



**Hogan
Lovells**

2023 UK

Pay Gap Report

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

As a leading global law firm, we understand the importance of Diversity, Equity and Inclusion (DEI) and Responsible Business in attracting and retaining the best talent and delivering a best-in-class experience for our clients. By cultivating an inclusive culture that celebrates and values diversity, we work hard to provide an environment that allows our people to thrive as their authentic selves. In the following report we share the work we are doing across our DEI agenda, including gender equality. As part of this, in January 2024 we were pleased to announce the promotion of three new partners in the UK, two of whom were women. Our UK partnership now comprises 33% women.

We continue to take an intersectional approach to our work in this space and are increasingly gathering and using more robust data to help refine our understanding and approach to DEI. In our recent firm-wide engagement survey for example, we were able to segment response data into key diversity characteristics, to understand how experiences varied for different groups.

Whilst we are proud of the progress we are making, we are also conscious there is still work to be done, both in our own business and across the legal sector more generally. There is no room for complacency. We understand the importance of transparency and accountability in identifying where there are remaining challenges and we have consistently gone beyond the statutory requirements of Pay Gap reporting by voluntarily including partners in our reports along with detailed breakdowns of our lawyer and Business Services data by gender. We have also shared our ethnicity and sexual orientation pay gaps for a number of years.

I invite you to learn more about the work we are doing to nurture a diverse, equitable and inclusive environment for all our people.



Penny Angell
UK Managing Partner

A stylized, handwritten signature in white ink that reads "Penny Angell".

Tackling the gender pay gap

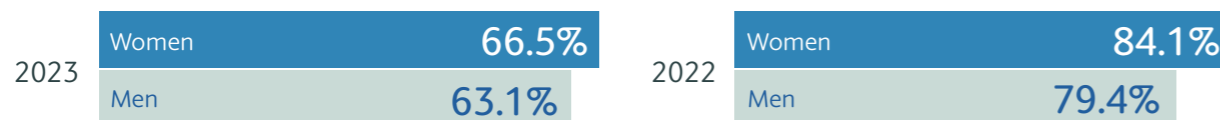
- We continue to see a gender pay gap as the composition of our workforce remains largely unchanged. A high proportion of our secretarial and junior Business Services roles are performed by women, which has the effect of increasing female representation in the lower quartile and therefore exacerbates the impact on the gender pay gap.
- Our women continue to be well represented in the upper quartiles demonstrating our commitment to ensuring women reach senior positions.
- We provide a broad suite of family friendly policies to support working parents alongside our menopause, fertility treatment and pregnancy loss support.
- We have been recognised as a “Beacon” by the Employers’ Initiative on Domestic Abuse (EIDA), building on our long-standing membership of EIDA and furthering our commitment to tackling domestic abuse. As part of our continuing support for colleagues who have been impacted by domestic abuse, we have established a Domestic Abuse Policy and Domestic Abuse Champions Network, made up of individuals from across the firm who have received training from Hestia.
- We continually review our policies, processes and procedures to ensure we put in place additional support for our people, for example through our Time off to Care for Dependents policy, which supports our people with care-giving responsibilities.
- Additionally our Diversity in Pitching policy ensures our women and other underrepresented groups have equitable access to career-enhancing opportunities. We have implemented additional tracking to improve representation and inclusion in formal pitch meetings, and are applying a similar DEI lens to ensure equitable allocation of work.
- In 2023, we introduced Peppy in the UK, an online health app connecting specialist practitioners and offering trusted content to support our people with healthcare needs around menopause, fertility, having a baby, women’s health and men’s health.
- We have extended our package with Pirical, a data analytics company, to include insights on aggregate data for utilisation and work allocation. This will enable us to measure how equitably work is being allocated by gender and across a broad range of diversity characteristics, giving us the ability to monitor our processes to ensure equitable access to high-quality work.

Statutory reporting

Employees only gender pay and bonus gap

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2023	2022	2023	2022	2023	2022	2023	2022
18.6%	18.2%	34%	43.6%	44.9%	37.8%	54%	36.6%

Proportion of women and men receiving a bonus payment



Proportion of women and men in each pay quartile

Year	Gender	Highest hourly rate	Men	Quartile
2023	Women	52%	48%	Upper
		60.6%	39.4%	Upper middle
	59%	41%	Lower middle	
	81.1%	18.9%	Lower	
2022	Women	53.8%	46.2%	Upper
		59.8%	40.2%	Upper middle
	62.7%	37.3%	Lower middle	
	80.5%	19.5%	Lower	

We confirm the data reported is accurate for employees of Hogan Lovells Services. The data excludes partners, who are not employees.

Voluntary reporting

Lawyer population gender pay and bonus gap

(Associates, senior associates, counsel, consultants (Hogan Lovells Services))

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2023	2022	2023	2022	2023	2022	2023	2022
7.9%	4.5%	10.2%	8.7%	26.7%	27.4%	29.2%	22.5%

Business Services gender pay and bonus gap

(All Hogan Lovells UK employing entities comprising secretarial and Business Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2023	2022	2023	2022	2023	2022	2023	2022
25.5%	26.3%	25.3%	24.8%	55.2%	46.2%	41.3%	43.5%

Partner total compensation gender pay gap

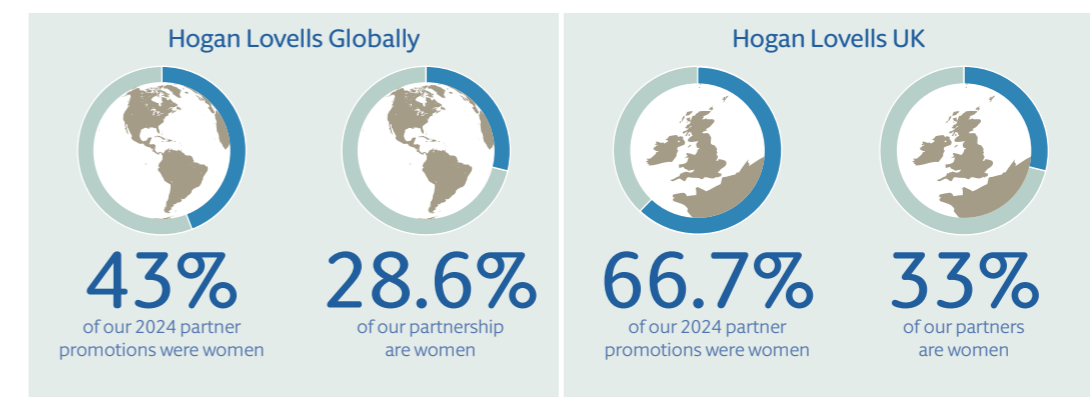
Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
31.9%	24.1%	32%	19.4%

Current year partner reporting data relates to the statutory reporting date of 5 April 2023 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2022. Previous year relates to the financial year ending 31 December 2021. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined gender pay gap

(All Hogan Lovells UK employing entities and total compensation for all partners)

2022/2023 Total compensation			
Mean		Median	
2023	2022	2023	2022
59.8%	61.9%	38.2%	44.6%



As of 1 January 2024

Ethnicity pay gap

- In line with our commitment to increase representation of ethnic minorities at all levels in the firm, we are voluntarily reporting ethnicity pay gap data for the sixth consecutive year.
- We rely on our people to provide their ethnicity data and 95% of our people have elected to share this information with us. Of that population, 20% identify as ethnic minorities.
- Even small changes to this group can cause a significant change to the overall mean and median ethnicity pay gap figures.
- Building on our strong record in graduate recruitment, a primary entry route for a legal career at our firm, we continue to focus closely on the retention, progression and inclusion of ethnic minority talent as we aim to improve representation at senior levels and close our pay gap.
- We are the first law firm to partner with Flair Impact, a racial equity technology company helping organisations to measure and build racially equitable cultures. We ran our second Race in the Workplace Survey in 2023, which 80% of our people completed, giving us a robust data set to understand attitudes and experiences of race in the workplace. We will use these insights to continue to deliver our Racial Equity Action Plan, launched in 2022.

Employees only ethnicity pay and bonus gap

(Hogan Lovells Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2023	2022	2023	2022	2023	2022	2023	2022
14.4%	16.9%	20.6%	24.6%	25.2%	24.9%	28.1%	17.8%

Partner total compensation ethnicity pay gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
40.3%	39%	32.8%	46.6%

Current year partner reporting data relates to the statutory reporting date of 5 April 2023 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12-month period as per Hogan Lovells financial year from 1 January to 31 December 2022. Previous year relates to the financial year ending 31 December 2021. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined ethnicity pay gap

(All Hogan Lovells UK employing entities and total compensation for all partners)

2022/23 Total compensation			
Mean		Median	
2023	2022	2023	2022
48.4%	54.7%	35.1%	44.1%

Sexual orientation pay gap

- We are deeply committed to LGBTQ+ inclusion. We believe that no one should be held back at work or in their personal lives because of their sexual orientation or gender identity. We are voluntarily reporting our sexual orientation pay gap data for the fifth year.
- We rely on our people to provide their personal data and 88.7% of our people have shared sexual orientation with us. Of that population, 4.5% identify as LGBTQ+.
- As a result, even small changes to the LGBTQ+ population can cause a significant change to the overall mean and median sexual orientation pay gap figures.
- We want to provide a safe and inclusive environment where each person has the freedom to be their authentic self. Since the launch of our global Pride+ allies network in 2017, we show our solidarity and ensure that within our firm community, our LGBTQ+ colleagues are respected, embraced, and supported. Our long-standing UK Pride network continues to support our commitment to retaining and advancing our LGBTQ+ talent as we work towards achieving our global diversity goal of 4% LGBTQ+ partners by 2025. Throughout 2023, 'The Culture Club' series brought members and allies together to discuss LGBTQ+ issues that are prevalent in a book, tv show, film or play and host a Q&A panel event around the theme.

Employees only sexual orientation pay and bonus gap

(Hogan Lovells Services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2023	2022	2023	2022	2023	2022	2023	2022
3.7%	-26.1%	8.4%	-65.3%	-11.9%	-24.2%	-56.9%	-43.4%

Partner total compensation sexual orientation pay gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
38.3%	43.1%	29%	51.2%

Current year partner reporting data relates to the statutory reporting date of 5 April 2023 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12-month period as per Hogan Lovells financial year from 1 January to 31 December 2022. Previous year relates to the financial year ending 31 December 2021. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined sexual orientation pay gap

(All Hogan Lovells UK employing entities and total compensation for all partners)

2022/23 Total compensation			
Mean		Median	
2023	2022	2023	2022
39.4%	27.4%	20.2%	-34.2%

Inspiring. Investing. Including.

Engaging difference to elevate everyone.

Our intention is to make a meaningful, positive impact on everyone at our firm by fostering an inclusive culture that celebrates and values difference and empowers our people to thrive as their authentic selves. As a strategic priority for the firm, we take a holistic approach to meeting our DEI goals and objectives to leverage the strengths of our people. Whether it is training and team building, sponsorship, mentorship, accountability through leadership or working with our clients, our core mission is to cultivate an inclusive workplace, to create more collaborative relationships, and further enhance our supportive and ambitious culture.

Our Global Diversity, Equity and Inclusion (DEI) plan is focused around five pillars:

-  **Accountability**
 - Our goals are to achieve 30% women, 15% racially/ethnically diverse and 4% LGBTQ+ lawyers in partnership in the US and UK by 2025.
 - The firm's accountability and commitment to DEI has been widely recognised by the legal industry resulting in numerous recognitions in 2023, including WILEF Gold Standard Certified for the fifth consecutive year and Social Mobility Foundation Top 75 Employer for the seventh consecutive year.
-  **Processes**
 - We have adopted a new system to simplify the pitch notification process and alert our lawyers when they have been added to a pitch. We continue to support the increased client requests for DEI information and have created a new global client services team to respond to these requests.
 - We want to provide support tailored to career stage and personal goals of our women. To that end, we continue to offer all of our recently promoted senior women lawyers and Business Services professionals peer coaching and networking across our EMEA region.
-  **Recruitment & Retention**
 - The DEI Global Managing Partner is a member of the Advancement Committee, and the DEI team also meet regularly with the lateral hiring partner and recruitment teams around the globe. We focus on our three year averages against hiring and advancement goals, and closely monitor our progress.
 - In 2023, we achieved Mansfield 2.0 Certification Plus in the UK for the second year running. This certification requires law firms to track and measure that they have considered at least 30% women lawyers from underrepresented racial/ethnic groups, lawyers with disabilities and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings.
-  **Culture**
 - Our CEO Miguel Zaldivar launched our Interactional Bias global education sessions with the goal to reach everyone across the firm and disrupt bias in the workplace. The DEI team has conducted over 100 hours of training, reaching over 2400 of our people.
 - Our seven employee networks cover gender equality, race/ethnicity, LGBTQ+, working families, generations, faith/culture and social mobility. Each network has its own purpose and mission, linked in with our DEI strategy and wider firm goals, and are a key part of driving an inclusive firm culture for the communities they serve and encouraging allyship.
-  **Clients**
 - We work closely with client relationship partners, industry sector leads, and marketing and business development to ensure we are delivering to our clients on DEI. This includes responding to the increasing requests coming from clients, collaborating with clients on DEI programming and recruiting, mentorship and training programmes, and supporting our clients in their own DEI efforts within their organisations.
 - We are proud to be a lead partner firm in the General Counsel Diversity & Inclusion Initiative (GCD&I) on its LGBTQ+ and social mobility workstreams, and to partner with a number of our clients through the Interlaw Model Diversity Survey.

Find out more about our approach to DEI across EMEA in our 2023 [Year End Review](#)

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