

The logo consists of the words "Hogan" and "Lovells" stacked vertically in a black serif font, centered within a solid lime green square. The background of the entire page is a vibrant, abstract pattern of overlapping diagonal lines in shades of purple, yellow, red, and blue, creating a sense of depth and movement. A white diagonal shape cuts across the left side of the page, framing the text.

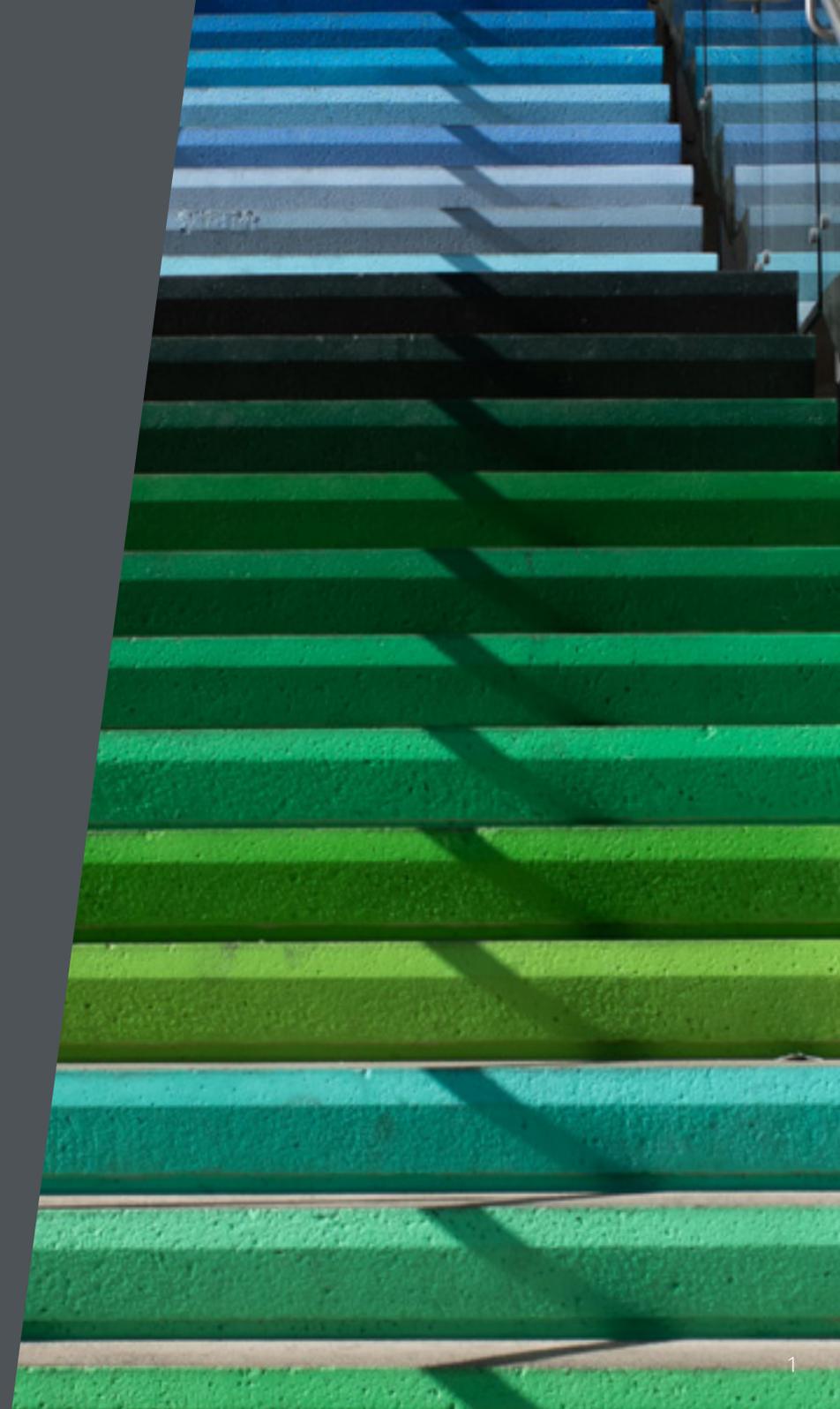
Hogan
Lovells

Responsible Business report

2023

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Introduction

Leadership statement

The world is changing very quickly. It faces many challenges: from economic disruption on a global scale, conflicts and wars, drought, famine, and extreme weather events. All these take place against a global backdrop of extreme social inequity.

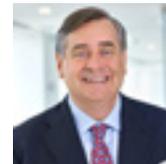
At Hogan Lovells, we have created a culture which does not dwell on the problems. We seek to rise to meet them. We pride ourselves on being a firm which supports business and that grows the economy while supporting our people and our societies.

We accept that we impact society and the environment through our operations and we place our responsible business agenda at the heart of our firm. We have recently engaged with a range of internal and external stakeholders as part of a double materiality assessment. The results of this exercise will inform our strategy and reporting going forward as we work to meet the expectations of our people, our clients, and our communities.

In this year's Responsible Business report, we share with you our actions to date, our plans to achieve our goals and we feature some of our recent achievements. Highlights for us include attending our Allverse DEI conference, validation of our Science Based Targets which include a commitment to be net zero across all our scopes by 2050, and supporting

our people to deliver 244,000+ volunteering hours to benefit our communities, with 156,000+ hours dedicated to pro bono legal work.

We are proud to lead an elite global law firm which has an ambitious and supportive culture for our people. We work hard towards being a responsible business. There is always more to do, but we are well placed, and ready, to respond to the challenges ahead.



Miguel Zaldivar
Chief Executive Officer



Michael Davison
Deputy CEO

Diversity, Equity & Inclusion (DEI)

Fostering an inclusive culture

Diversity, Equity & Inclusion (DEI) to us means fostering an inclusive culture that celebrates and values difference and empowers our people to thrive as their authentic selves.

DEI is a strategic priority, and we take a holistic and disciplined approach to identifying and meeting our DEI goals and objectives, which are critical to the success of our firm. Whether it is working with our clients, increasing awareness, ensuring accountability through leadership and management, strengthening networks and communities, both internal and external, and focusing on our people, through training, sponsorship and mentorship, our core mission is to cultivate an inclusive workplace, to create more collaborative relationships, and further enhance our supportive and ambitious culture.

Our Global DEI strategy comprises five pillars and our core diversity strands of gender, racial and ethnic diversity, LGBTQ+, and disability, provide us with a lens and perspectives from our underrepresented people through which to drive change.

We have Board and International Management Committee endorsed goals that are identity, office, and region-based focused on the levers of recruitment, retention, and advancement. These are aligned with best practice and are regularly reviewed to ensure we continue to make progress and to support our market leading ambitions.



Embedding DEI in firm processes

We are working to apply a DEI lens to all of our firm processes. Our investment in a global data analytics solution allows us to identify trends, patterns and other changes over time in recruitment, retention and progression within our firm and among peer firms, and to use these insights to make data driven decisions to support our efforts.

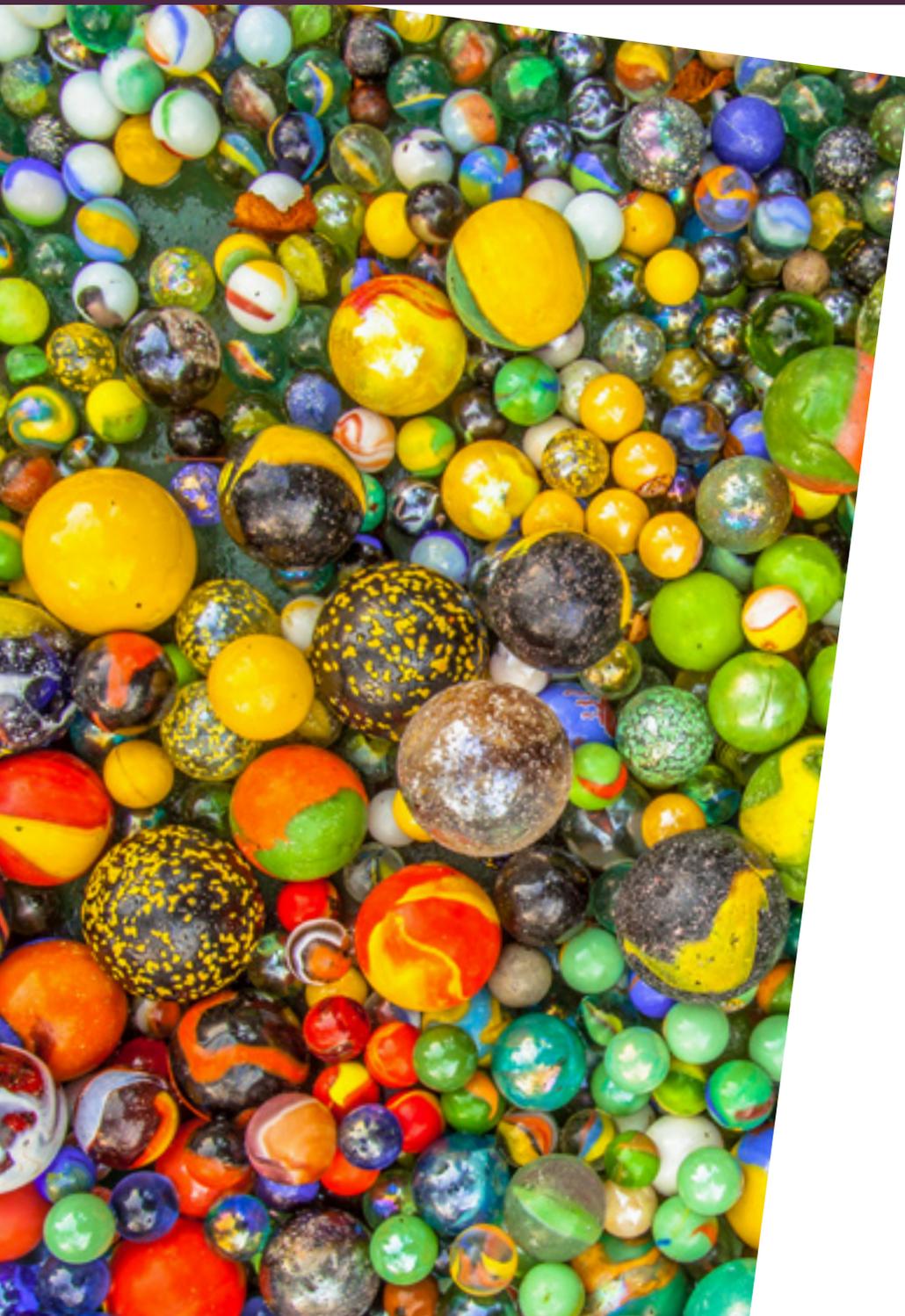
Our Diversity in Pitching Policy continues to support the formation of diverse pitch teams, engagement with key clients and facilitating access to meaningful work for our underrepresented lawyers. Our pitch tracking system automatically notifies lawyers when they are included in a pitch opportunity and when a result has been received to help promote the equitable inclusion of underrepresented colleagues.

In the United Kingdom (UK), we are the first law firm to partner with Flair Impact, a racial equity technology company which helps organizations measure and build racially equitable cultures. The initial survey, which had a 79% completion rate - the highest of any client Flair has worked with to-date - provided data on key areas, including racist behaviors, levels of racial awareness, and inclusion barriers, enabling us to create a racial equity plan based on key recommendations to guide interventions. As we enter the second phase of the partnership, we will be able to measure the impact of actions taken.

Disrupting bias in the workplace

Interactional biases – or microaggressions - are unintentional comments or actions deriving from stereotypes or assumptions. They are common and can have negative impacts and consequences. We launched our “Interactional Bias” global education sessions with the goal to reach all our people and disrupt bias in the workplace. To date we have conducted 100+ hours of training online and in person, reaching 2600+ people. Our Board, International Management Committee, and Global DEI Committee have all participated in this training.





Recognition for our actions

The Mansfield Rule has become the pre-eminent standard by which law firms track and measure the extent to which they have considered a broad pool of talent – including historically underrepresented groups such as women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities – for leadership roles and career advancement opportunities.

In the United States (U.S.), we have participated in the Mansfield Rule Certification for six years earning the highest status in each of those years. We were one of only 12 firms in the UK to participate in the pilot Mansfield 1.0 program and in 2023 achieved Mansfield 2.0 accreditation. Whilst the Mansfield Rule “formally” applies only in the U.S. and the UK, we have adopted the principles for all our regions globally.

Elsewhere, we have received a 100% score on the Human Rights Campaign Corporate Equality Index, Silver Ranking in the Hong Kong Community Business LGBTQ+ Workplace Inclusion Index, and received Gold Standard Certification in the U.S. and UK Women in Law Empowerment Forum, amongst other regional and local recognitions.



Supporting access to the legal profession

We have expanded our response to social mobility as a barrier to accessing the legal profession.

In the Americas, we continue to invest in lawyers who share a similar commitment to DEI. This is why we developed our 2L DEI Scholarship, which is awarded to law school students who are actively engaged in advancing DEI. We have been active participants in Leadership Council on Leadership Diversity (LCLD) programs for over 11 years, with 84 1L LCLD Scholars over that time span.

In Germany, we sponsor a scholarship for law students from lower socio-economic backgrounds at a prominent Paris university to expand legal and language skills. We also partner with Google's Europe Middle East and Africa Legal Summer Institute to offer paid internships at Hogan Lovells in combination with a week of knowledge sessions at the Google campus.

We opened applications for our Solicitor Apprenticeship Scheme commencing in 2024 in our London office. Through work-based learning at the firm and part-time study, this new route will provide extensive work opportunities and exposure, and the ability to progress into the legal profession with no university fees or student debt. In our Birmingham office, we provide apprenticeship opportunities within our professional business services teams and currently have four apprentices across various functions.



Uniting changemakers for collective action

Our Allverse conference brings together our U.S. – based underrepresented lawyers, firm leadership, and clients to engage on DEI issues at the forefront of the legal industry.

The theme of the conference was “Uniting Changemakers for Collective Action.” Over 230 attendees, including clients from the U.S. and a cohort of racially and ethnically diverse and LGBTQ+ lawyers from the U.S. and other countries, came together to examine the importance of intentionality and explored strategies for optimizing personal agency to cultivate a future rooted in equity, inclusivity, and justice.

Recognition

#1 on Law360’s Social Impact Leaders 2023

Mansfield Certified Plus | sixth consecutive year U.S

Mansfield Certified Plus | second consecutive year UK

WILEF Gold Standard Certification U.S & UK

Bloomberg Law 2023 Diversity, Equity & Inclusion Framework Member | second consecutive year

2023 Equality 100 Award winner, Human Rights Campaign | 14th consecutive year

Social Mobility Employer Index, top 75 UK

Caring Company Scheme Awardee, Hong Kong Social Service | 15+ years

The Valuable 500 | signatory

Diversity Lab’s Disability Inclusion Commitment

Wellbeing

Thriving at work

HL|Thrive

The health and wellbeing of our people is an important part of being a responsible business and engaging our people. Through our Wellbeing strategy, HL|Thrive, we are committed to creating a supportive environment that enables all of our people to sustain high performance and to thrive. We are focused on creating a culture where wellbeing is prioritized and aligned with inclusion so that the needs of all groups are understood and addressed and stigma challenged. With HL|Thrive, we Promote, Protect, and Support. We endeavor to increase awareness of our resources, tools and tips for greater wellbeing (Promote), encourage each other to focus on self-care (Protect), and continue to invest in best-in-class resources and tools (Support).

In support of HL|Thrive, we provide access to independent counselors, an Employee Assistance Program that provides consultation services, and Mental Health First Aiders. We launched new mental health awareness training across our Europe, Middle East, and Africa (EMEA) and Asia-Pacific (APAC) regions which broadens our people's understanding of mental health in the workplace, teaches them how to spot the signs and symptoms of common mental health problems and encourages our people to broach these issues with colleagues.

We held our first Global Wellbeing Month where we provided a program of activity around four core areas of mental, physical, financial and social wellbeing. Activities provided practical suggestions and tools for our people to maximize their wellbeing in a way that works for them as individuals. Our global keynote session was led by TEDx speaker Rob Stephenson, and his DJ alter-ego, MoodSwing, and combined public speaking with live DJ elements to explore how music can have a positive effect on our minds while helping the audience think differently about mental health and wellbeing.

In the Americas, we have offered various activities and sessions to foster resiliency, health and financial wellness, and personal care. We partnered with the Resilient Culture Initiative (RCI) on a series which explored topics that help us to embed resilience into our personal and professional lives. In APAC, each of our offices has participated in initiatives including movement activities, wellbeing support sessions, financial briefings and on-site chair massage. We commenced our first accredited Mental Health First Aider course, and we now have 16 Mental Health First Aiders with a representative in each of our offices. In EMEA, we interviewed a sleep psychologist to provide our people with practical, evidence-based advice and tools to help them improve their sleep quality and brought in a clinical psychologist to talk about managing anxiety.



Thriving at work

For the second year running, we have been awarded with the accreditation mark of “Health Creating” by the MindForward Alliance for our work on wellbeing in the UK. Their Thriving at Work Assessment helps organizations to measure and benchmark progress as they work towards building mentally healthy workplaces and is set against the evidence-based standards. Elsewhere, our Hong Kong office was the only law firm to be recognized as a Best Practice Showcase Awardee of the SportsHour Company Scheme 2023-2025. This initiative encourages companies to promote participation in physical activities on a daily basis.

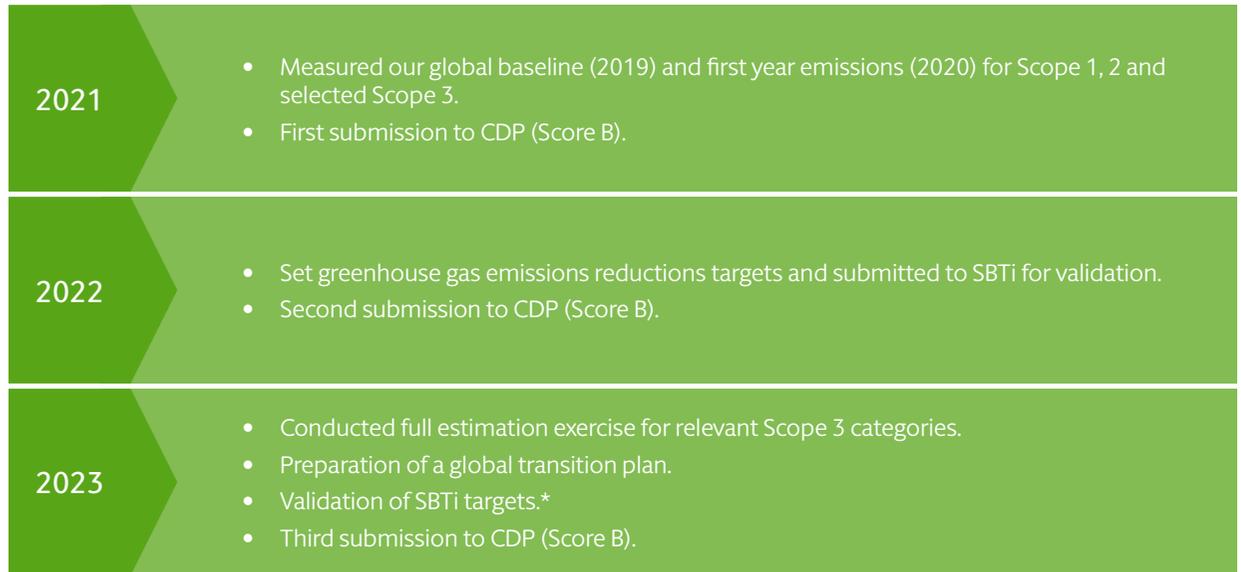
Sustainability

Transitioning to a low carbon economy

As a firm, we are investing in resources to help us minimize our impact on the environment, improve the resilience of our business operations to environmental risks and impacts, and maximize our ability to help our clients transition to a low carbon economy.



Our global net zero journey



We have a target of net zero GHG emissions by 2050.

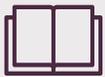
Require suppliers which represent 75% of our procurement estimated emissions to have set an emissions reduction target consistent with limiting global warming to 1.5°C	By end of 2027
Reduce Scope 1 emissions by 90%	By end of 2030
Reduce Scope 2 (market) emissions by 90%	By end of 2030
Reduce Scope 3 emissions by 90% and offset remaining emissions to achieve Net Zero in all three Scopes	By 2050

* The target wording approved by the Science Based Targets initiative (SBTi) in December 2023 is "Hogan Lovells commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2030 from a 2019 base year. Hogan Lovells also commits 75% of its suppliers by emissions covering purchased goods and services, capital goods, upstream transport and distribution, and business travel, will have science-based targets by 2027".

Our Climate Transition Plan includes information about our sustainability targets and actions to reach our goals.

In addition, we have established a global network of sustainability stewards and committees in our offices worldwide who have responsibility for the collection of sustainability-related data and implementation of local initiatives. Each office has an individual transition plan detailing the emissions generated in the office, information highlighting which sustainability topics are important locally, and details of emissions reduction initiatives. Best practice from these local initiatives is shared via an internal global platform.

Our sustainability committees utilize the skills and experience of our client-facing and business services people.



Read more in our
Climate Transition Plan



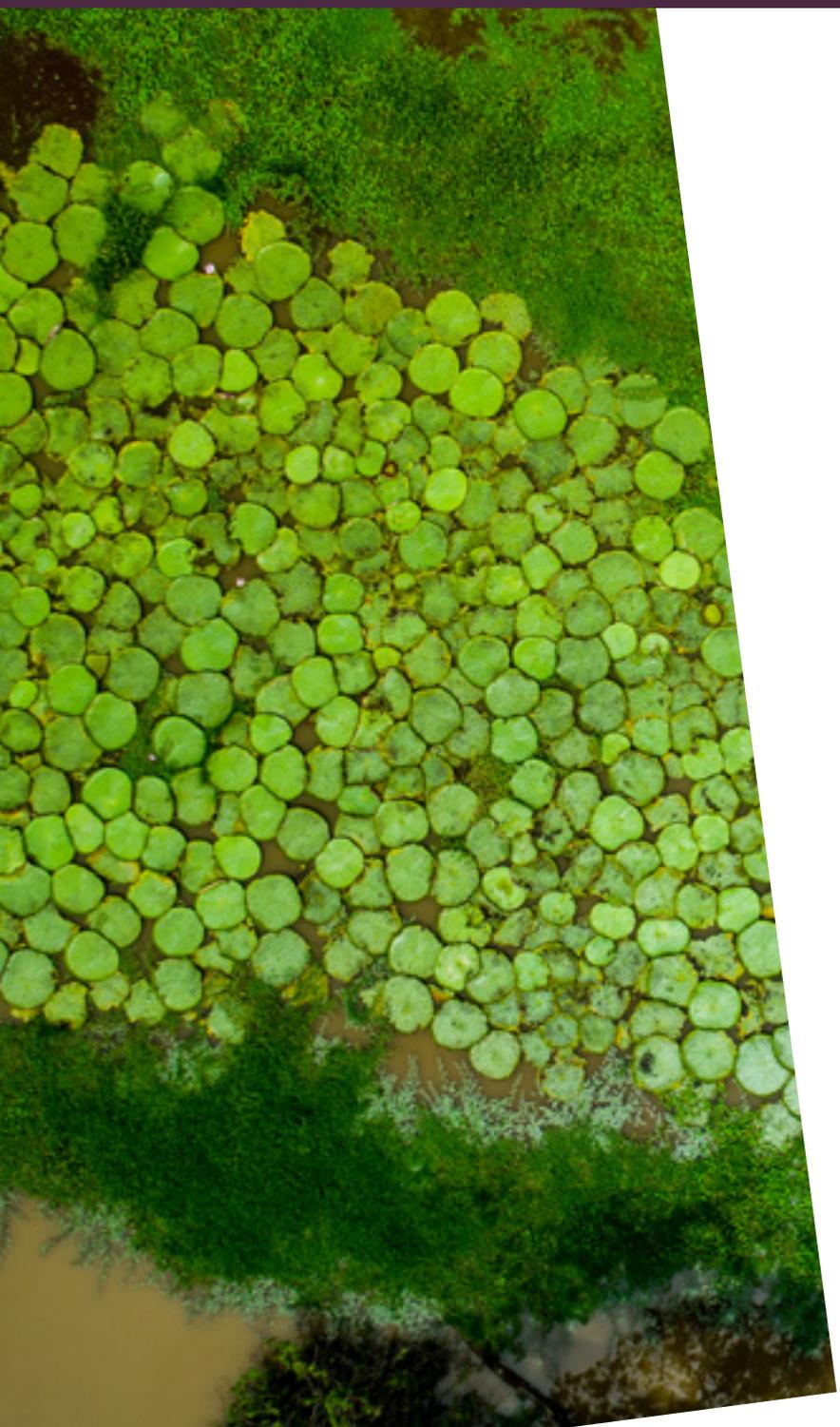


Engagement strategy

We have implemented a Supplier Code of Conduct and are engaging with our suppliers to encourage the setting of science-based GHG emissions reductions targets. We have set a target that 75% of our suppliers by emissions covering purchased goods and services, capital goods, upstream transport and distribution, and business travel, will have science-based targets by 2027.

We are engaging with our clients to work with them to improve data capture and reduce scope 3 emissions.

Our ESG practice provides advice on the climate related and other ESG aspects of the legal matters on which we are engaged.



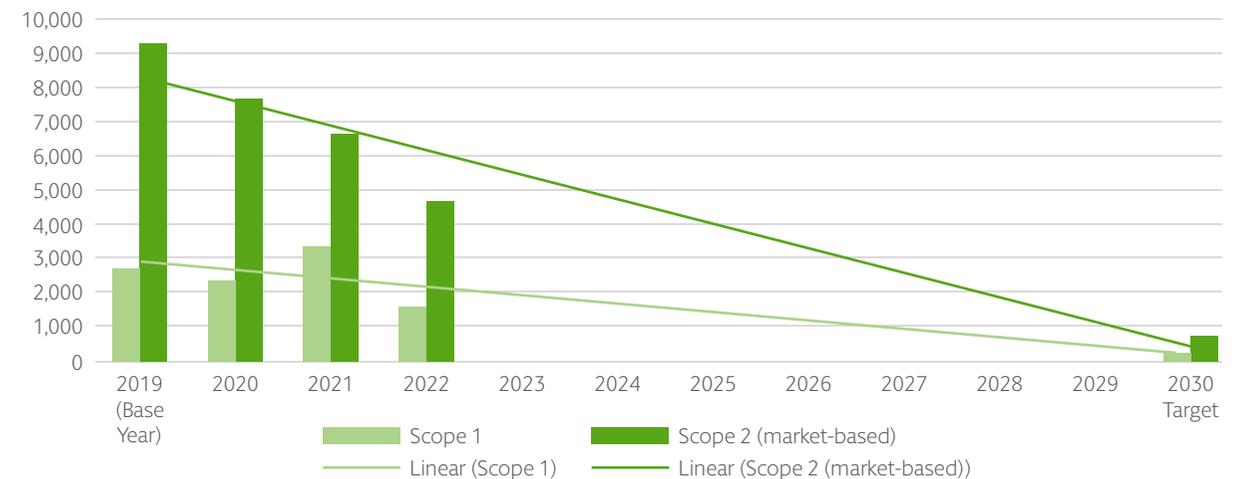
Metrics and targets

We report on our GHG emissions and our progress against targets annually via CDP and have maintained our B score. We also report other responsible business metrics on other platforms including the UN Global Compact and EcoVadis.

GHG emissions metrics and targets

	Base Year			
	2019	2020	2021	2022
Scope 1 tCO ₂ ^e	2,684	2,384	3,351	1,571
Scope 2 Market tCO ₂ ^e	9,257	7,690	6,693	4,649
Scope 2 location tCO ₂ ^e	11,185	9,691	11,563	8,846

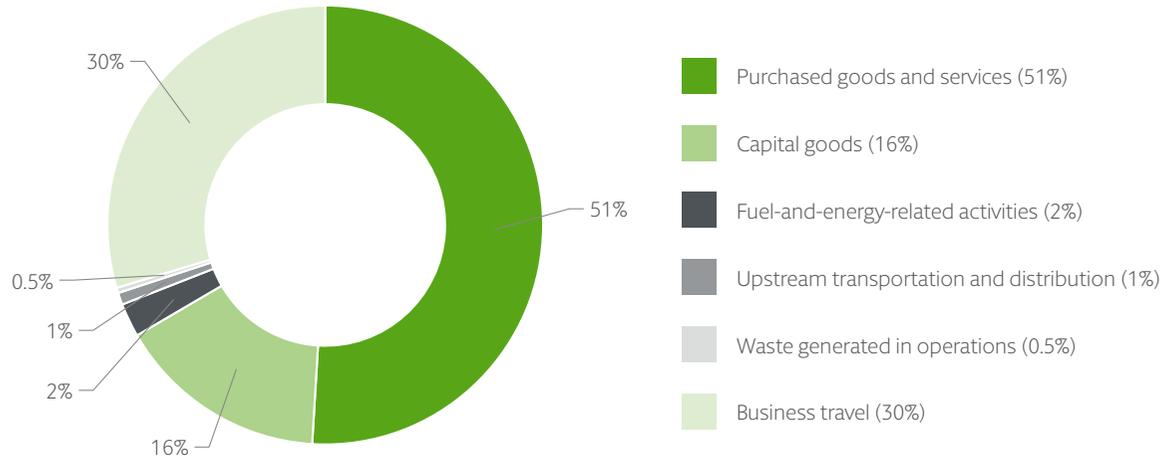
Global Scope 1 and 2 emissions reduction progress





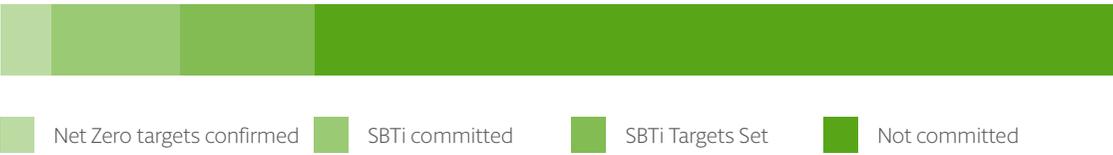
	Base Year			
	2019	2020	2021	2022
Scope 3 tCO ₂ ^e				42401

Scope 3 Emissions Breakdown for 2022



Scope 3 Supplier Target Progress:

SBTi and Net Zero commitments based on total number of 75% suppliers





Offset strategy

We have undertaken to purchase carbon credits equivalent to our Scope 1 and 2 (market) emissions from January 2022 whilst working towards our 2030 target of a 90% reduction in these scopes against a 2019 baseline. We have also committed to offsetting all business travel (land, air, and sea) from January 2019.

We will seek to purchase credits from ICROA endorsed standards and in line with emerging best practice. We will also aim to select credits most relevant to the source of emissions.

This approach will allow us to invest in a range of carbon credit projects which are both in alignment with a low carbon future and support the wider ambitions of the SDGs. We have been working with Climate Impact Partners and details of carbon credits purchased (at the time of publication) are listed in our Climate Transition Plan.

Governance

Upholding the highest standards of business conduct



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 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 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 practice.

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 screening and employment conditions. We have implemented internal procedures including a global Supplier Code of Conduct, standard contract review guidelines and a Contract Authorization and Signature Policy.

Suppliers categorized as presenting significant risk of modern slavery are subject to additional due diligence and risk assessment. 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, timely considering what approach will result in the safest outcome for potential victims and enhance supplier behavior.

ESG practice

Navigating the changing ESG landscape

Across sectors, practices, and regions, our cross-functional teams deliver results for clients facing a myriad of issues that fall under the broad umbrella of “ESG,” from managing the quickly evolving regulation, to sustainable financing, and mitigating and handling litigation risk and beyond. This solutions-driven approach is underpinned by decades of experience and our deep commitment to running our own business responsibly.

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 maximize positive impact. This thoughtful, integrated method of serving clients has won praise from legal directories, the press, and peers and clients alike.

Recently, for example, we have been named by IJGlobal as the ESG Firm of the Year; achieved the most law firm rankings on Washingtonian's 2023 'Most Influential People Shaping Policy'; recognized in Law360 Pulse Social Impact Leaders for our 'outstanding commitment to social responsibility'; and achieved 'Highly commended' at the FT Innovative

awards for innovation in Energy Security and Transition for our work on advising The Crown Estate on the award of landmark agreements for the development of six fixed offshore wind projects.

From working on the cutting 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 47 offices in 23 countries, our professionals across offices work seamlessly together to help clients meet regional legal requirements that fully capture reporting obligations and shifting standards.

We are known for “gamechanging” global work, including advice 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, supply chain and procurement processes, and ESG considerations in corporate activities such as mergers or capital raising.

We also feature holistic consulting services through our unique ESG360 product, which uses a workshop format to partner with organizations and help them determine how to deliver on, and optimize, their ESG commitments.



Our work

- Our team has advised the IFC on its partnership with Bank of the Philippine Islands (BPI) in connection with BPI's issuance of a US\$250 million green bond (Bond). This is the biggest deal IFC has done with a financial institution in the Philippines. Proceeds from the Bond will be used to finance eligible green assets in the Philippines, including renewable energy, energy efficiency, green buildings, electric vehicles, and climate-smart agriculture projects, among others. While most of the proceeds will be used for local projects, part of the proceeds could also be used to invest in bonds with underlying green assets overseas. IFC has also agreed to help BPI build its capacity to assess the eligibility and impact of its climate projects.
- We advise Last Energy, a newcomer disrupting the commercial nuclear power industry by designing, building, and operating a standardized reactor design using top engineering and project management best practices to drive down cost and support widespread deployment of clean energy. Our work includes advising the client on licensing, strategy, law, and export controls. Last Energy has emerged as a leader in the nuclear field, having developed an innovative Small Modular Reactors (SMR) technology to combat climate change.
- We advised the Crown Estate on the award of a landmark agreement for the development of a carbon capture and storage project. The agreement will allow BP to progress its planned 'Endurance' CCS project, a reservoir in the rock deep below the North Sea which would be used to store hard-to-abate carbon emissions captured from carbon-intensive heavy industry. The scale of the project has the potential to substantially decarbonize the UK's industrial emissions, significantly supporting UK Government ambitions to capture and store 20–30 MtCO₂ per year by 2030.
- A significant cross practice, multi-jurisdictional team continues to advise German-Swedish project developer SVEVIND on the realization of one of the five largest hydrogen projects in the world. The project will generate green hydrogen from renewable energies and contribute significantly to the decarbonization of the industry.
- A cross-practice, cross-office team acted as counsel to each of the seven different leading automakers – BMW, General Motors, Honda, Hyundai, Kia, Mercedes-Benz, and Stellantis – on the creation of a unique and transformational joint venture to develop and operate a high-powered electric vehicle (EV) charging network across North America. The joint venture will expand access to EV charging across the United States and Canada through the installation of an estimated 30,000 high-powered charge points in urban and highway locations, accessible to all battery-powered electric vehicles using either Combined Charging System or North American Charging Standard connector types, and meeting or exceeding the requirements of the US National Electric Vehicle Infrastructure program. The first stations should open in the US in the summer of 2024.

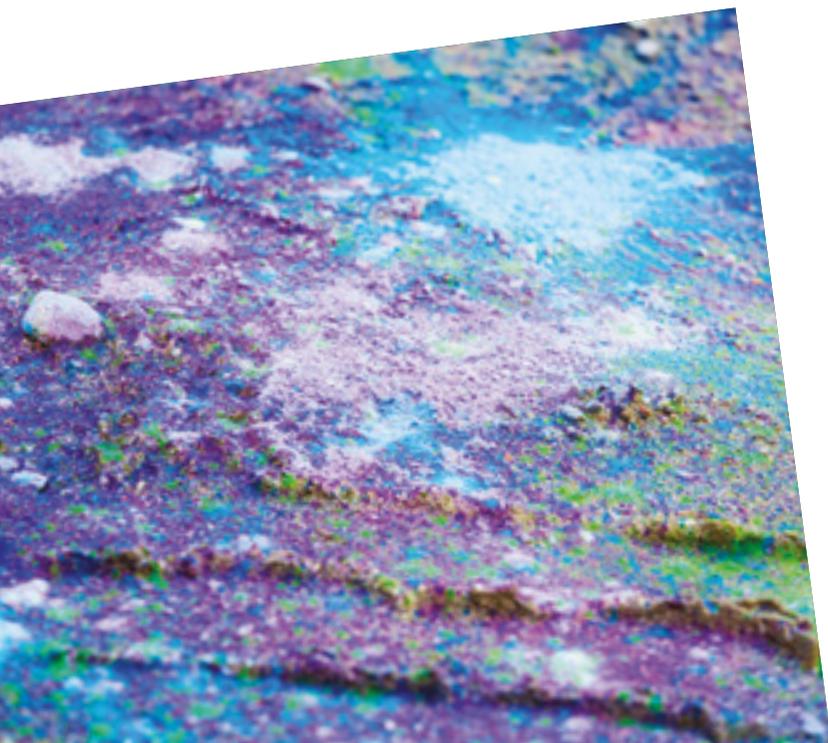


HLBaSE: Business and Sustainable Enterprise

Advising social enterprises, nonprofits and mission-led businesses

HLBaSE is our impact economy practice.

We provide practical, commercial advice to social enterprises, nonprofits and mission-led businesses, and act as advisers to projects that seek to grow the impact economy. Alongside our legal advice we deliver several innovative programs designed to leverage support and advice for our impact clients. Our goal is to ensure that access to legal support is not a barrier to scale, enabling organizations to grow their impact in a sustainable way. Our mission is to provide accessible legal support for business as a force for good.



HLBaSE Training

Making positive impact and innovative behavior central to a business requires more than just policies. That is why we developed our HLBaSE Training program. Over 50% of our lawyers and lawyers from over 20 major clients have completed the mini-MBA style course, which also provides a continued program of pro-bono support for social enterprises. HLBaSE Training includes a two-day program, teaching commercial skills and the relevance of impact and sustainability to every business. Delivered in partnership with our impact economy clients, delegates are introduced to their first social business client who they go on to advise on a pro bono basis for six months.

HLBaSE Catalyst

HLBaSE Catalyst is a program of pro bono support for social entrepreneurs that allows us to collaborate with in-house counsel at our private sector clients to advise entrepreneurs. By working together on issues that align with our shared values we can maximize our impact. Our workshops also offer social entrepreneurs guidance in other business areas, such as marketing, business development and HR, by drawing on the expertise of volunteers from our business services teams.

HLBaSE Legal

The HLBaSE Legal practice is operated on a not-for-profit basis, offering low bono or pro bono support to social enterprises. HLBaSE 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.



Our work

HLBaSE advised Coastruction, a Netherlands-based social enterprise which creates 3D printed reefs designed for local species and site-specific conditions to create the best possible fit for local ecosystem. They do this in collaboration with local knowledge holders who understand their environment best. They print using natural materials aiming for the lowest CO2 footprint possible, ideally using local materials such as beach sand or recycled concrete. Their reefs help to restore damaged reef systems and protect vulnerable coastlines.

Coastruction adopts the Building with Nature design philosophy to develop Nature-based solutions for water-related infrastructure such as flood defense, sustainable port development and for the restoration of ecosystems. It harnesses the forces of nature to benefit the economy, society, and the environment. HLBaSE advised Coastruction on a variety of legal issues relating to the expansion of its operations and impact, including employment law and the agreements for the use of its specialized 3D printers by local communities around the globe.



Read the latest HLBaSE
Impact Report

Pro Bono, Community Investment, and Fundraising Partnerships

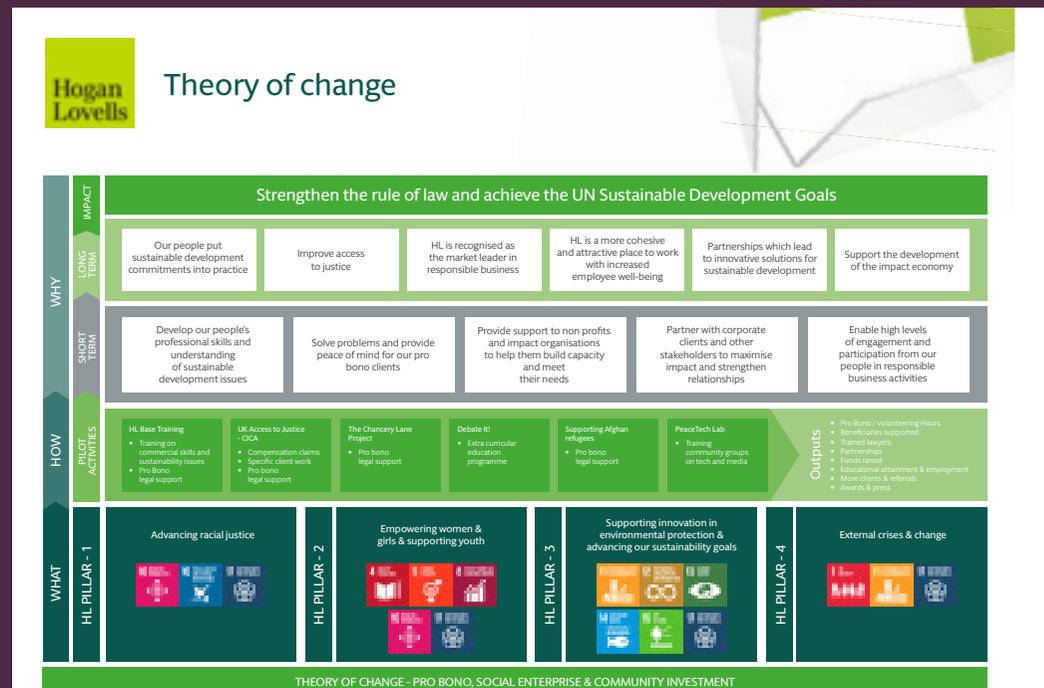
Contributing to society

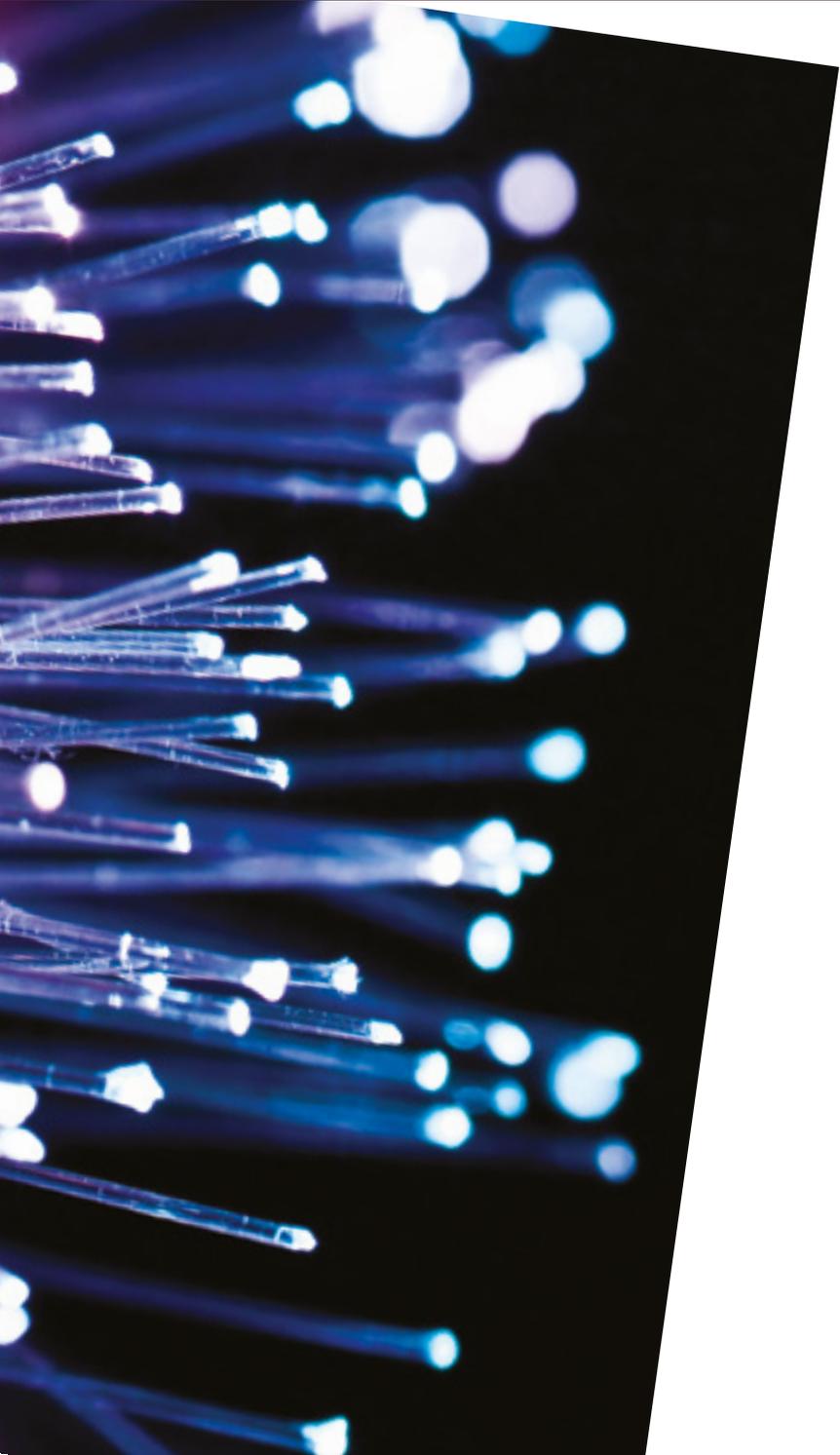
We are committed to achieving lasting impact through our pro bono legal services and community investment and fundraising partnerships. Collectively, our lawyers and business services professionals delivered 244,000+ volunteering hours to benefit our communities, with 156,000+ hours dedicated to pro bono legal work. In addition, we made US\$1million+ in charitable donations.

We are honored to work with hundreds of inspiring and innovative pro bono clients and nonprofit partners each year and we share just a handful of case studies here. We have a long tradition of supporting ground-breaking social and environmental developments. Focusing on strengthening the rule of law and making progress towards the UN SDGs, our four strategic themes inform our work: advancing racial justice; empowering women and girls and supporting youth; supporting innovation in environmental protection and advancing our sustainability goals; and external crises and change.

Theory of change

Our pro bono clients tell us that our work in support of them can be life-changing. However, we recognize that it would be valuable to have methodology to consistently measure and evaluate our social impact. Over the course of 18 months, we undertook a global pilot to support this aim which included developing our theory of change for our pro bono, community investment and social enterprise work. A theory of change shows how a given intervention, or set of interventions, is expected to lead to a specific change. We aim to strengthen the rule of law and support the achievement of the UN Sustainable Development Goals through this work and our theory of change is our guide.





For the pilot program we identified six key projects and going forward we aim to increase this to include more programs and pro bono legal matters. We have identified a number of practical steps to establish the setting and measurement of outputs and collection of evidence as good practice.

HLBaSE Training was selected as a pilot project. We were able to gather evidence which shows a causal link between the feedback we collected and the changes we set out to achieve (short term outcomes).

Social enterprise feedback

Delegate feedback



Pro Bono

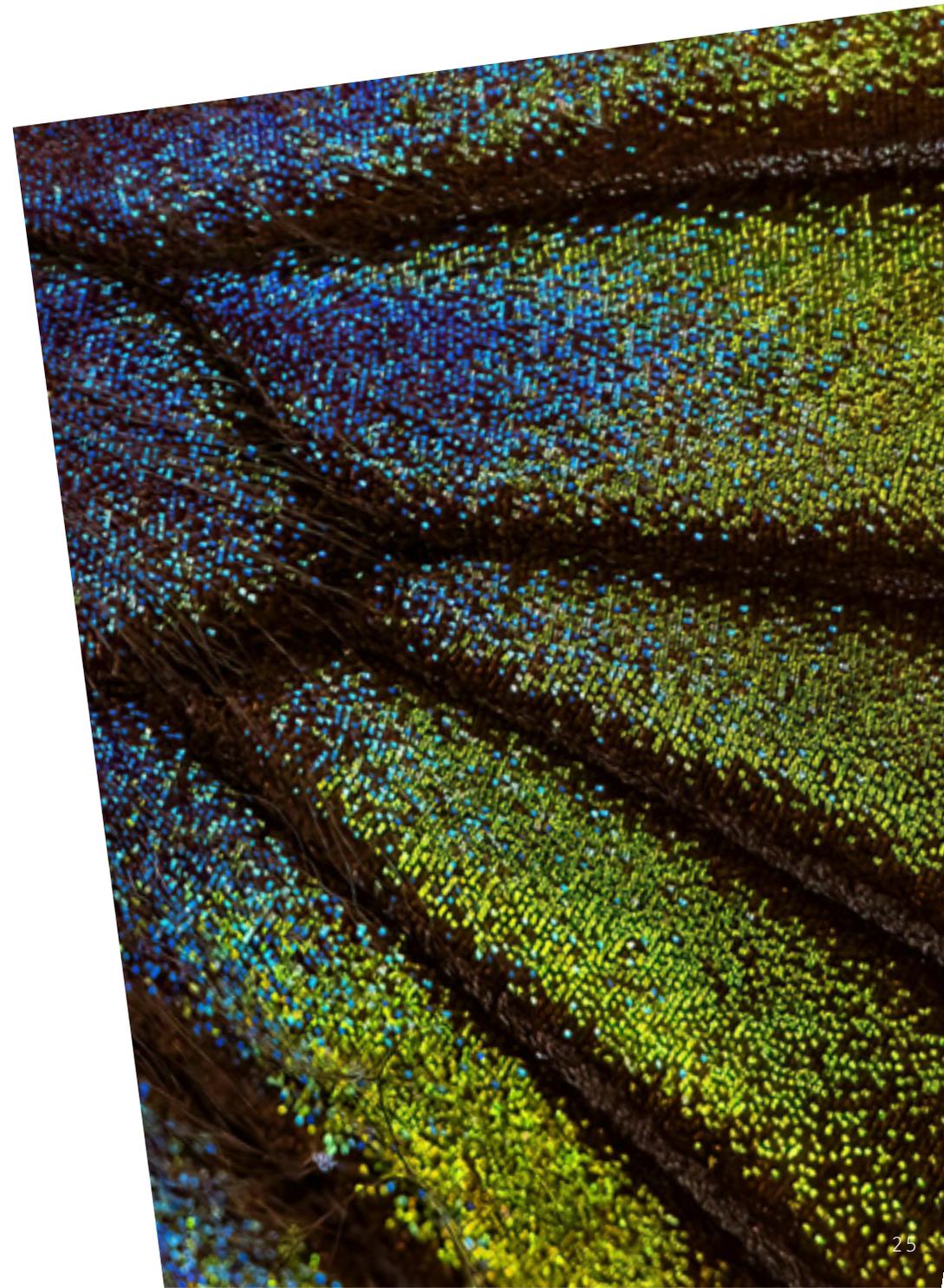
Advocating for free legal advice

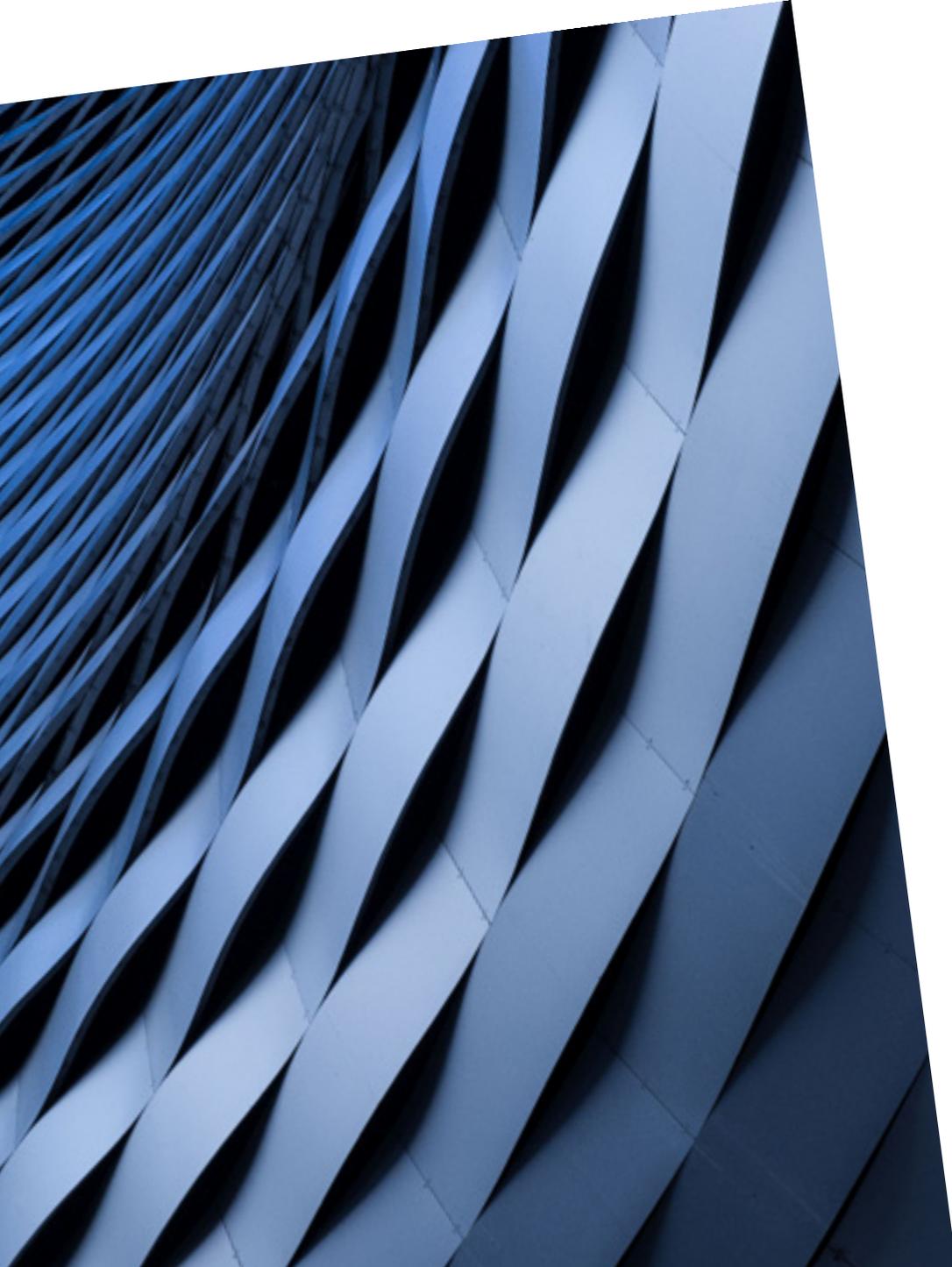
In partnership with LawWorks and the All-Party Parliamentary Group on Access to Justice, we investigated the growing levels of unmet legal need being reported to UK Members of Parliament (MPs) at their constituency surgeries. This builds on a study undertaken five years ago and shows that MPs continue to face an uphill struggle to secure free legal services for their constituents.

Housing issues were the most common legal issue reported (46%), followed by immigration and asylum issues (16%). Of those constituents raising legal issues, only 13% had instructed a lawyer, and a majority of caseworkers who responded to the online survey (56%) said that the organizations providing legal advice within their constituencies did not have sufficient capacity to deal with their constituents' legal problems. The report will help to advocate for greater resource for the free legal advice sector.

Servicemember success

We regularly work with the National Veterans Legal Services Program (NVLSP) to ensure that the U.S. Government delivers to 22 million veterans and active-duty personnel the benefits to which they are entitled because of disabilities resulting from their military service. We have secured six recent victories on behalf of disabled veterans, with support from NVLSP.





Damages for bereaved families

A cross-office collaboration of Paris, Hanoi, London, and Brussels has successfully represented some of the families of the “Essex 39”. 39 Vietnamese women, men and children lost their lives in a trailer of an articulated refrigerator lorry in the UK. The individuals had been transported across France and then into a trailer which had been shipped from the port of Zeebrugge, Belgium to Essex, UK.

The team made oral pleadings to successfully secure civil damages on behalf of the bereaved families at the Paris Criminal Court. The judgment in France follows a successful parallel proceeding in Belgium, in which the Court of Appeal of Ghent ruled that a damages award should be made in favor of a number of the victims. We also worked to ensure that asset confiscation and payment of reparations were respected.

Alabama voting rights

We secured a major win at the U.S. Supreme Court, which affirmed a three-judge trial court’s ruling that a 2021 redrawing of Alabama’s congressional districts violated the Voting Rights Act because it diluted the power of Black residents.

The decision came in an appeal by the State of Alabama from a unanimous January 2022 decision in which a three-judge panel ordered the state to draw a new map which included either a second majority-Black district or an additional district in which Black voters otherwise have an opportunity to elect a representative of their choice. The map the state enacted in the fall of 2021 included only a single majority-Black district while drawing district lines that dispersed small numbers of Black voters in Alabama among the remaining districts only giving Black Alabamians a meaningful influence in who is elected only from District 7, and not the other six congressional districts.



Reuniting Afghan families

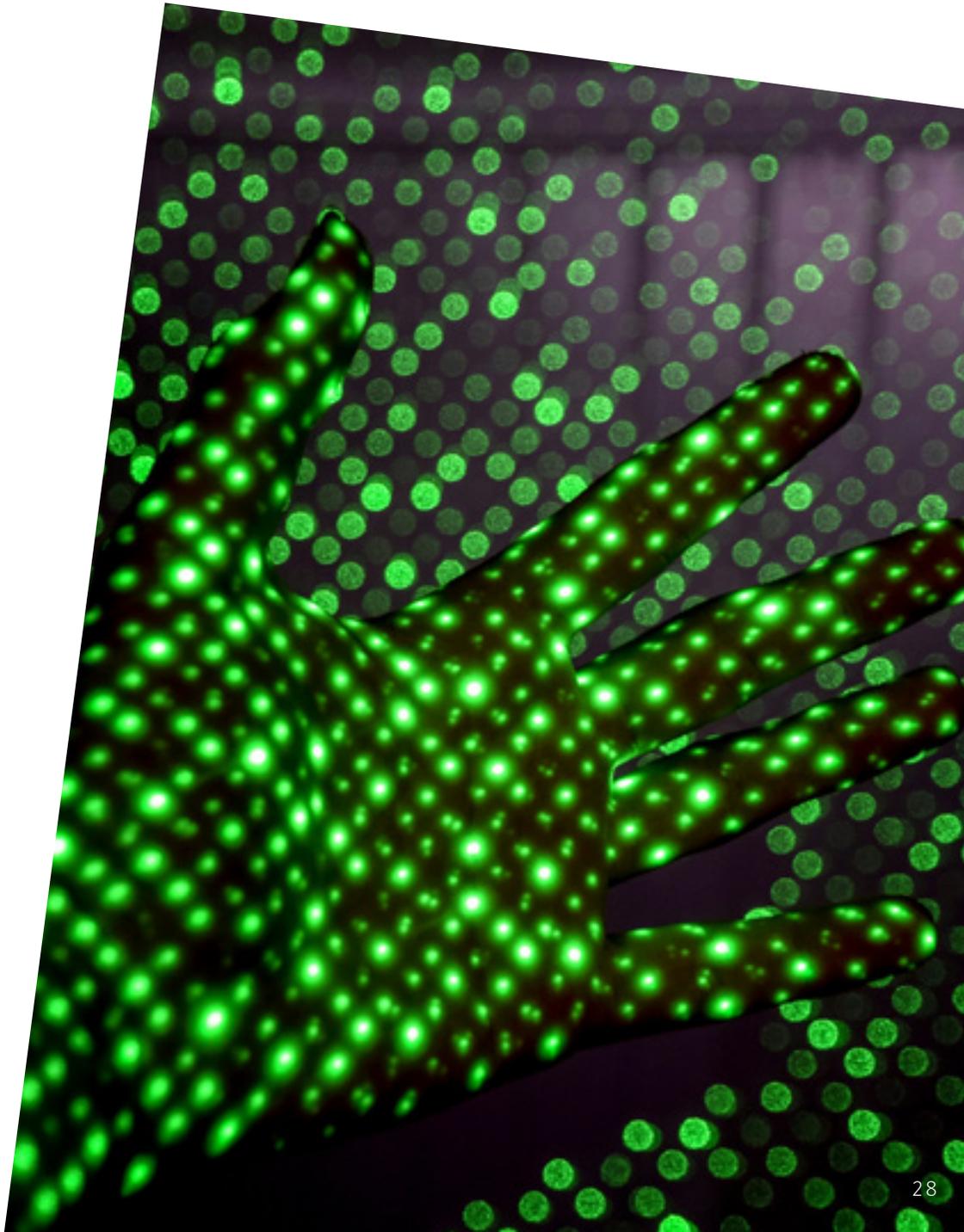
We are supporting efforts to reunite families of European residents of Afghan origin. Since the takeover by the Taliban, a growing number of Afghan refugees have expressed the need for advice on how to bring their close family members to France. The lack of information on existing procedures and the complexity of their implementation are obstacles for the families of Afghan nationals protected in France who wish to be able to reach French territory safely.

Along with other law firms and NGO partner, Safe Passage, we inform Afghan nationals of their rights and monitor the visa application procedures for their family members. Our aim is to make these procedures more accessible and to make it easier for families of Afghan nationals living in France. We take note of the specific or systemic shortcomings encountered in this field in order to contribute to debates with public decision-makers and to advocate wider and more effective access to safe migration channels.

Protecting the rights of women and children

We created a report for the Asociación Mexicana para las Naciones Unidas de Jóvenes, A.C., a Mexican non-profit organization dedicated to developing better citizens from childhood through educational innovation, the prohibition of child labor, and the principles underlying this right. The report covers legislation in multiple jurisdictions including identifying international treaties, laws, regulations, and case law.

For the third consecutive year, Hogan Lovells has been awarded the Asian Pro Bono Initiative of the Year Award by the Asia Legal Awards in recognition of our work to empower women, girls and youth. This ranged from providing legal framework advice to long-term partners Newborns Vietnam, supporting various women-founded social enterprises, including the Voice for Social Good in Hong Kong, and ongoing high-profile support for Project Lotus Flower as we seek compensation in Australia for Yazidi women who were victims of sex crimes by IS fighters of Australian nationality. Through our long-standing partnerships with HELP and Rainlily, we continue to support the domestic worker community and victims of sexual harassment in Hong Kong.





Climate-friendly collaborations

We received the Collaboration Award, Mexico from Trustlaw Awards for our work on a comparative analysis of climate change legislation in several Latin American countries for Fundación Sustentabilidad sin Fronteras, an NGO based in Argentina, whose goal is to raise awareness, and implement projects on climate change.

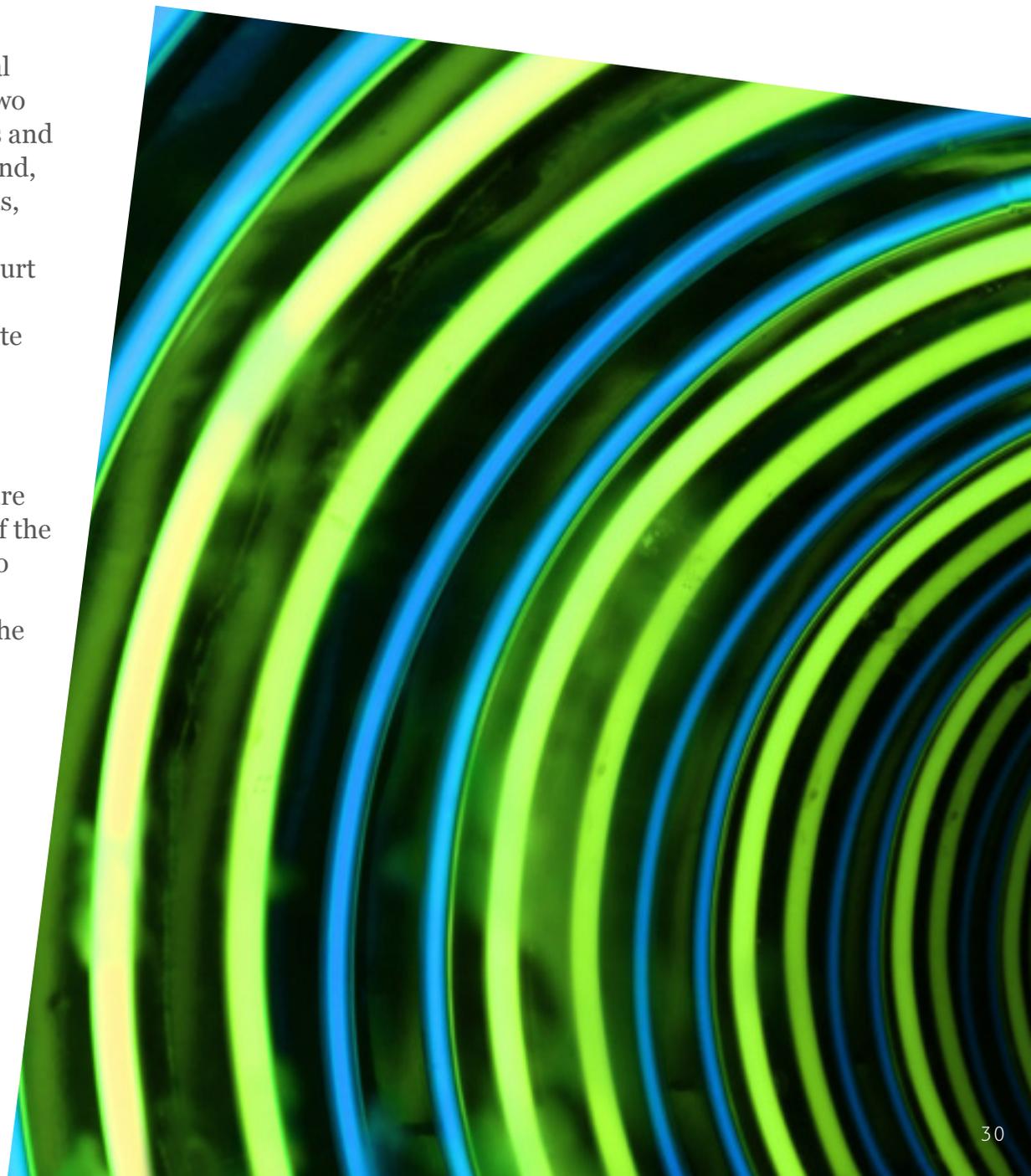
The Chancery Lane Project (TCLP) is a collaboration between international legal professionals whose vision is a world where every contract supports solutions to climate change. We have a long-standing partnership with TCLP across multiple jurisdictions. Most recently, our China offices have been working with clients from a variety of sectors to modify climate-friendly clauses.

Through our partnership with Rewilding Europe, we helped to rewild 10 landscapes in Europe, and to set up and launch Rewilding Climate Solutions, an innovative investment model that aims to finance existing and new rewilding landscapes in Europe. We have also helped Rewilding Europe in Spain submit successful bids for large areas of land via public tender in Spain and supported with tax and employment advice.

United for Ukraine

We won the Partnership for Sustainability Award at the UN Global Compact Ukraine Awards. We were recognized for representing two British nationals who were enlisted in the Ukrainian armed forces and captured by Russian-controlled forces where they were tortured and, following trial which did not meet international fair trial standards, sentenced to death. Within 48 hours, our team secured interim measures from the European Court of Human Rights, with the Court requiring the Russian Federation to ensure that the death penalty imposed on the applicants not be carried out; to ensure appropriate conditions for detention; and to provide them with any necessary medical assistance.

One Ukraine is a charitable platform built around data to provide humanitarian aid for Ukraine and spearhead scalable infrastructure projects. Lawyers from our German offices provided an analysis of the general framework for the project under German non-profit law to determine how best One Ukraine can support those in need. We advised on the concrete implementation of the project as well as the tax implications of the project funding by the donors.



Community Investment and Fundraising Partnerships

Ending the water crisis

Water is a necessity for everyone and yet it remains a luxury to many people around the world. We have launched a three-year global partnership with WaterAid, an international nonprofit determined to make clean water, decent toilets and good hygiene normal for everyone, everywhere.

WaterAid is working to end the global water, sanitation, and hygiene (WASH) crisis that currently leaves 703 million people globally without access to clean water close to home. Access to sustainable and safe WASH underpins all other areas of development, and as the effects of climate change are increasingly felt, climate-resilient WASH technologies are not only essential to the wellbeing and success of communities, but also the safeguarding of economies.

Our partnership will comprise the provision of pro bono legal advice, volunteer support, education and awareness raising, and fundraising initiatives that will increase investment in WaterAid and support solutions to the global WASH crisis globally. Our funding is focused on enhancing climate-resilient WASH services in the Cuamba District of Mozambique—one of the most climate-impacted countries in the world and where more than a third of the population lack access to clean water.





In our first year, we worked on a variety of pro bono legal matters to help strengthen the organization's capacity and advance their work around the world:

- A global team researched the international human rights law regarding water and sanitation to identify further opportunities for WASH progress and impact.
- Colleagues in the U.S. advised on a joint venture agreement for WaterAid Pakistan to deliver a \$2.5m project in rural Punjab, and develop a WASH Behavior Change Strategy and Capacity Development Plan to be implemented in 200 pilot villages.
- A team comprising of lawyers from Europe and the U.S. provided a comprehensive overview of the European Corporate Sustainability Due Diligence Directive (CSDDD) and related national laws for WaterAid, considering the human right to water.

We donated US\$150,000+ which includes contributions by the firm and by our people as part of local and global fundraisers. Our first global fundraiser engaged 500+ colleagues in a challenge to travel the circumference of Mozambique in teams or as individuals through a range of athletic activities.

We hosted a global webinar event featuring speakers from both organizations where we made the case for investing in WASH, discussed the linkages among climate, global health and prosperity, and WASH, and showcased WaterAid's vital work in Mozambique.



Mapping the world

We hosted our annual global Missing Maps Mapathon - a day-long effort that encourages colleagues from around the world to map buildings and other landmarks via satellite imagery in support of international and local humanitarian organizations using maps and data to improve crisis response.

Over 450 colleagues from the firm and our clients focused primarily on Honduras, a country that is vulnerable to multiple and recurrent climate-related hazards, including droughts, earthquakes, floods, landslides, and tropical storms. Collectively, we mapped 14,439+ buildings and our mapping data in Honduras will support humanitarian responses to future climate shocks affecting the region and public health efforts to improve access to water, sanitation, and hygiene.

Celebrating Earth Day

Our Beijing colleagues attended a tree planting day at Gui Shui Park in collaboration with Share the Care Volunteer Organization, while colleagues in Shanghai participated in a pot-plant growing competition with awards going to those whose plants flourished the most. Representatives from our Hong Kong office took part in an educational initiative in collaboration with our pro bono partner Oyster Saves Our Seas project and the Hong Kong Marine Ecological Association. Attendees were given an introduction to the ecology and functions of oyster shells, and how these have been helping to save our oceans.

Recognition

Asia Legal Awards | Asian Pro Bono Initiative of the Year (winner)

Financial Times Innovative Lawyers Europe | Impact and environmental, social and governance (commended)

Financial Times Innovative Lawyers Europe | Supporting refugees and migrants (highly commended)

The Lawyer Awards | Pro Bono Initiative of the Year (winner)

The Lawyer European Awards | Pro Bono Initiative of the Year at The Lawyer (winner)

Light of Justice award

PILNet | Local Impact Award (winner)

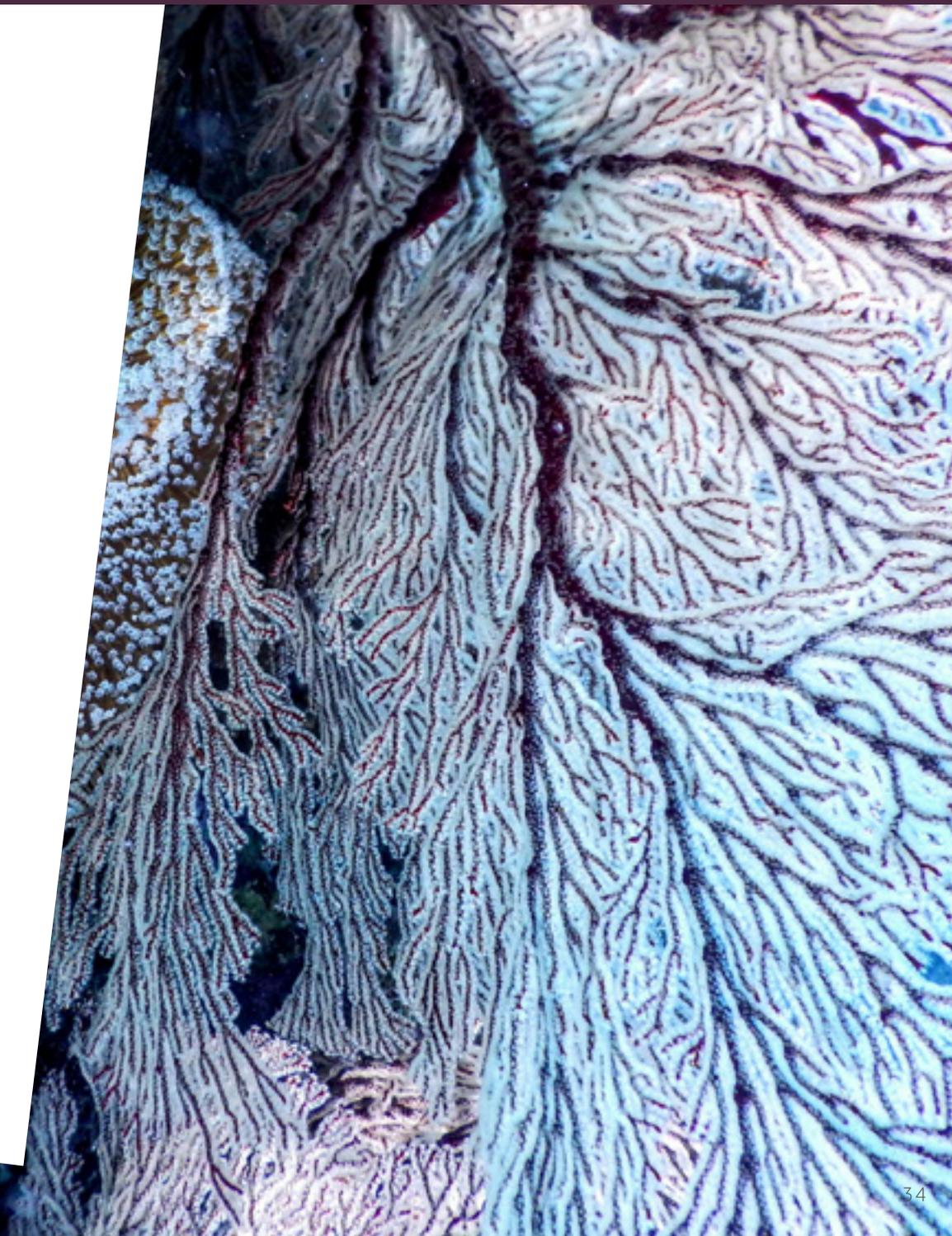
Prix des Avocats | Trophée Pro Bono du Barreau (winner)

Pro Bono Committee of the District of Columbia's federal courts | 40 at 50

Pro Bono Institute | John H. Pickering Award

UN Global Compact Awards 2023 | Partnership for Sustainability for Defending the Rights of Prisoners of War, Ukraine (winner)

UN Global Compact Awards 2023 | Partnership for Sustainability for Promoting resilience in Ukraine, Ukraine (highly commended)



Double materiality assessment

Prioritizing our impacts

Materiality assessments are commonly undertaken by companies to optimize efforts to strategically integrate ESG topics into successful business strategy and to minimize potential negative impacts.

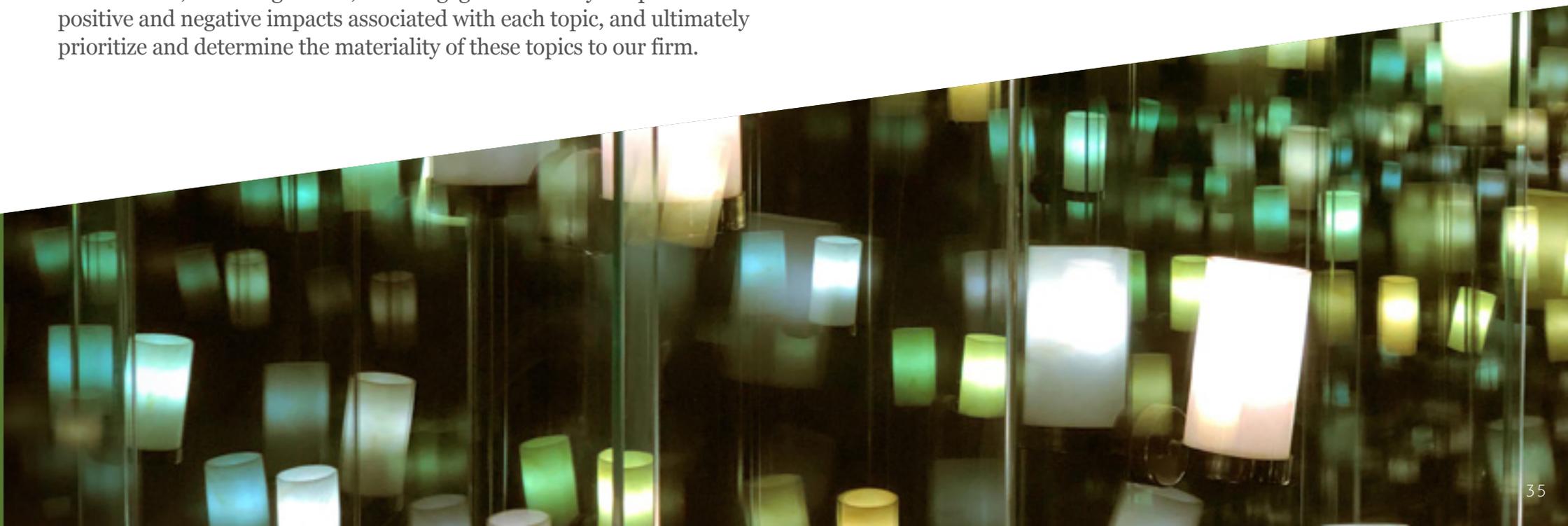
“Material topics represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.” – Global Reporting Initiative

ERM undertook our first double materiality assessment. The process involved a desk-based review of our strategy and the policies we have in place, as well as a peer and industry trends analysis to create a list of ESG topics potentially relevant to our firm. Key internal and external stakeholders, including clients, were engaged to identify the possible positive and negative impacts associated with each topic, and ultimately prioritize and determine the materiality of these topics to our firm.

The materiality of the topics was assessed from two perspectives:

- How these topics potentially impact financial performance and long-term enterprise value; and
- How management of these topics potentially impacts society and the environment.

The perspectives of stakeholders on our material topics were gathered using different engagement methods and sources. We took a dual approach to assessing our impact and considered our direct operational impact, as well as the impact we might indirectly have through our ESG-related service offering.





Topic scores were derived by consideration of all stakeholder inputs. The scores informed the prioritization of topics, which was discussed and validated by the Materiality Assessment Working Group which included senior partners and senior business services colleagues.

The assessment identified ten material topics. Each of these topics can be categorized within the three pillars below. We are now working to incorporate the results into our business and strategy planning, and to consider the results when formulating our approach to reporting.



Environmental

- Climate: Net Zero Transition
- Global Supply Chain Performance
- Other Environmental Impacts



Social

- Employee Attraction, Development & Retention
- Diversity, Equity & Inclusion
- Health & Wellbeing
- Pro Bono & Community Investment



Governance

- Strong Governance, Integrity & Ethical Conduct
- ESG Risk Management & internal Control
- Data Privacy

Contacts

For further information on our approach to Responsible Business visit [hoganlovells.com](https://www.hoganlovells.com)



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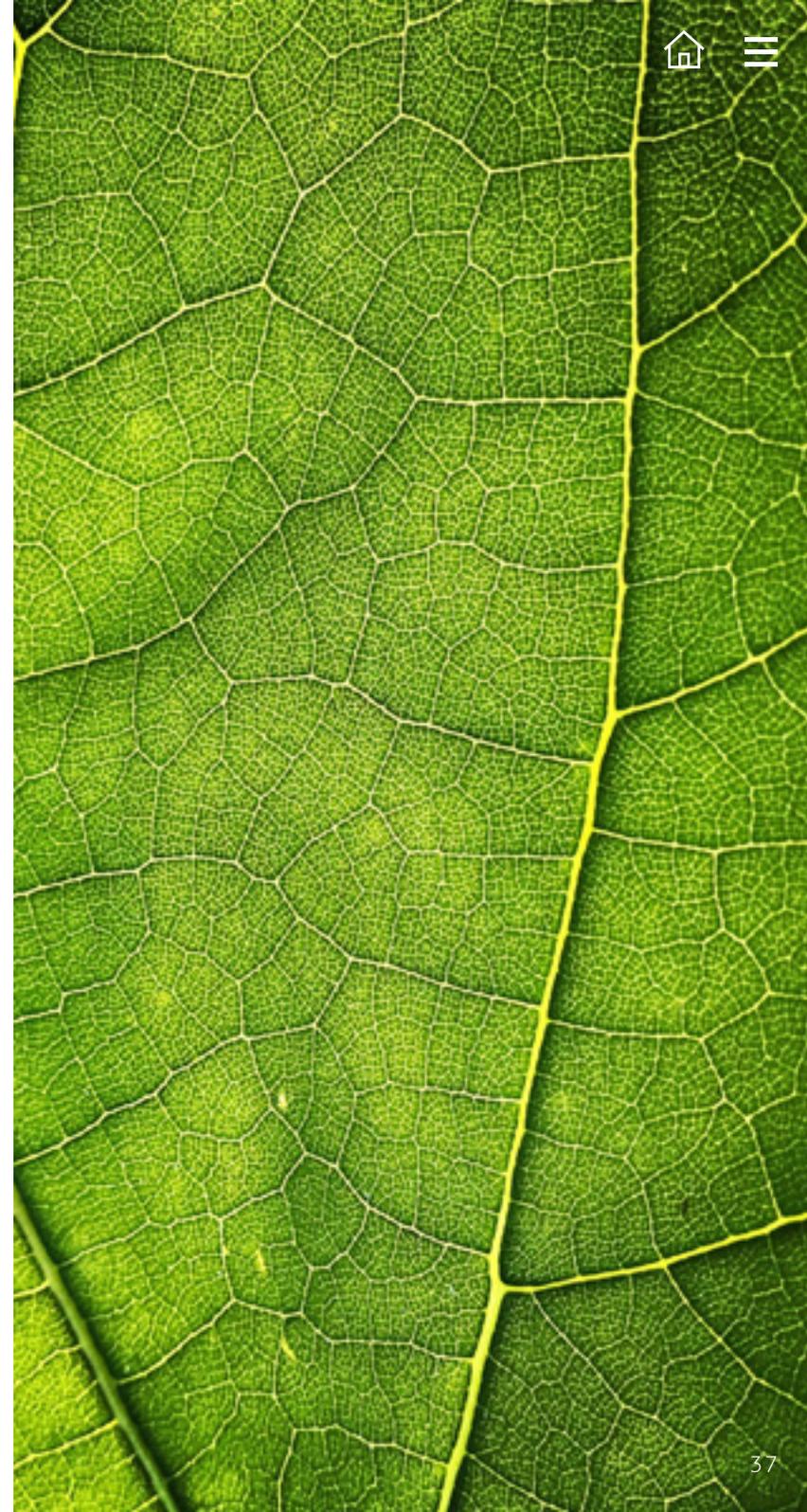
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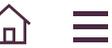


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