

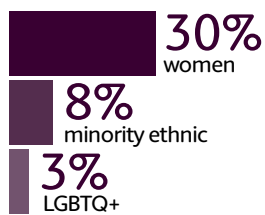


Our vision for Hogan Lovells is to make a meaningful, positive impact on society and in our firm, to establish ourselves as the market leader in diversity and inclusion (D&I), and to mitigate unconscious bias behaviour. Delivering on our commitments to diversity and inclusion is one of the five strategic priorities of the firm, on a par with putting clients at the centre of everything we do. We are actively creating an inclusive workplace where each of our people can thrive as their authentic self, by mitigating unconscious bias and actively creating opportunities for, and supporting, our colleagues.

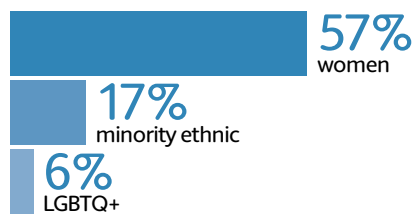
We know that D&I makes us a better law firm and helps us to attract the best talent, drive innovation, and deliver the best experience for our clients. This information sheet shows some of our key metrics and the ways in which we are working to achieve our goals.

## In numbers\*

### UK partnership diversity



### UK lawyer diversity (associates, senior associate and counsel)



We rely on our people to provide their diversity data. In the UK, 94% of our people have shared their ethnicity information with us and 83% of our people have shared their sexual orientation and gender identity with us.

\*As at 1 July 2021

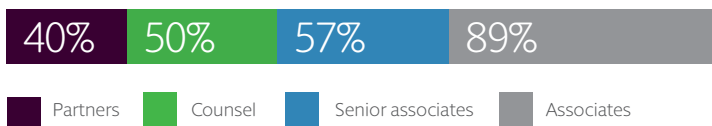
## Pay Gap Reporting

- In April 2021 we published **gender pay gap** data, going above and beyond the statutory requirements to report our pay gap for partners, lawyers and Business Services. We also voluntarily reported our ethnicity and sexual orientation pay gap data for UK employees and partners.

## Recruiting and promoting our people

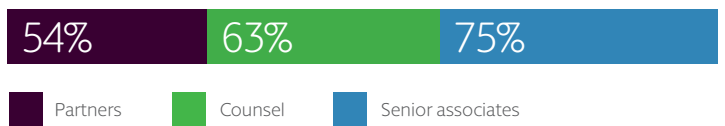
Of the partners, counsel, senior associates and associates **recruited** in the last two years, the following percentages were diverse\*:

### Hires 2020/2021 % of diverse



Of the partners, counsel and senior associates **promoted** in the last two years, the following percentages were diverse\*:

### Promotions 2020/2021 % of diverse



\*Diverse lawyers includes women, minority ethnic, and LGBTQ+ lawyers

In our **most recent graduate trainee recruitment round**, **31%** of our hires were from **Black, Asian and Minority Ethnic (BAME)** backgrounds and **15%** from **lower socioeconomic backgrounds**.

**27%** Women partners worldwide

**35%** Senior management positions held by women worldwide

## Connecting with clients

We are committed to fielding diverse and inclusive client teams, and we also partner with our clients on their own D&I programmes and initiatives.

Since its launch in July 2021, we are partnering with our clients via the Interlaw Model Diversity Survey; a supplier diversity questionnaire based on the ABA113 survey which has been in place in the US for a number of years. Client Signatories will use this survey to monitor their panel law firms on diversity, inclusion, and culture.

We are also a Lead Partner in the General Counsel Diversity and Inclusion (GCD&I) initiative, which is owned and led by General Counsel and the In-House Community. The aim of the initiative is to work with Law Firms to enhance equity, diversity and inclusion in our respective practice areas.

We were a founding signatory to the Mindful Business Charter, created to 'remove unnecessary sources of stress and promote better mental health and wellbeing in the workplace'. Since 2018, we have been working with our people and our clients to embed the principles and to nurture more effective relationships within internal teams and with our clients.





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

Our global team of 11 diversity professionals works together with diversity partners around the globe to deliver on our commitments to support our underrepresented colleagues.

Our International Management Committee, supported by our Board, approved a global D&I plan built on five pillars:

#### Accountability:

We hold ourselves accountable by establishing ambitious 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 equitably to our underrepresented colleagues. By instituting best practice processes, we are determined that all 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 taking another look at our recruiting and lateral integration requirements.

#### 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:

Partnering with our clients through collaborative forums focused on diversity and inclusion to drive change across the legal sector.

#### Actions completed since the approval of our plan in September 2020:



Notified partner recruiting agencies that we require diverse candidate slates.



Established and published external minority and LGBTQ+ partner goals.



Established updates to the pitch process to increase diversity in pitches; increased conversion rate from inclusion in pitch to inclusion in work; established baseline metrics and escalation process to help facilitate compliance.



Established billable hour credit for time spent on diversity activity for associates and counsel.



Joined the Valuable 500 with a commitment to embed disability inclusion throughout our business.

## Recognition and reward

Our work and our people are viewed by many as at the cutting edge in the profession. There is always more to do and no room for complacency, but these accolades show we are on the right path in the UK:

- Achieved **Women in Law Empowerment (WILEF) Gold Standard Certification** for the last three consecutive years
- Achieved Bronze Certification in the **National Inclusion Standard (NIS)** in 2020. This step-by-step evidence-based accreditation tool is the benchmark for workplace inclusion covering all protected characteristics and wider inclusion and diversity issues. We are the first law firm to achieve this standard
- Ranked in the Top 50 Social Mobility Index in 2018 and Top 75 in 2019 and 2020. In 2020 we were ranked **20th in the Top 75**, our highest position since entering the index.
- We have joined the Mansfield UK pilot along with 10 other leading law firms. **The Mansfield Rule** aims to boost representation of historically underrepresented lawyers in firm leadership
- Ranked in the Top 100 Stonewall Workplace Equality Index for 10 consecutive years, **17th in 2020**, the joint highest ranking in this period
- Recognised among the Times Top 50 Employers for Women for nine consecutive years, between 2012-2020

## Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at Hogan Lovells.

## Contact us:

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