this ultra-low cost breathing apparatus that can replace conventional ventilators.

Creating a global COVID-19 hub to more effectively communicate with clients. We went further, providing tools, webinars, and mobilizing outreach. As a result the firm has handled 1300+ matters directly related to COVID-19.





Contributing to society

Being good citizens

We align our Citizenship programme – pro bono and community investment projects, and matched giving – in support of the UN Sustainable Development Goals (SDGs).

Our lawyers and business services professionals are expected to dedicate 25 hours per year to pro bono legal and skilled non-legal volunteering activities benefiting the world around them. Key areas of focus include advancing racial justice, empowering women and girls and supporting youth, environmental protection, peace and reconciliation, and responding to global crises.

Last year, we delivered 232,000+ Citizenship hours worldwide with 143,000 focused on pro bono legal services. We completed a three year global Citizenship partnership with leading social enterprise [Barefoot College](#) supporting them to scale their impact around the world. A key partnership achievement included training 474 women from 35 countries as solar engineers, bringing clean light to more than 230,000 people in the developing world.

For more details on our Citizenship work visit www.hoganlovells.com/citizenship

Advancing racial justice

We have made a formal pledge to devote at least 65,000 pro bono hours through 2023 to breaking down the deeply rooted, systemic barriers in society that profoundly impact people of color. We will focus on combating discrimination in the areas of housing and economic justice, criminal justice, and voting rights, working with a range of nonprofits already active in these areas. As a firm we will match up to US\$200,000 in donations by our people to organizations combatting racial discrimination and injustice, in addition to US\$100,000 which has already been committed by individual members of the Board and International Management Committee.

Building on our internal commitment, we have joined nearly 200 law firms in the Law Firm Antiracism Alliance (LFAA) a collaborative effort to address systemic racism through a long-term, high-impact approach to pro bono legal services. Members of the LFAA will inventory the laws, rules, policies, and practices that result in negative outcomes for people of color and use legislative and regulatory advocacy, as well as high-impact litigation, to effectuate reforms.

Our new three-year global Citizenship partnership is with [PeaceTech Lab \(PTL\)](#). PTL seeks to end violence and promote peace around the world by putting low-cost, easy-to-use technology into the hands of the people best positioned to make a difference: activists, peacebuilders, and other NGOs.



Projects undertaken so far include:

- A global comparative law research project to develop a report on “hate speech” which can be used by PTL and other external agencies, for example, UN Rapporteurs.
- A global [COVID-19 violence tracker](#) project which tracks the relationship between the virus and the violence for use by policy-makers, NGOs and local peacekeepers.
- A significant new [Road to Equal Justice](#) project which will empower U.S. communities with media, technology, and data tools to accelerate and amplify the fight for equal justice.

Ground-breaking litigation

In collaboration with the NGO Lotus Flower, we are taking ground-breaking litigation to secure accountability for Yazidi women survivors of war crimes committed by ISIS foreign fighters. We commenced litigation in Australia to secure reparations for the women survivors of war crimes committed by a convicted ISIS fighter testing the State's international law obligations to survivors of genocide and war crimes under the UN Basic Principles. This case has progressed to the Court of Appeal in New South Wales, Australia and has secured the backing of the UN Rapporteur for Extra-Judicial Killing.

The work is complemented by our research undertaken with the expertise of our Sanctions practice on the impact of sanctions imposed worldwide imposed on designated individuals and associations connected to ISIS. This research has been the subject of discussion at the International Criminal Court and we have been invited to be part of the expert panel on this issue at UN level.

Seeking asylum

We represented several nonprofit groups and individual migrants in successfully challenging a restrictive immigration ban targeting Central Americans seeking refuge in the United States. The third-country transit rule effectively prevented those entering the U.S. across its southern border from seeking asylum, regardless of the merits of their claims.

The lawsuit was brought by the Capital Area Immigrants' Rights (CAIR) Coalition, Human Rights First, the Refugee and Immigrant Center for Education and Legal Services (RAICES), and nine individual asylum seekers, represented by Hogan Lovells. The case was consolidated with a related case brought by the Tahirih Justice Center and several additional asylum seekers.

The decision puts an end to the restrictive rule, which impacted thousands of asylum seekers.

Petition for political prisoners

The UN Working Group on Arbitrary Detention (WGAD) has issued an opinion on a petition, jointly submitted by Hogan Lovells and Freedom Now, on behalf of 11 Tajik political prisoners. The WGAD found that the Government of Tajikistan violated the human rights of our clients, who were leaders of the Islamic Renaissance Party of Tajikistan. The clients were arrested in 2015 and accused of plotting a coup d'état. They were sentenced to varying terms of imprisonment, ranging from a minimum of 14 years to life imprisonment. The WGAD found their detention to be arbitrary, in violation of the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights.





Rights abroad

We have been working with REDRESS, an international human rights organization, on a comparative legal research project on the right to consular protection. Consular protection, and more specifically the obligations on states to provide consular protection, are increasingly coming into the spotlight, both in the United Kingdom and internationally.

The research is examining how consular protection is formulated in other countries, where it exists, and its impact in practice. While it is commonly recognized that the provision of consular services can always be improved, there is a need to establish whether and how establishing a legal obligation necessarily addresses the problem, and whether the way it is formulated affects its impact. The project will support several of REDRESS's current cases, including that of Nazanin Zaghari-Ratcliffe who is being held in an Iranian prison.

Justice for victims of human trafficking

A cross-jurisdictional team undertook groundbreaking litigation acting for a client who had been trafficked and exploited in both France and the United Kingdom. Our London office assisted the client with their claim to the Criminal Injuries Compensation Authority (CICA) in the UK in respect of the repeated assaults that they suffered whilst in the country. The client received an award from CICA, which was confined to

compensation for only those incidents, and did not account for the severe psychological trauma experienced as a result of the exploitation. However, as the majority of the abuse that the client suffered took place in France our Paris office made an application to the French Compensation authority, CIVI (Commission d'Indemnisation des Victimes d'Infraction), tasked with the financial compensation of victims of crimes committed on French territory.

Victims are often trafficked within countries and across borders to be exploited, and access to a compensation scheme for victims of human trafficking is a right enshrined in the European Union Directive on preventing and combating trafficking in human beings and protecting its victims. Litigation that spans Europe is therefore vitally important to ensure trafficking victims receive the crucial support they are entitled to and that they need to rebuild their lives.

Fostering dialogue

User Voice's global mandate is to provide support and assistance to people who are or have been in prison or on probation by giving them a voice and engaging them in a process which leads to an improvement of their living conditions and their chances of rehabilitation.

We assisted User Voice in establishing a nonprofit vehicle in Australia in addition to its existing operations in the United Kingdom. This process involved the incorporation of an appropriate legal entity and application to, and liaison with, the appropriate government departments to ensure charitable/nonprofit status was granted the newly incorporated vehicle.

Chancery Lane Project

We are sponsors and active pro bono lawyers for the Chancery Lane Project, a profession wide pro bono programme which invites lawyers to re-wire the commercial legal profession's approach to address climate change. The project involves commercial lawyers drafting climate compatible clauses for inclusion into precedent and know-how banks of contractual documents used in transactions. The aim is to stimulate conversations with corporate business clients and their advisers to consider how to embed obligations arising from the Paris Agreement on climate change. Fixing the contractual plumbing is the first step to embedding real change and helping clients reach their net zero aspirations.

Preserving cultural heritage

We have been supporting local tribes in Yakutia, a vast territory in the North East of Russia, to preserve their cultural heritage by being included in the UNESCO World Heritage list. Many of the languages spoken by local tribes are dying out and with them a very rich local culture, refined crafts, reindeer herding and nature handling skills, dances, songs, and shamanic rituals and beliefs.

We helped local leaders to make preliminary researches and to prepare the initial set of documents to commence the process of inclusion in the area of inhabitation of indigenous minorities of North East of Russia in the UNESCO World Heritage list.



Tracking environmental crime

We are supporting The Environmental Investigation Agency (EIA) UK in their fight against environmental crime and abuse. Their investigations expose transnational wildlife crime and their field experience is used to provide guidance to enforcement agencies and policy makers, the private banking and transport sector, local groups, and activists to support their work.

Our cross-jurisdictional team is updating their environmental crime database, focusing on ivory tracking and seizure across the United Kingdom, Continental Europe and Asia-Pacific and actions against the Convention on International Trade in Endangered Species of Wild Fauna and Flora. This work helps to support ongoing conservation efforts worldwide.

Environmental educators

We are working with Grupo Promesa, a social enterprise tackling the lack of environmental education, to help them promote sustainable development awareness and knowledge across Mexico. Their objective is to transform how sustainability is viewed in schools, communities, companies, universities, and homes through educational programmes.

We have provided advice to ensure their staff and volunteers are adequately protected and comply with the relevant Mexican employment laws, including the creation of an employment handbook with relevant policies and examples of best practice.

Connecting with the Global Goals

Encompass HK strives to improve the achievement of the UN Sustainable Development Goals (SDGs) by organizations in Hong Kong and Asia. They serve the community by supporting different social causes and NGOs financially as well as through a collaborative model while delivering programs working towards the SDGs.

We supported the drafting of a partnership agreement between Encompass HK and local partner Knowledge Dialogues. They joined forces to work together to implement Citypreneurs, a SDG start-up competition co-hosted by the UN and city governments to support innovation and entrepreneurs achieving the 2030 agenda.

Combating impunity and corruption

The appointment of high-level officers at the Mexican Government has caused controversy in recent years. Mexican Presidents have appointed close friends and people loyal to their parties in order to fill vacancies at regulatory agencies and



other autonomous entities, regardless of whether the nominees fulfill the legal requirements set forth by the Constitution and the applicable laws to hold the specific public office. We supported Tojil, a non-profit civil association, to prepare and submit an Amicus Curiae brief challenging the appointment of the Mexican Anti-Corruption Attorney General.

Collaborating in response to COVID-19

We partnered with the Mexican legal community, in collaboration with the Pro bono Standards México movement, Fundación Appleseed Mexico, Centro Mexicano Pro bono and, Fundación Barra Mexicana to create a legal guide for the general public and NGOs in relation to COVID-19. The guide gave advice on common legal questions arising from the pandemic. Lawyers from our Mexico City and Monterrey offices worked on topics including energy, health, contracts, and real estate.

Pure patriotism

A pro bono team worked around the clock – quite literally, in Beijing and Washington, D.C. – on a mission to deliver nearly 1.7 million N95 masks on the New England Patriots’ team plane. We represented The Kraft Group, owner of the New England Patriots, in overcoming

several obstacles so the NFL team could use its private jet to transport the vital protective gear from Shenzhen, China, to the United States for use in healthcare facilities in Massachusetts and New York. The masks arrived less than 24 hours before the Massachusetts facilities were scheduled to exhaust their existing supply.

Our cross-office, cross-practice team navigated the complex array of authorizations and inter-governmental support requests in the U.S. and China needed for the plane to go to China, collect the masks in Shenzhen, and then fly them back through Alaska, where they were cleared through U.S. Customs. The team completed this urgent humanitarian mission while managing the shifting landscape of U.S. and Chinese laws governing shipments of Personal Protective Equipment.



Our home-grown innovator

Dr. Marion Palmer, senior scientist in our London office, and Mr. Declan Costello FRCS, an ear, nose, and throat specialist, created an innovative personal protective equipment device for medical specialists on the front line of the COVID-19 pandemic. Their airway box was designed to ensure further protection for medical professionals against droplets generated when conducting airway procedures. Their idea builds on a Creative Commons design made available online by a Taiwanese doctor, Dr. Hsien Yung Lai.

They launched a crowdfunding campaign to support their innovative design for personal protective equipment devices. The original fundraising target was met within six hours of the campaign launching and a stretch target within two weeks. Our Pharmaceuticals & Biotechnology and Business and Social Enterprise practices supported the initiative enabling manufacturing of the prototypes for trials in hospitals in the United Kingdom. The prototypes were distributed to several National Health Service (NHS) hospitals across the UK. Following positive feedback from medical professionals the screen was successfully listed on the Crown Commercial Suppliers catalogue of PPE/non-PPE innovations available to the NHS.

A catalyst for change

We participated in the inaugural UNGC Young SDG Innovators Programme, alongside 300+ innovators from businesses across the world. Hogan Lovells participants learnt how to use the UN Sustainable Development Goals (SDGs) as a catalyst for positive change and collaborated with colleagues to develop a solution unique to the firm that will help drive the fulfilment of the SDGs through our core client advisory work. Speaking at the virtual UN Global Compact Leaders' Summit which connected over 20,000 people globally, the group from Hogan Lovells advocated for integrating all 17 SDGs into legal advice.

We represented the UK Young SDG Innovators at the Global Impact Forum, to mark the 75th session of the United Nations General Assembly. The panel, comprising Young SDG Innovators from across the globe, discussed the role young people have to play in leading and innovating for the SDGs within their companies.



Further information



Susan Bright

Global Managing Partner for Diversity
& Inclusion and Responsible Business

T +44 20 7296 2263

susan.bright@hoganlovells.com



Bendita Cynthia Malakia

Global Head of Diversity & Inclusion

T +1 202 637 8542

bendita.malakia@hoganlovells.com



Debra Hay

Responsible Business Manager

T + 20 7296 2433

debra.hay@hoganlovells.com

For further information on our approach to Diversity & Inclusion and Responsible Business, visit www.hoganlovells.com

Alicante
Amsterdam
Baltimore
Beijing
Birmingham
Boston
Brussels
Budapest*
Colorado Springs
Denver
Dubai
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

"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

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 2020. All rights reserved. 1282056_1220