

UN Global Compact

Communication on Progress 2021

[Open document >](#)



Contents

Statement
from our CEO

03



Being a
responsible
business

05



Delivering
legal solutions
for our clients

16



Contributing
to society

26



Contacts

38





Statement from our CEO



Statement from our CEO

As I think about everything that has happened over the last year, it has been important to reflect on some of our firm's accomplishments that we have achieved in that time.

Keeping our firm's unique culture and our people safe have been among our top priorities. The determination that our people have shown in the past year – in overcoming the challenges of COVID-19 and the impact on our lives, our firm, our personal interactions, and our clients' businesses – is exceptional and I am very grateful.

Demonstrated through our people's strong commitment, we have been delivering on our vision and strategic priorities, including putting clients at the center of everything we do and working in a collaborative way.

Diversity & Inclusion and Responsible Business continue to be at the top of our global agenda. We created a separate management division that deals exclusively with this important strategic priority, led by Susan Bright, our Global Managing Partner for Diversity & Inclusion and Responsible Business. In our annual Communication on Progress, I would like to share with you just some of our successes in how we operate as a business, through advising our clients, and by working in our communities.

We completed a firmwide rollout of unconscious bias training, and continue to support our people to enable the firm to reach our external and internal diversity goals. Our global and regional Business Services leadership teams are now comprised of a majority of underrepresented professionals.

We are also committed to playing a key role in driving sustainable growth – we launched the next stage of our global sustainability plan, integrating sustainability into all aspects of our business, including a target to be net zero by 2030 to address this objective.

Through our Pro Bono and Community Investment work, we spend more than 220,000 hours per year to achieve lasting positive impact for others. A personal highlight for me this year was how our teams rallied to support individuals at risk to leave Afghanistan by land and air. This is a fantastic example of Hogan Lovells at our best, collaborating across borders and bringing teams together to make a difference when people need it most. We were also honored to hold an official event with our client The Great Green Wall in Glasgow, Scotland at this year's COP26.

I accept that there is always more to be done and therefore we don't rest on our laurels, but with my leadership team and others in the firm we are steadfastly committed to using the law to build a better world.



Miguel Zaldivar
Chief Executive Officer
Washington, D.C.
miguel.zaldivar@hoganlovells.com



Being a responsible business



Responsible business at Hogan Lovells

Human rights

- Global Human Rights Policy >
- Modern slavery >
- Domestic abuse support >

Diversity & Inclusion

- Seeking different perspectives and creating a better work environment >
- Recognizing individual contributions and incentivizing strategic allyship and engagement >
- Inclusive communications >
- Diversity in pitches >
- Diversity Committee Sponsorship Program >
- Inclusion Allies >
- INCLUDED >
- Pay Gap Reporting UK >

Operating sustainably

- Progress to date >
- Our commitment to net zero >
- Robust reporting >
- Sustainable real estate >

Wellbeing

- Supporting our people >

Ethical behavior

- Global Anti-Bribery and Anti-Corruption Policy >
- Global Whistleblowing Policy >
- Global Fraud Policy >



Responsible business at Hogan Lovells

Human rights

Global Human Rights Policy

We have a [Global Human Rights Policy](#) which confirms that we respect and support international human rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

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.

In addition to being a Participant of the UN Global Compact, we have endorsed the [UN Guiding Principles on Business and Human Rights](#). We implement our respect for human rights through our management policies and processes and by providing education and training for our people.

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 that addresses risks in the area of modern slavery and ensures that appropriate measures are applied to assess, manage and minimise risk. This group comprises representatives from compliance, procurement and our Business and Human Rights practice.

Domestic abuse support

Hogan Lovells is a place where everybody can expect to be treated with dignity and respect, in line with our inclusive culture. We know that those who are impacted by domestic abuse cannot bring their best selves to work and our approach is to support those who are affected and bring awareness of the impact to all our colleagues.

In the UK, we have taken an innovative and holistic approach to tackling domestic abuse and have built our support framework centred on the following pillars: Policy, Key Stakeholders, Awareness, Training, and Expert Advice.

We work with Hestia, a UK based charity providing support to adults and children at times of crisis, to communicate to our people about this issue and this year we held an open awareness session for all our UK people. Looking forward, Hestia will commence training for our team of volunteer Domestic Abuse Champions who will raise awareness and be a fundamental support those to impacted by domestic abuse by sharing with colleagues the resources and support available through the firm as well as helping our people to have the conversation to seek the interventions they need.

Directly within our business, we have kept our Policy to Support our People Affected by Domestic Abuse updated and have enhanced our ability to provide support in emergency situations by offering accommodation for up to five days and financial support of up to £5,000 (non-refundable) to allow any colleagues to become financially and physically independent from the perpetrator of domestic abuse.



Read our [Modern Slavery and Human Trafficking Statement](#).

Responsible business at Hogan Lovells

Diversity & Inclusion

We are committed to nurturing an inclusive working environment where all our people can be themselves and feel empowered to succeed. We set ambitious goals to embody our vision for the demographic composition of our firm by 2025. Our published goals for women, racial/ethnic minority, and LGBTQ+ partners are in alignment with best practice and we have over 30 internal goals that are identity, office, and region-based to help us make progress.

Our D&I strategy is based on five pillars:

 Accountability	We hold ourselves accountable by establishing ambitious, attainable metrics, directing our efforts towards their achievement, and inspiring each of our people to invest in our colleagues.
 Processes	We focus on institutional change internally by implementing allocation processes to drive work and pitch opportunities to our underrepresented colleagues. We are active in the diversity industry in developing best practices. Instituting best practice processes ensures that all of our colleagues, regardless of background, have the best opportunity to thrive.
 Recruitment and Retention	We want the best and brightest talent at all levels, and take a holistic approach to attracting them, from briefing our recruiters on our expectations for diverse candidate slates to reviewing our recruiting and lateral integration requirements.
 Culture	Individuals are the bedrock of our culture. Ensuring that we are training members of our firm, starting from the top on unconscious bias and inclusive leadership while empowering allyship, is critical to ensuring a culture of belonging.
 Clients	Providing excellent client service is what we do at Hogan Lovells. Partnering with our clients, through collaborative forums focused on diversity and inclusion and other bespoke initiatives, only enhances that service.

Seeking different perspectives and creating a better work environment

Each of us helps create an environment where all of our people feel valued – where they are able to bring their differences to work and contribute to their fullest potential in all that they do. We all have unconscious biases that can unintentionally influence our decisions, therefore it is important to seek out different perspectives when making decisions and to pause, reflect, and challenge our decision-making criteria.

We hosted unconscious bias education globally for all our people and regional follow-on conversations to support that learning. The feedback from our unconscious bias sessions have reinforced how important it is to have open discussions about diversity & inclusion and unconscious bias and its implications. 70 percent of our people attended the live sessions or accessed the recordings with 88 percent of participants telling us there was some or significant improvement in their knowledge and understanding after the session.



Learn more about [how we are addressing unconscious bias](#).

Responsible business at Hogan Lovells

Recognizing individual contributions and incentivizing strategic allyship and engagement.

To increase retention through our support of our underrepresented lawyers, we have launched D&I billable credit hours across the firm. This allows time spent on approved D&I engagement to count towards billable hours thresholds for lawyer bonuses.

Activities eligible for billable credit:

- 1 Leading or organizing D&I events or diversity network initiatives.
- 2 Recruiting underrepresented professionals to the firm.
- 3 Mentoring or sponsoring underrepresented professionals.
- 4 Participating in allyship and action-orientated D&I programs that extend beyond education.
- 5 Preparing for and participating in client-related D&I activity.
- 6 Additional activities to be approved on a case-by-case basis.

The introduction of D&I billable hour credit is part of our global strategy to create and maintain a diverse and inclusive working environment throughout our firm, and at the highest ranks. It also supports our efforts to achieve our global women, racial/ethnic minority, and LGBTQ+ partner, as well as our women in management, goals. In addition to crediting our underrepresented people for the engagement they disproportionately undertake, we aim to ensure that everyone is invested in their colleagues in the ways that matter.

Inclusive communications

Increasing inclusivity in our communications is a best practice that helps us be accountable to our underrepresented colleagues, clients, and the talent we seek, and builds an inclusive culture where all of our people can thrive. At their request, we will also share this education with clients.

This one-hour training consists of top tips for communicating inclusively, examples of missed opportunities, and reference guides by diversity identity that provide suggested language alternatives.

Like learning anything new, communicating inclusively is a process that will become easier the more we do it. The training sessions are not meant to be prescriptive; rather, they are meant to provide guidance to those wishing to take the journey to increase their inclusive leadership capacity to respect underrepresented people.

Responsible business at Hogan Lovells

New D&I Initiatives

Diversity in pitches

In order to ensure that we put forward diverse client teams, the firm adopted a policy requiring at least 30 percent underrepresented people to be included in pitches and at least one woman partner if there is more than one partner included on a pitch. To support our compliance with the policy, notification processes were put in place to alert individuals when they have been included on pitches and when we have received the work from the client. To support additional compliance, there is an escalation process in place that involves members of our International Management Committee to help navigate challenges that may arise.

Americas Diversity Committee Sponsorship Program

Led by CEO Miguel Zaldivar, our Americas Diversity Committee has launched a revamped sponsorship program providing practice-based sponsors and mentors for nearly 300 underrepresented lawyers. We track utilization, client connections, and development on a granular basis to facilitate our retention and progression of underrepresented lawyers.

Inclusion Allies

We are launching the next cohort of our award-winning Inclusion Allies program in Asia-Pacific, this time in the China and Australia offices. This program combines online modules providing education on allyship and asks participants to set and track their own experiments relating to inclusivity in a peer accountability model.

INCLUDED

In the UK, we are piloting a development program including training and coaching to facilitate retention of racial and ethnic minority trainees as qualified solicitors. Both our trainee participants and our firm leadership benefited from reciprocal learning and engagement.

Pay Gap Reporting UK

Whilst the statutory focus of Pay Gap Reporting is gender, we have consistently gone beyond the statutory Gender Pay Gap Reporting guidelines. We have included partners in our reports since their inception, and we have voluntarily provided a breakdown of our lawyer and business services data by gender for the last two years. We also share our Ethnicity Pay Gap information and Sexual Orientation Pay Gap information.



Read our [Pay Gap Report](#)



Responsible business at Hogan Lovells

Operating sustainably

Progress to date

We recognize that operating sustainably is core to being a responsible business. How we choose to operate impacts future generations and we must play our part in protecting our people and our planet. We have developed a new global strategy that drives our efforts to operate sustainably and to respond to the activity and enthusiasm across the firm. We are focused on making measurable progress, driving change globally and empowering people to continue to make meaningful changes locally.



Watch a [short overview](#) of our [progress to date](#).

The 2021 IPCC report states that “Human influence on the climate system is now an established fact” and estimates that in the early 2030s we will exceed a 1.5°C increase in global average warming. To avoid the most significant effects of climate change, the world must reduce greenhouse gas emissions as quickly as possible and achieve net-zero emissions before 2050 at the latest.

Our commitment to net zero



We are a signatory to UN Business Ambition for 1.5°C and Race to Zero and we have committed to develop and implement Science Based Targets to reduce our carbon emissions and become net zero by 2030.

Some key actions in our global net zero strategy and transition plan include:

- Updated travel policy to provide greater visibility and/or accountability for emissions associated with travel, with the intention to provide each traveller in our firm with the ability to make smarter, environmentally conscious decisions.
- Updating our energy and real estate policies, focusing on reducing our greenhouse gas emissions, including targeting the use of 100 percent renewable energy and achieving firmwide accreditation of the environmental management system ISO 14001.
- Developing and implementing procurement policies for suppliers to ensure compliance with specific ESG standards and, where possible, to enable engagement in relation to improving the sustainability of their products and services.
- Conducting an audit of our existing supplier base at regional and office level and creating standards to guide local procurement decisions.
- Capturing, reflecting on, and learning from the lessons of COVID-19 to shape how we work going forwards and how this gives us an opportunity to reduce our consumption of materials in our future ways of working.

Responsible business at Hogan Lovells

Robust reporting

CDP



We submitted our first report to CDP based on 2020 data. Previously known as the Carbon Disclosure Project, CDP is considered to be the global gold-standard for helping businesses to measure, manage, disclose and reduce their greenhouse gas emissions.

More of our clients are demanding comprehensive sustainability reporting, and CDP allows us to provide those reports whilst also ensuring that we are meeting our vision of a thriving, resilient firm that works for both people and the planet.

As well as submitting our CDP report based on 2020 data, we collected data for 2019 which will be the baseline for setting our science-based targets to reduce our emissions to achieve net zero by 2030.

EcoVadis



Each year we complete a comprehensive assessment of our Responsible Business policies, actions, and results in order to comply with a client-driven survey through the global sustainability platform, EcoVadis. EcoVadis assesses our performance in four key categories, requiring formal supporting documentation to support our responses across Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The platform allows us to interact with clients as it relates to specific areas of improvement and collaboration to achieve better results.

American Legal Industry Sustainability Standards



The American Legal Industry Sustainability Standards (ALISS) Self-Assessment Tool, promoted by the Law Firm Sustainability Network (LFSN), is designed to help law firms measure the success of their environmental sustainability programs and discover opportunities to improve their sustainability programs. Each year we gather sustainability data in response to the ALISS survey questions for all our U.S. based offices in pursuit of ALISS certification.

We have previously been awarded ALISS Silver certification by the American Legal Industry Sustainability Standard. At the time of publication we were awaiting certification results for 2021.



Responsible business at Hogan Lovells

Sustainable real estate



Our offices account for a significant proportion of our carbon footprint and so we have developed Sustainable Office Design Principles that positively impact our people and the environment. This framework has enabled us to obtain sustainability certifications like LEED, in 23 of our offices, equivalent to over 65 percent of our entire footprint:

- 4 LEED Platinum offices
- 9 LEED Gold offices
- 1 LEED Silver office
- 4 BREEAM certified offices
- 5 ‘other’ Green Building certifications

We currently have renewable energy (or renewable energy credits) in Washington, London, Frankfurt, Munich, Hamburg and Dusseldorf, equal to 47.5 percent of our total real estate footprint, and are actively working to expand this to all of our offices across the globe where possible.



Responsible business at Hogan Lovells

Wellbeing

Supporting our people

As part of our global wellbeing framework, we focus on supporting the mental and physical health of our people. The global pandemic challenged us to consider and find ways to best connect with and support our people as we quickly pivoted to remote working. Our use of technology allowed us to continue to provide opportunities to invite our people to improve their overall wellbeing through seminars, virtual fireside chats, interactive instructor led exercise classes, guided meditation and healthy cooking demonstrations. Understanding and communicating caregiver and family support resources helped our parents navigate remote work and remote learning for their children.

All our people have access to an Employee Assistance Program providing consultation services. In the UK and the U.S., our independent counsellors were able to adapt by scheduling telephone appointments to ensure consistent access to a critical service. All regions participate in a wellbeing day, week, or month. 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.



Responsible business at Hogan Lovells

Ethical Behaviour

Global Anti-Bribery and Anti-Corruption Policy

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 out 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.

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.

Global Fraud Policy

The policy applies to everyone at Hogan Lovells including partners, lawyers, business and secretarial services, as well as all temporary staff and those who provide us with contract services. The policy requires everyone who works at the firm to act honestly and with integrity at all times and to report all actual, attempted or suspected fraud. Under the policy we will investigate all instances of actual, attempted or suspected fraud, whether committed internally or by suppliers or other third parties. Everyone at the firm is responsible for ensuring that fraud does not occur and for protecting the reputations and assets of the firm and its clients. The firm expects all persons covered by the policy to identify and report instances of known or suspected fraud committed by or against Hogan Lovells its clients, or third parties.





Delivering legal solutions for our clients



Delivering legal solutions for our clients

ESG practice

Representative experience >

Anti-bribery and anti-corruption

Representative experience >

Business and human rights

Representative experience >

Business Integrity Group (BiG)

Representative experience >

Energy transition

Representative experience >

HL BaSE: Business and Sustainable Enterprise

HLBaSE Training >

HLBaSE Catalyst >

HLBaSE Legal >

Representative experience >

JEDI practice

Representative experience >

Sustainable finance & investment

Representative experience >



Delivering legal solutions for our clients

ESG practice

We are an ESG market leader, assisting clients in navigating the web of related standards and requirements through our global, multi-practice and multi-sector team that comprises hundreds of lawyers, scientists, and other professionals.

Our advice is innovative, multi-jurisdictional, cross-practice and industry-focused, and our legally driven holistic approach to managing ESG issues draws on the full scope of our capabilities to drive long-term sustainable profits and maximise positive impact.

From working at the leading edge of sustainable finance issues to our experience in global regulatory and government public policy work, we help clients navigate the rapidly changing ESG landscape. Supported by our global network of 48 offices in 24 countries, our professionals across offices seamlessly work together to help clients meet regional legal requirements that fully capture reporting obligations and shifting standards.

We advise on laws and regulations driving ESG considerations, disclosure and reporting frameworks, embedding ESG commitments within legal and governance frameworks, engagement with policy-makers and regulators on ESG developments, best practices and training on people and cultural issues, supply chain and procurement processes, ESG considerations in corporate activities such as mergers or capital raising.

Representative experience

- A major multinational mining company on the design of a holistic fit-for-purpose funding and delivery mechanism for an increase in its global voluntary contribution investments.
- A global investment management firm on structuring an ESG framework for sustainability linked loans. Our advice includes providing guidance on minimum sustainability linked loans criteria, the alignment with their internal sustainability policies and ESG investment processes and analysis; external disclosure and reporting requirements; and guidance on setting of sustainability performance targets and key performance indicators.
- A real estate private equity fund on SFDR disclosure regulation and advising them in respect of its CSR and ESG investment policy.



Learn more about our [ESG practice site](#) which launched in 2021, and build your knowledge of key issues through our [ESG Academy](#).



Delivering legal solutions for our clients

Anti-bribery and anti-corruption

Global companies need anti-corruption related advice from local experts who have an international perspective. We have dedicated, on the ground anti-corruption teams in key regional hubs: London, Madrid, Milan, Moscow, Munich, Paris, Johannesburg, Shanghai, Singapore, Tokyo, Mexico City, Sao Paulo, Los Angeles, New York 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.

This year, we published the latest report in our annual [Global Bribery and Corruption Outlook](#) series, housed on our online [ABC portal](#). Each year, our compliance and investigations lawyers around the world take stock of the bribery and corruption trends of the preceding year and begin anticipating important issues of the next. Our 2021 publication explores trends in regulatory controls and enforcement actions, anti-bribery and corruption compliance programs, and (virtual) investigations across a number of regions and sectors.

Our ABC portal also includes our recently launched [Global Investigations Guide](#). Building on our previous coverage for Latin America and Europe, our latest interactive guide reflects on new laws and trends affecting internal investigations across Europe, Eurasia and the Americas, and aims to provide an easy reference point for clients on the most pressing issues that arise during internal investigations.

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. We are also assisting with various compliance risk evaluations, audits and inspections for ZTE’s operations around the world to ensure the client can continually optimize its control framework and take appropriate disciplinary actions against any offending persons.
- UN Office on Drugs and Crime on updates to its anti corruption e learning materials for private sector organizations and on its on-going work to fight corruption in sport.

Delivering legal solutions for our clients

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 preventing and reporting on modern slavery, supply chain transparency, human rights due diligence, risk assessment and deal approvals, through to investigations of adverse human rights impacts and human rights related litigation. We have acted in some of the leading cases in this field, wherever, and however, they were brought: in the U.S. under the Alien Tort Claims Act, in English parent company liability cases, and in other courts exercising universal jurisdiction over alleged complicity in international crimes.

Representative experience

- A U.S. subsidiary of a global food and beverage company on an appeal against claims under U.S. law relating to alleged human rights conditions in its supply chain in Africa. We successfully argued, among other things, that an attempt to impose liability under a U.S. law framework for actions untethered to the U.S. risked international conflict and threatened voluntary efforts with respect to supply chains.
- A global engineering and manufacturing business on the adoption of a human rights policy, risk mapping its supply chains, and supplier due diligence and auditing. This 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.
- We participated in the European Commission's consultation on proposed legislation to introduce mandatory human rights and environmental due diligence, and submitted a formal response based on a roundtable and individual interviews, where we canvassed the views of key clients of the firm on the proposed due diligence duty.
- We have advised clients from almost all industry sectors (most commonly life sciences, oil and gas, finance, retail, and technology) on the scope and applicability of the French Duty of Vigilance Law, and assisted with their approach to supply chain human rights due diligence in a global context, frequently in connection with business operations in Africa.



Delivering legal solutions for our clients

Business Integrity Group (BiG)

Our Business Integrity Group is a part of our ESG practice, focused on advising 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

- Providing an in-depth workshop for an international telecom company on aligning, activating, and embedding the SDGs with its corporate purpose and specifically within the legal team.
- A training session for a Japan-based diversified holding company on key issues related to the organization's values, growth strategy, and specific ESG opportunities and considerations.
- The UK Meteorological Office on ESG issues in the context of maximising the impact of their £multi-billion investment in a state-of-the-art supercomputer by requiring potential providers to commit to generating a positive social impact within the UK (in addition to the inherent benefits of a materially better weather forecasting system) with a focus on environmental and carbon impact as well as local employment, education and up-skilling.



Delivering legal solutions for our clients

Energy transition

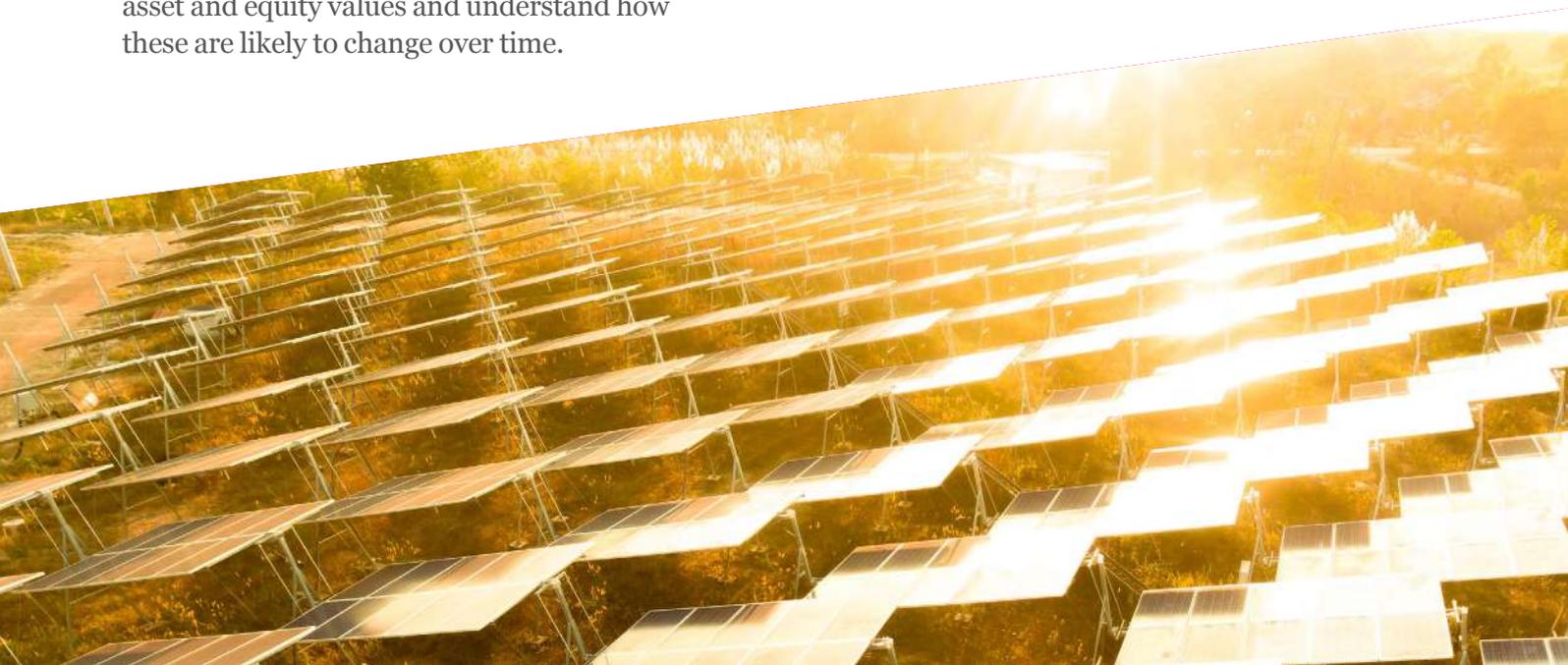
Energy transition is affecting all our clients and not just those traditionally active in the energy sectors. The impact varies between different organisations and sectors but can include:

- A need to understand and comply with new laws, regulations and standards.
- Commitments to sustainability, ESG, climate change resilience and reduced emissions.
- A need to impose new compliance requirements on supply chains and in investment evaluation and asset management.
- Raising green or sustainable finance or seeking green or sustainable investments.
- Purchasing green energy and renewable solutions.
- Purchasing other energy efficient and low carbon products, services and solutions.
- Pivoting their business or creating new business lines or businesses to provide energy efficient and low carbon products, services and solutions and away from fossil fuels.

We are supporting clients with transactions and advice across this evolving ecosystem. This allows us to target the key issues that drive underlying asset and equity values and understand how these are likely to change over time.

Representative experience

- German-Swedish project developer SVEVIND Energy GmbH on the development, project planning, financing and implementation of one of the world's largest green hydrogen projects, which will be built with approximately 45 gigawatts of wind and solar farms in the vast steppes of Kazakhstan.
- The Crown Estate on its 8GW tender process to award offshore wind capacity and seabed rights (enough to power over six million homes) to the market in line with Government and industry appetite for 40GW of operational offshore wind capacity by 2030 and the UK's Government commitment to achieve net zero emissions by 2050.
- The lenders to the Tulu Moye 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.



Delivering legal solutions for our clients

HL BaSE: Business and Sustainable Enterprise

HL BaSE is our social impact practice. We provide practical, commercial advice to social enterprises and mission-led businesses, and we act as advisors to impact investment projects. We lead a number of innovative programmes designed to leverage support and advice for our impact economy clients, and our mission is to provide accessible legal support for business as a force for good. We work in three key areas:

HLBaSE Training

All our newly qualified lawyers attend our business and social enterprise school. HLBaSE Training encourages junior associates and trainees to think about the social impact our clients have as well as the commercial context in which they operate. The programme is delivered in partnership with Ashoka and is currently offered in Europe, Asia, and the U.S., as well as to key clients around the world. Many associates and trainees go on to provide these clients with six months of pro bono support.

HLBaSE Catalyst

We offer a series of afternoon workshops in which social entrepreneurs can receive bespoke and confidential advice on a particular legal issue from a small team of subject-matter experts comprising lawyers from Hogan Lovells and its participating clients. HL BaSE Catalyst also provides guidance to social enterprises in other areas of business, such as marketing and human resources, drawing on the expertise of Hogan Lovells' Business Services teams.

HLBaSE Legal

Our legal practice is operated on a not-for-profit basis, offering low bono or pro bono support to social enterprises. HL BaSE Legal works to address any legal issues that are a barrier to scale

and sustainability, whether that is by supporting social enterprises to become investment ready, restructuring growing social enterprises or protecting the intellectual property rights of social enterprises.

Representative experience

- Rivers Trust and Wyre Rivers Trust on a pioneering project which is developing innovative funding opportunities for implementing Natural Flood Management (NFM) measures on the River Wyre and its tributaries. The aim of the project is to attract natural capital investment and build a credible case for green investment to restore our river landscapes. The project is being delivered by The Rivers Trust, Wyre Rivers Trust and Triodos Bank in partnership with Environment Agency, United Utilities, Triodos Bank, Co-op Insurance, FloodRE, and The Woodland Trust with funding from Esme Fairbairn Foundation, Environment Agency and Defra.
- The founder and designer of Riversimple's Rasa hydrogen fuel cell car which is leading the way in clean vehicle technology and energy transition. Riversimple's model of distributed manufacture and vehicle leasing strategy provide a platform to increase employment opportunities in low income areas and ensures the right commercial incentives in the business model to promote sustainability. The car was highlighted at COP26 as part of HRH The Prince of Wales's Terra Carta programme.
- SafetyNet Technologies, which has developed products that could lower bycatch by 90 percent and improve fishing revenues by up to 25 percent by using light emitting devices to help fishers catch the right fish. It has developed underwater lights that fit to fishing gear with a science-based service to reduce bycatch of unwanted species and tackle some of the biggest issues facing the commercial fishing industry.

Delivering legal solutions for our clients

JEDI practice

Global crises like the COVID-19 pandemic, macroeconomic and political uncertainty, and a racial reckoning have reinforced the need for every organization to embrace and embody justice, equity, diversity and inclusion (JEDI) in every aspect of the way business is done. We have launched a hybrid practice combining practical legal advice (including our employment, privacy, crisis and investigations practices) with JEDI expertise, to assist our clients. To assist our clients from resolving crises to creating a strategy to implementation. We both partner with and advise our clients on JEDI issues focused on ingraining accountability, revamping processes, bolstering recruitment and retention, and enhancing culture. We help clients respond to JEDI crises and to embed credible JEDI initiatives within their businesses.



Delivering legal solutions for our clients

Sustainable finance & investment

Our Global Sustainable Finance & Investment practice brings together a multidisciplinary global team and provides clients with best-in-market support in this mission-critical area. We help our clients stay ahead in this rapidly evolving sector through delivering tools, products and solutions to overcome the challenges facing the sustainable finance economy.

We position our advice within the wider ESG landscape, identifying risks and also opportunities. Innovation is a core part of the strategy and the team meets regularly in order to create and consider innovation – the use of existing tools in different contexts and the creation of new tools and systems.

Against this backdrop, we highlight the importance of Sustainable Development Goal 17. In order to mobilise capital and create an efficient, scalable sustainable finance ecosystem, partnerships and collaboration are crucial. Our lawyers are tasked with servicing our clients but also contributing to the development of the sector. We are creating products and sustainable finance roadmaps with the 2X Challenge, GenderSmart's JEDI, European Leveraged Finance Association, Loan Market Association, Global Steering Group for Impact Investment, among many others.

We bring sustainability to every finance transaction, create innovative solutions combining guidance, legal expertise, project management, and alignment of ESG strategy to facilitate sustainability. An important part of this is raising awareness, education and training in collaboration with and aligned with international organisations, trade associations and law and regulation; thereby allowing our clients to navigate the complex, wide-ranging set of issues when considering sustainable finance and investments.

Representative experience

- A global investment management firm and an international investment bank on structuring an ESG framework for sustainability linked loans. Our advice includes providing guidance on minimum sustainability linked loans criteria, the alignment with their internal sustainability policies and ESG investment processes and analysis; external disclosure and reporting requirements; and guidance on setting of sustainability performance targets and key performance indicators.
- Financial institutions, asset managers and private equity funds on the Sustainable Finance Disclosure Regulation, the EU Taxonomy Regulation, the risks associated with greenwashing and SFDR product and entity requirements.
- Syndicate of banks in connection with the issuance of the €300 million unsecured sustainability-linked senior notes due 2028 by Rexel. This was one of the first sustainability-linked high yield bonds issued in Europe.
- Clients from the financial services sector on the scope and applicability of the French Duty of Vigilance Law, and represent them in associated claims.
- Republic of Ecuador on the issuance of a Sovereign Social Bond in the international markets for US\$400 million, with Goldman Sachs as underwriter and placement agent. The issuance is allocated to finance the government program Casa Para Todos, which aims to provide access to decent and affordable housing to medium and low income families.

Contributing to society



Contributing to society

Strategic themes and partnerships

- Advancing racial justice >
- Empowering women and girls and supporting youth >
- Supporting innovation in environmental protection and advancing our sustainability goals >
- Peace and reconciliation >
- External crises and change >
- Technology for peace >
- Rewilding Hogan Lovells >

Pro Bono

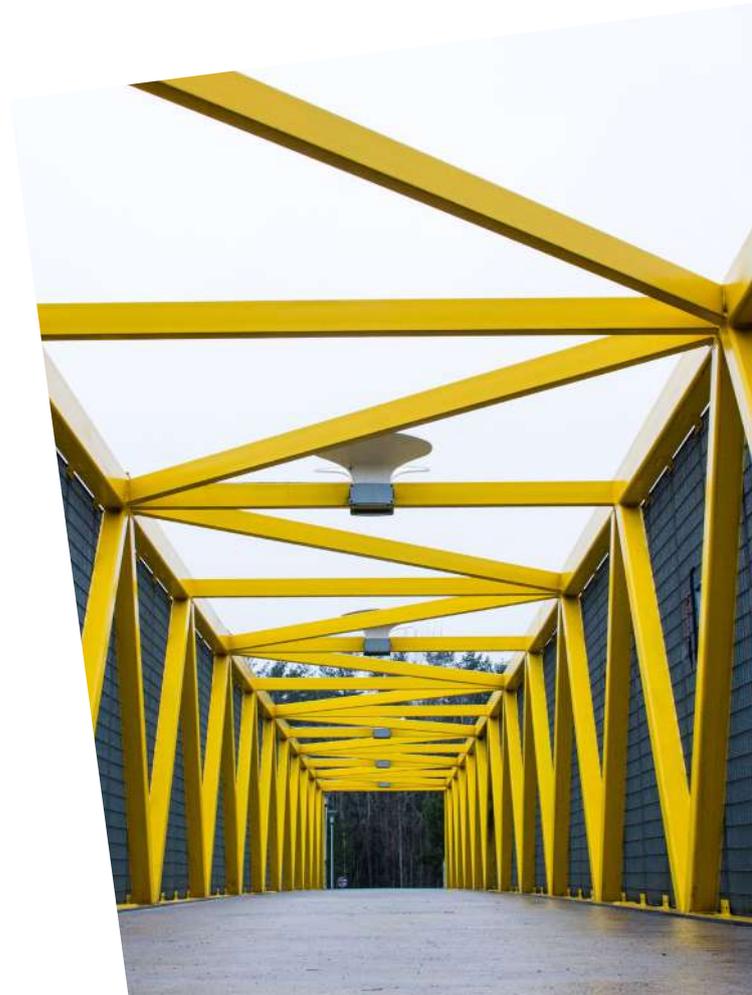
- Finally vindicated >
- Self-dependence for refugees >
- Preventing domestic violence against women and girls >
- Fighting the dark side of globalization >
- Extending a lifeline >
- Gendersmart Justice, Equity, Diversity and Inclusion >
- The line that unites at COP26 >
- Planting for our future >
- Supporting environmental legislation >
- Client connections >
- Mobilizing in an emergency >

Community Investment

- Getting on the map >
- Combatting youth unemployment >
- Rewilding with The Economist Foundation >

Fundraising Partnerships

- Providing care for patients with COVID-19 >
- Humanitarian assistance for those who need it most >



Contributing to society

Strategic themes and partnerships

Our work supports the achievement of the UN Sustainable Development Goals (SDGs) through our five strategic themes and our key strategic partnerships. Everyone at Hogan Lovells is expected to devote at least 25 hours each year to approved pro bono and community investment work. This commitment is part of our cultural DNA and collectively we spend over 220,000 hours per year on work to benefit others.

Advancing racial justice



Empowering women and girls and supporting youth



Supporting innovation in environmental protection and advancing our sustainability goals



Peace and reconciliation



External crises and change



Contributing to society

Technology for peace

PeaceTech Lab (PTL) is our global nonprofit partner. Their mission is to reduce violent conflict around the world using technology, media, and data. Our ongoing initiatives with PTL embody the key goals of our firm to promote peace and justice and contribute to the achievement of SDG 16. We're operating at the intersection of law, policy, innovation, and technology. Our work to date includes a global hate speech initiative, a COVID-19 violence tracker, and workshops on the use of technology to promote racial justice and social change.



Learn more about the [making of the COVID-19 violence tracker](#).

Rewilding Hogan Lovells

We are supporting a pioneering initiative to make Europe a wilder place. As part of our sustainability program to promote biodiversity and environmental protection, Hogan Lovells is proud to support a progressive and hugely successful nature conservation initiative: Rewilding, a systematic approach to transform vast land areas into wild nature.

Rewilding is a story of hope: for once, humans are not at the origin of nature destruction but rather the creators of a new wild, where biodiversity can flourish, where climate change is countered thanks to large intact land areas turning into carbon sinks, and where local traditions can thrive in harmony with nature.

Since the beginning of 2019, we have been committed to financing rewilding efforts in Selkie, Finland, where a poisoned moon scape of a former peat extraction site is transformed into an emerging and thriving ecosystem by our partner Snowchange Cooperative. The learnings from our site in Finland can contribute to other rewilding sites around the world. To support Rewilding efforts more broadly, we are also providing pro bono legal advice to Snowchange, Rewilding Europe, The Wildlife Trusts, and Rewilding Britain, organisations that are instrumental in spreading the rewilding approach across Europe.



Listen to our [Rewilding Hogan Lovells podcast](#).



Contributing to society

Pro Bono

Finally vindicated

A North Carolina jury rendered a US\$75 million verdict in favor of our clients Henry McCollum and Leon Brown, two Black men who had been wrongfully convicted, sentenced to death, and spent 31 years in prison for a crime they did not commit. McCollum and Brown, both intellectually disabled, were convicted for the 1983 rape and murder of a young girl. McCollum was 19 and Brown was 15 when they were interrogated and were coerced into signing false confessions written by law enforcement officers. They were both sentenced to death, and McCollum was on death row for 31 years, becoming the longest serving death row inmate in North Carolina. Brown, who was 16 when he was convicted, became the youngest person on death row. The men were released in 2014 after DNA evidence uncovered by the North Carolina Innocence Inquiry Commission proved that a serial rapist and murderer—who lived 40 feet from the crime scene—had killed the 11-year-old. The verdict is the largest in U.S. history in a wrongful conviction case.

Self-dependence for refugees

As part of our HL BaSE program, we supported Mygrants with pro bono legal advice on GDPR, data privacy and compliance, anti-money laundering laws and EU digital wallets. Mygrants is an educational online platform facilitating the recognition and development of migrants and refugees' skills in Italy. Their free, app-based learning platform makes legal support and essential information regarding the Italian asylum process more accessible from departure to disembarkation. With a set of thematic-quiz modules in English, French and Italian, the app assists new arrivals through their mobile devices on their journey to self-dependence and integration in their host country.

Preventing domestic violence against women and girls

We supported the Womanity Foundation in their selection of candidates for this year's Womanity Award which seeks to support innovative programmes to prevent domestic violence against women and girls. A team of volunteers across our APAC and EMEA offices conducted legal due diligence and verified the backgrounds of the 20 shortlisted candidates for the second time. Our global Chair, Marie-Aimée de Dampierre, was also a judge and Advisory Board member for this year's Awards.

Women and girls are subject to different forms of violence from family members across their lives, with widespread experiences of abuse during childhood, adolescence, and adulthood. It includes violence perpetrated by a family member, a carer and a current or former intimate partner. There are many manifestations of domestic violence including: physical, sexual, psychological, emotional and economic abuse, and controlling behaviors.

Contributing to society

Fighting the dark side of globalization

We were awarded Asian Pro Bono Initiative of the Year by Asia Legal Awards, for the firm's counter trafficking work in Vietnam with Pacific Links Foundation. Pacific Links Foundation (PALS) is a U.S. NGO based in Vietnam which leads counter-trafficking efforts at the frontiers of Vietnam by increasing access to education, providing shelter and reintegration services, and enabling economic opportunities. Since 2017, Hogan Lovells and PALS have been working together to better understand and support efforts to combat trafficking from Vietnam. These projects give greater voice to PALS and their beneficiary families, and raise awareness in Vietnam of its position as a source country for traffickers in order to mitigate the incidence of trafficking from more vulnerable communities. We have used the firm's international global network of offices to support PALS and our positioning at the intersection of civil society and government to help influence UK Government policy on this issue. This unique cross-office collaboration led by our Vietnam office with additional advice from our European offices, serves to support PALS' focus on bringing about accountability of those who have participated in the trade in human beings.

Extending a lifeline

Our Baltimore colleagues have made a substantial impact on survivors of abuse, providing the legal expertise necessary to allow The Sexual Assault/ Spouse Abuse Resource Center (SARC) to renovate and expand its facilities.

We assisted SARC in the negotiation of a construction contract and related agreements for the renovation and expansion of its shelter and communal living environment for survivors of abuse and their children. The project includes renovating more than 3,300 sq. ft. of an existing shelter and a 7,200-sq.-ft. two-story addition.

The expansion will provide a material increase in SARC's capacity to serve survivors of abuse and their children. The renovated and expanded space will provide increased privacy, substantially improved facilities, improved accessibility for those with disabilities, exercise rooms, children's play areas, and more. The project focuses on improving and promoting wellbeing and healing.



Contributing to society

Gendersmart Justice, Equity, Diversity and Inclusion

Our Sustainable Finance & Investment practice has an exclusive legal partnership with GenderSmart's Justice, Equity, Diversity, and Inclusion (JEDI) project focused on catalysing the incorporation of gender, racial and ethnic justice into global sustainable finance and investment decisions within public and private markets. As well as providing pro bono legal advice we are working towards the creation of a JEDI toolkit and microsite to amplify JEDI issues and enable financial institutions and investors to apply a JEDI lens to their investments.

The line that unites at COP26

We hosted a documentary and panel discussion on the Great Green Wall at COP26 in Glasgow, Scotland. The event highlighted the uniquely ambitious African-led project that aims to build an 8,000km corridor of plants and trees in the Sahel region at the southern border of the Sahara desert, from Senegal in the west, to Djibouti in the east.

Inna Modja, singer and artist, introduced the powerful documentary “The Great Green Wall” which follows Inna as she follows the proposed route of The Great Green Wall, uncovering the human stories that highlight the urgency of the climate crisis in the Sahel and illustrate the power of community-led projects.

After the screening of the documentary, Andrew Skipper, Head of the Africa Practice at Hogan Lovells, was joined by Kemo Fatty, Head of Community Engagement at Civic & Founder of Green Up Gambia, Andrea Ledward, International Biodiversity and Climate Director for Defra, and Pierre Rousseau, Senior Strategic Advisor for Sustainable Business at BNP Paribas to highlight the need for global support of this regional project to address climate change, and how to translate political will into grassroots-led action.



Watch the trailer for [The Great Green Wall Documentary](#).



Contributing to society

Planting for our future

We have been advising Futuro Forestal, who developed the Generation Forest concept. Their vision is to create a better world with an environmental infrastructure that is economically viable and in harmony with nature.

Generation Forests are permanent and biodiverse tropical forests that are profitable and generate environmental and social benefits – forever. To plant generation forests, they cooperate with forward-thinking investors interested in balancing long-term returns with environmental and social benefits, to tackle climate change and related environmental challenges. We are supporting the establishment of a newly founded holding company which creates an opportunity for qualified investors to help them scale their work.

Supporting environmental legislation

We are supporting Sociedad Peruana de Derecho Ambiental whose mission is to promote policies in environmental legislation, and on the design and implementation of instruments that favor sustainable development under principles of governance, equity and justice in Mexico. We researched environmental legislation related to regulations of transportation infrastructure (road, rail or waterways) and hydroelectric projects and also produced a legal handbook of all marine legislation in the Sea of Cortez.

Client connections

Our Northern Virginia office is working with our client, Spotify, and the ACLU to monitor COVID-19 conditions at Virginia Department of Corrections (VDOC) facilities. Pursuant to a settlement agreement with the ACLU, VDOC must meet certain standards of care relating to COVID-19 for incarcerated individuals. More than a dozen of our people have joined forces with Spotify to interview prisoners and compile reports on facility conditions so that the ACLU can verify compliance. Through this partnership, we have assisted individuals like Mr. Hayes, a 47-year-old with severe and chronic asthma, in securing early release from facilities experiencing COVID-19 spikes.

In a separate collaboration with firm client, BASF, we participated in a Street Law program for students at Barringer High School in Newark, N.J. Street Law sponsors a number of programs intended to better educate high school students about law and government.

Mobilizing in an emergency

We are providing support for the evacuation of foreign nationals, visa holders, and refugees from Afghanistan during and after the withdrawal of U.S. and British forces. Well over 200 lawyers and business services professionals from the firm's Americas, Asia-Pacific, and EMEA offices have volunteered to provide assistance with evacuations that have resulted in hundreds of individuals leaving the country; as well as working on ongoing visa applications, humanitarian aid, and other legal and logistical support to help these efforts to achieve intermediate and final resettlement. At the time of publication, these efforts remain ongoing and evolving to the ever fluid situation on the ground, in transit, and in resettlement countries.

Contributing to society

Community Investment

Getting on the map

We continue to partner with Missing Maps and collaborate with colleagues across the firm as we map buildings via satellite imagery as part of our global Mapathons. This work supports international and local humanitarian organizations to use the maps and data to better respond to crises affecting the area.

During our first global Mapathon over 130 volunteers made 10,600+ edits to the map, adding 8,950 buildings and over 365 km of roads. Our volunteers helped map remote areas of Peru to assist the government in responding to COVID-19. As a result of the maps created during our Mapathon, the government was able to deliver oxygen to people suffering from COVID, as well as assisting healthcare authorities in managing data about health implications in the region. Our most recent collaboration focused primarily on Zambia where our mapping of buildings supported the generation of data for a USAID Local Impact Governance Activity. This will help Zambia build a sub-national system of governance for devolved service delivery that is responsive to citizen needs.

Combatting youth unemployment

We support the JOBLINGE Initiative which provides disadvantaged, unemployed young people with the opportunity to participate in an apprenticeship with the view to gaining long-term employment. 100+ colleagues across Germany are supporting young adults participating in the program.

JOBLINGE focuses on outcomes, aiming for fast but sustainable job placements. The six-month program which has a placement rate of more than 70 percent is a faster, cheaper, and more scalable alternative than similar programs and it is growing rapidly. To date, 9000+ young people have participated in this program.

The program comprises professional vocational orientation, tailored skills coaching, cultural and sports activities, group projects in the orientation phase, real job opportunities at partner companies during the trial and practical phases, and enables participants to take responsibility for their own lives. We support JOBLINGE with 1:1 mentoring, job interview training, pro bono legal advice, and financial donations.



Watch our [award winning short film](#) on our partnership with JOBLINGE.

Contributing to society

Rewilding with The Economist Foundation

We collaborated with The Economist Educational Foundation to produce educational resources published globally to a network of 2,000 schools, and distributed to Hogan Lovells' partner schools and community groups.

The aim of the project is to enhance students' understanding of the importance of rewilding; how different countries are protecting, restoring and creating habitats supporting species; and exploring natural solutions to climate change. Students discuss real-life examples of rewilding projects, including those by Snowchange Cooperative, Rewilding Europe, The Great Green Wall and The Wildlife Trusts before deciding which rewilding project is right for a fictional island.



[Download the educational resources.](#)



Contributing to society

Fundraising Partnerships

Providing care for patients with COVID-19

As the pandemic continued to impact countries and communities around the world, we launched a global emergency fundraising appeal to support our long-standing partner Médecins Sans Frontières/ Doctors without Borders (MSF) in bringing life-saving assistance and protection to vulnerable people which raised US\$37k, including firm match, which was specifically earmarked to MSF's emergency COVID-19 response. MSF is an international, medical humanitarian organization working in more than 70 countries around the world, and provide free medical care to people who need it. MSF's teams are directly responding to the COVID-19 pandemic in over 40 countries.

Humanitarian assistance for those who need it most

The rapid advance of the Taliban, the collapse of the Afghan government and the ensuing displacement of Afghan families has created a harrowing crisis. Many Afghans, in particular women and girls, say they fear for their lives and their liberty, concerned that progress made in the last 20 years will be lost under Taliban leadership. In response, we launched a global emergency fundraising appeal in support of the International Rescue Committee which raised US\$62k, including firm match, for their work in Afghanistan. The IRC has worked in Afghanistan through three decades of crises with over 1,700 staff – 99 per cent of whom are Afghan nationals – working in thousands of cities and villages throughout the country. Across every program they prioritize reaching women and girls.



Contacts



Contacts

**Susan Bright**

Global Managing Partner for Diversity
& Inclusion and Responsible Business
London
susan.bright@hoganlovells.com

**Debra Hay**

Responsible Business Senior Manager
London
debra.hay@hoganlovells.com

**Bendita Cynthia Malakia**

Global Head of Diversity & Inclusion
Washington, D.C.
bendita.malakia@hoganlovells.com

**Alaiki Harris**

Director of Benefits and Wellbeing
Washington, D.C.
alaiki.harris@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
São Paulo
Shanghai
Shanghai FTZ*
Silicon Valley
Singapore
Sydney
Tokyo
Ulaanbaatar*
Warsaw
Washington, D.C.

*Our associated offices
Legal Services Center: 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 2021. All rights reserved. WG-REQ-267