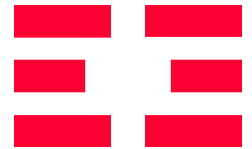




# Hogan Lovells

Locations: United Kingdom (HQ), Washington, D.C.  
Industries: Legal

RISK LEVEL:



High Risk

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## DESCRIPTION:

Hogan Lovells is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Hogan Lovells embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR High Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.**

*Hogan Lovells fired lawyer Robin Keller after she affirmed the Supreme Court's decision to overturn Roe v. Wade, citing her concern for the higher rates of abortions in the black community, among other concerns regarding abortion. Ms. Keller was fired for allegedly violating the company's anti-harassment policy (1). Hogan Lovells received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (2)(3).*

**Charitable giving (including employee matching programs) policies or practices discriminate Lower Risk against charitable organizations based on views or religious beliefs.**

*Hogan Lovells' HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The firm does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are High Risk ideological in nature.**

*Hogan Lovells' HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its*

employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Hogan Lovells is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (5)(6). Hogan Lovells is a member firm of Bloomberg Law's DEI Framework, indicating its support of DEI in its advocacy, recruitment, hiring, promotions, and leadership compensation (7)(8). Hogan Lovells hosts unconscious bias trainings for leadership positions (9). The company does not provide viewpoint protections for its employees (10).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Hogan Lovells' HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Hogan Lovells has joined two legal coalitions that advocate on behalf of pro-abortion legislation and signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (3)(4). The firm supports ESG within its business practices and employs a Chief Diversity Officer (5)(6)(7)(8). Hogan Lovells has also allied with the ACLU in legislative advocacy and co-led an amicus brief opposing West Virginia state legislation regarding transgender participation in women's sports (9)(10). The firm is a member of the Net Zero Lawyers Alliance, which aims to influence regulatory bodies and legal associations with net-zero emission and subsequent decarbonization goals (11)(12).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

Hogan Lovells provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Hogan Lovells' HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5). Hogan Lovells is a founding supporter of the TMBDLF Diversity Charity, the founder of which has expressed support for the Black Lives Matter movement (6). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8). Hogan Lovells partnered with the HRC, offering pro bono services to help create "Transgender-Affirming Hospital Policies" (9)(10). The company is a corporate partner of Ashoka, a global network of entrepreneurs focused on widespread, systemic social and environmental change (11).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk**

Hogan Lovells' HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Hogan Lovells is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to

abortion (3). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (4)(5). Hogan Lovells has not used its PAC donations or lobbied for ideological purposes (6)(7)(8).

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