

AUSTRALIAN
LEGAL SECTOR

ALLIANCE

PROMOTING SUSTAINABILITY

LEGAL SECTOR SUSTAINABILITY UPDATE
AUSTRALIAN LEGAL SECTOR ALLIANCE
MEMBER REPORT

2024

Through the maze

*Navigating the complexities of
reporting towards the clearer water of
corporate transparency.*



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2024 AusLSA BOARD OF DIRECTORS



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In the spirit of reconciliation, the Australian Legal Sector Alliance acknowledges the Traditional Custodians of the land on which we operate and recognise the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We pay our respects to their Elders past and present.

FROM THE AusLSA CHAIRS

Welcome to the 2024 AusLSA Annual Sustainability Insight

It is timely that the release of AusLSA's 2024 Legal Sector Sustainability Update occurs after COP-29 in Azerbaijan, where we heard the UN Climate Change Executive Secretary tell us that "we mustn't let 1.5 slip beyond our reach" and further urges nations to adopt measurable targets and transparency in reporting progress to ensure accountability among nations.

Though this year's Sustainability Update continues the ongoing reporting of corporate and environmental sustainability in the Australian legal sector and annual progress achieved by AusLSA members, this year's report also focuses on the theme of corporate accountability and transparency.

We thank Foresight Consulting Group for contributing to this year's report by providing insights into recent developments within the corporate sustainability reporting landscape and what to expect in coming years following the recent approval of the Australian Sustainability Reporting Standards (ASRS) in September 2024.

Our Executive Members also contributed case studies in this year's report on some of the broader topics around corporate sustainability reporting and transparency. These case study topics include using data to inform strategic decision-making, addressing modern slavery in the supply chain, developing a reconciliation action plan, the role of executive leadership in sustainability strategy implementation, understanding Scope 3 emissions, and setting science-based targets.

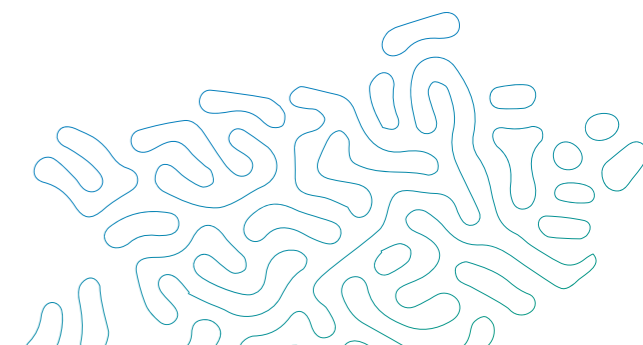
This year, 40 of our members have continued with their commitment to public reporting and transparency, and their performance and targets are shared in this report.

Of those reporting members, it is pleasing that one-third of members have in place or are developing science-based Net Zero targets, and two-thirds have in place or are developing a climate action plan. This is evidenced by the continued decrease in building-related emissions through an increase in renewable electricity uptake, and ongoing purchases of carbon credits or offsets.

We thank our Executive members for affording the time to share this with you and hope you can use this on your continued sustainability journey.

Brendan Bateman
Co-Chair, AusLSA
Partner, Clayton Utz

Kelvin O'Connor
Co-Chair AusLSA
Consultant



BOARD MEMBER INTRODUCTIONS



Jacqueline Plant
Norton Rose Fullbright,
Executive Board Member

Jacqueline is an environment and planning partner in the Melbourne office of international legal practice, Norton Rose Fullbright with more than 15 years of legal experience practising in Victoria and South Australia. Jacqueline has a focus on the energy transition and advising clients on the development, operation and decommissioning of major renewable energy and infrastructure projects, including in the growing areas of energy from waste and offshore wind.

She also has particular expertise relating to contaminated land and remediation including strategic redevelopment of complex contaminated sites, circular economy, pollution and incident response, biodiversity, undertaking environmental impact assessment and management of social licence considerations. Jacqueline primarily works with domestic and international clients who are project developers, project financiers and government agencies.

She brings expertise advising clients on operationalising ESG considerations, particularly in the area sustainability. Jacqueline has contributed to Norton Rose Fullbright’s environmental sustainability programs over a number of years including leading the firm’s first carbon emissions audit.

Outside of work, Jacqueline loves to spend time in the outdoors exploring and exercising with family and can often be found in the nearest botanical garden, having a hit of tennis or pickleball, going for a swim or playing golf. She loves entertaining and hosting dinner parties and can often be found on weekends cooking a feast to share with friends.



Joshua Martin
Foresight Consulting Group,
Specialist Board Member

Josh is the Founder of Foresight Consulting Group, one of Australia’s leading dedicated climate change and sustainability consultancies. He has over 15 years experience providing advisory and assurance services to many of the Fortune 500 and ASX 200 companies. He has also worked extensively with legal firms in Australia supporting with climate-related disclosures, target setting and decarbonisation strategies.

Prior to Foresight, Josh was a Director at EY where he was responsible for leading the firm’s Climate Change and Energy sub-service line for the Oceania region and prior to that he was the Climate Change Assurance Service Line Leader for Australia’s leading climate change and sustainability service provider, Net Balance, before its acquisition by EY.

Josh holds a bachelor’s degree in Environmental Science from Monash University, is registered lead auditor with the Clean Energy Regulator, a registered Climate Active Consultant, a qualified ISO 14064 (GHG assessment) practitioner, a lead auditor for the EU Emissions Trading Scheme (ETS) and a certified Global Reporting Initiative (GRI) practitioner.

Outside of work, Josh spends time with his son playing basketball, going to the beach, and camping. He enjoys calisthenics, has a taste for cognac, and likes to engage in thought-provoking conversations.



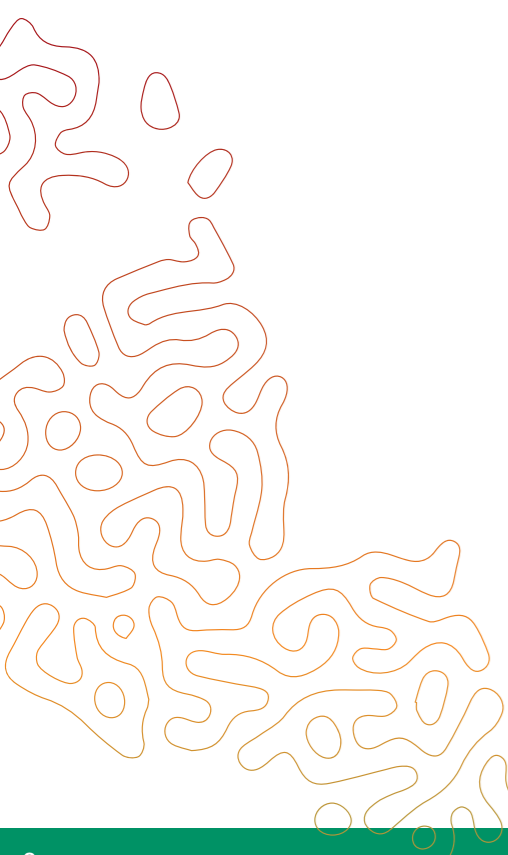
Paul Fencaros
AusLSA General Manager & Secretary

Paul Fencaros joined AusLSA this year as the new General Manager and Board Secretary. He brings expertise in corporate sustainability and climate action, with a particular focus on developing decarbonisation strategies to support companies achieve their net-zero commitments.

Prior to joining AusLSA, Paul was a Senior Consultant at Foresight Consulting Group, where he specialised in GHG accounting, science-based target setting, climate risk, and developing net-zero climate strategies. Paul delivered work for clients across a wide range sectors—including mining, retail, telecommunications, tertiary education, and legal services—and successfully led projects for several prominent ASX 200 companies.

As AusLSA’s General Manager, Paul aims to leverage his extensive sustainability consulting experience to advance climate action initiatives of AusLSA’s members, while improving the accuracy and transparency of AusLSA’s sustainability reporting.

Outside of work, Paul is an enthusiastic adventure and travel photographer and enjoys riding his motorcycle through the countryside on sunny weekends. He also pursues his seasonal interests in outdoor rock climbing and snowboarding.





ABOUT THE AUSTRALIAN LEGAL SECTOR ALLIANCE

Working together to improve sustainable practice

The Australian Legal Sector Alliance (AusLSA) is an expanding association of Australian law firms, strategic partners and key stakeholders who have chosen to work collaboratively to promote and increase sustainable practices across the legal sector in Australia. AusLSA is an independent not-for-profit enterprise which was developed and is funded solely by its law firm members.

AusLSA provides a framework where its members, partners and stakeholders can contribute their knowledge and experience to further the group's shared sustainability values and objectives. AusLSA provides tools and resources to assist members to plan, implement and monitor their sustainability initiatives.

AusLSA's Vision and Mission

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Our vision is that the Australian legal sector is widely known as an international leader in social and environmental sustainability and for creating societal value.

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To work collaboratively to inspire and facilitate greater sustainable practice across the legal sector addressing areas including people/workplace, community, environment, and governance.

The AusLSA Principles

All AusLSA Members have committed to the AusLSA Principles:

1. Developing a shared understanding of the value that sustainability provides across our businesses
2. Working collaboratively to build the capacity of our peers, suppliers and other stakeholders to improve their sustainability
3. Engaging in the public debate to develop, apply and promote best practice across the sector
4. Measuring, managing and improving the sustainability of our businesses
5. Reporting on our progress and being accountable.

Further information about AusLSA is available on our website:
www.legalsectoralliance.com.au

AusLSA's Executive members 2025

AusLSA is indebted to the commitment and support of its six Executive Members and Foresight. Since its establishment in 2010 AusLSA's Executive Members have been instrumental in providing leadership, strategic, logistical and financial support:



AusLSA is also assisted by Foresight Consulting Group who provide administrative and office support. In addition, AusLSA greatly benefits from the specialist expertise Foresight Consulting Group provides through its board appointment.

Focus and Direction

In the context of a rapidly evolving regulatory landscape and increasing demand from clients and stakeholders for companies to take action on pressing environmental and social challenges, corporate accountability and transparency has taken centre stage in recent years. This follows ongoing improvements being made to the mandatory and voluntary frameworks, guidelines, and standards that have been developed for corporate sustainability-related disclosures and reporting.

The 29th session of the UNFCCC Conference of the Parties (COP29) in Baku, Azerbaijan in November this year is expected to further enhance public and private sector ambition on climate action. With further regulatory changes on the horizon and corporate green washing to be placed under increased scrutiny, companies and governments can no longer sit on the sidelines. Corporate executives and leadership teams are being held accountable for ensuring that their organisations are suitably prepared for future regulatory changes and that sustainability is being integrated at the core of doing business.

Priorities for 2025

AusLSA Sustainability Reporting and Analysis Tool

As international frameworks, guidelines, and standards for climate and sustainability reporting have evolved in recent years for improved rigor, thoroughness, and interoperability across reporting frameworks, AusLSA has set a key priority for 2025 to ensure that the Sustainability Reporting and Analysis Tool (SRAT) is enhanced to improve its scope and continued alignment with current guidelines and best practices for reporting.

Improvements will be made to the Environment and emissions component of AusLSA's reporting tool for improved alignment with the Greenhouse Gas Protocol, including Scope 3 emissions categories. This will ensure that AusLSA members reporting through the tool are capturing their full scope of emissions, including emissions associated with their upstream and downstream activities, such as business travel, employee commuting, waste management, and supply chain operations.

AusLSA Member Programs

AusLSA will continue to deliver programs and information sessions on sustainability topics to members in 2025. These programs are often developed and delivered through AusLSA's partnerships with government, companies and non-profit organisations to improve the knowledge and capacity of member firms to address the sustainability challenges they are faced with and to keep informed of emerging trends and insights around corporate sustainability and reporting.



ABOUT AUSLSA'S SUSTAINABILITY REPORTING

AusLSA sustainability reporting is centred on a consistent suite of reporting criteria and metrics created by AusLSA in collaboration with its partners and members.

AusLSA members have reported their environmental sustainability performance this way for the last 12 years; however, in the previous six reports, AusLSA's Sustainability Framework has progressively expanded to include a broader set of material social and environmental issues.

The materiality of different sustainability issues will continue to be reviewed and upgrades made each year as necessary. For example, last year's annual report included increased information about how they approach climate action. The key purposes of the annual AusLSA reporting process are

- To guide members' awareness of the range of sustainability issues and measures they should consider
- To provide a framework for AusLSA members to track the sustainability status of their operations and the effectiveness of their sustainability initiatives
- To increase the understanding and transparency of the social and environmental impacts of the Australian legal sector

AusLSA's sustainability reporting is unique. It is the only industry sustainability reporting system in Australia that uses a tailored reporting scope, boundary and methodologies. This consistent approach has many advantages over independent sustainability reporting where different organisations will use differing standards, methodologies and assumptions, making comparability and quality assurance difficult.

AusLSA reporting provides members with quality and comparable management and planning information based on consistent approaches, tools and long-term time series data. It also provides their staff, customers and other interested stakeholders with detailed information on both individual and industry progress.

Why do AusLSA members report?

There is growing recognition among AusLSA members of the importance of sustainability and corporate responsibility in enhancing their business strength and competitiveness. Environmental and health crises have intensified this awareness, prompting law firms to demonstrate their broader societal value.

Key factors include:

Social Impact and Values: AusLSA members understand that the social impact they generate and the values they uphold are crucial for attracting employees and customers.

Importance of Reporting: Regular and standardised sustainability reporting is seen as essential for demonstrating commitment to corporate responsibility. It aligns with best practices and helps firms monitor their progress.

Survey Insights: Reporting and reporting impact is a top sustainability priority, with a significant majority of member firms recognising that such practices enhance their business reputation and reduce risks.

Individual Prioritisation: While each AusLSA member may prioritise differently based on their values and opportunities, collective reporting fosters collaboration and accountability within the sector.

Collaborative Commitment: By reporting together, AusLSA members signal their dedication to improving both individual and sector-wide sustainability outcomes.

This approach not only benefits individual firms but also contributes to the legal sector's overall sustainability efforts.

What Does AusLSA report?

The reporting framework developed by AusLSA is consistent with management and reporting elements commonly applied in Australian and international organisations. This consistency develops a greater recognition of the issues and metrics used by member firms and the audiences for this information.

AusLSA's framework is based around the four pillars of sustainability, being people/workplace, community, environment and governance.

PEOPLE	COMMUNITY	ENVIRONMENT	GOVERNANCE
Gender Equality	Pro Bono	Environmental and climate action	Sustainability Reporting
Flexible Working	Non Legal Volunteering	Renewable Electricity and Carbon Offsets Purchased	Sustainable Supply Chain Management (including Modern Slavery Reporting)
Diversity	Charitable Giving	Greenhouse gas emissions from Electricity and Gas	Risk Management and Business Continuity
LGBTIQ+ Inclusion	Indigenous Reconciliation	Greenhouse gas emissions from Travel	Ethics and Conduct
Physical Wellbeing		Paper Use and Selection	
Psychological Wellbeing		Waste and Recycling	
Professional Development			

This framework has been developed with reference to existing sustainability reporting methodologies including;

- the Global Reporting Initiative G4
- the UN Sustainable Development Goals
- the Global Compact and Guiding Principles
- Australian GHG Protocol and ISO 14064
- AA1000 assurance principles

AusLSA Key reporting principles

Materiality

Materiality assessment is an early and essential step in Sustainability Reporting. The process involves the consideration of the most relevant and important sustainability impacts (both positive and negative) through the different perspectives of a range of stakeholders. AusLSA has researched and incorporated the views and preferences of key legal sector stakeholders including government, thought leaders, clients, employees and AusLSA members through this process. A key advantage in reporting on sustainability as a sector is the ability to identify and apply a common set of material issues for the legal industry, which AusLSA will continue to monitor, review and update.

Completeness

AusLSA members are increasing their capacity to provide more comprehensive and accurate information about their material social, environmental and governance issues and are increasingly reporting their progress. AusLSA consolidates reporting to help its members generate a sustainability profile that is complete in terms of scope, boundaries and time and which aligns with the developing expectations of both clients and their own corporate governance.

Responsiveness

Member's Sustainability Profiles highlight the most material issues for the sector as a whole. Each firm's individual report provides categorised information about how they are addressing the sustainability issues in each of the material issues included in the report.



How we report

Each year all AusLSA members are invited to report based on the AusLSA standard reporting framework. Reporting is generally open from July until mid-September. However, this year the AusLSA has again allowed a level of flexibility to cater for in recognition of the continuing disruption caused by Covid 19 and the impacts of widespread office shutdown and re-openings.

Member information is collected by AusLSA's own Sustainability Reporting and Analysis Tool (SRAT). The SRAT has been specifically designed to capture, analyse and report information about the material sustainability impacts in the Australian legal sector. The tool precisely reflects the sustainability principles and methodology that AusLSA has adopted in the development of its sustainability framework.

The SRAT also assists in data collection by focusing on the data that is readily available through typical operating processes. For example, users have the option to enter data such as taxi expenditure or reams of paper purchased rather than requiring detailed activity data such as taxi trips or printing data.

Importantly, in addition to collating data, the SRAT provides database and analysis functionality which provides valuable planning and management information. The SRAT is designed to enable members to benchmark against their peers and well as compare their performance against prior years to identify their strengths and opportunities. This critical information can then support planning and management of their sustainability commitments.

AusLSA's SRAT software is developed and maintained by INFORMED 365, an independent Australian company who continues to assist AusLSA to grow the tool's features to better plan and manage law firms' sustainability programs. The SRAT utilises the latest emissions factors and models from a variety of sources, most notably the National Greenhouse Accounts (NGA) and the UK Department of Environment Food and Rural Affairs.

Acknowledgements

The development of AusLSA's reporting framework and reporting method has been developed and refined over many years. In the last six years, the report has progressively expanded to cover a broader range of sustainability issues that are material to Australian law firms.

Law firms are fortunate to have access to a range of excellent programs and peak organisations that assist them in many of the areas covered in the AusLSA Framework. Over the years AusLSA has been greatly assisted by guidance and advice from these organisations that have become a critical part of our framework and reporting approach.

AusLSA would like to thank the following organisations for their ongoing assistance in our programs:

1. The Australian Pro Bono Centre - legal pro bono programs
2. The Workplace Gender Equality Agency - gender equality and flexible working
3. Workplace Giving Australia - charitable giving and non-legal volunteering
4. Pride in Diversity - LGBTI inclusion
5. Reconciliation Australia - Indigenous Reconciliation
6. The Minds Count Foundation - Psychological wellbeing

The SRAT utilises the latest emissions factors and models from a variety of sources, most notably the National Greenhouse Accounts (NGA)

This year's annual report also includes six case study articles. AusLSA would like to thank

- Foresight Consulting Group
- Lander and Rogers
- Maddocks
- Clayton Utz
- Norton Rose Fulbright
- Gilbert + Tobin
- DLA Paper

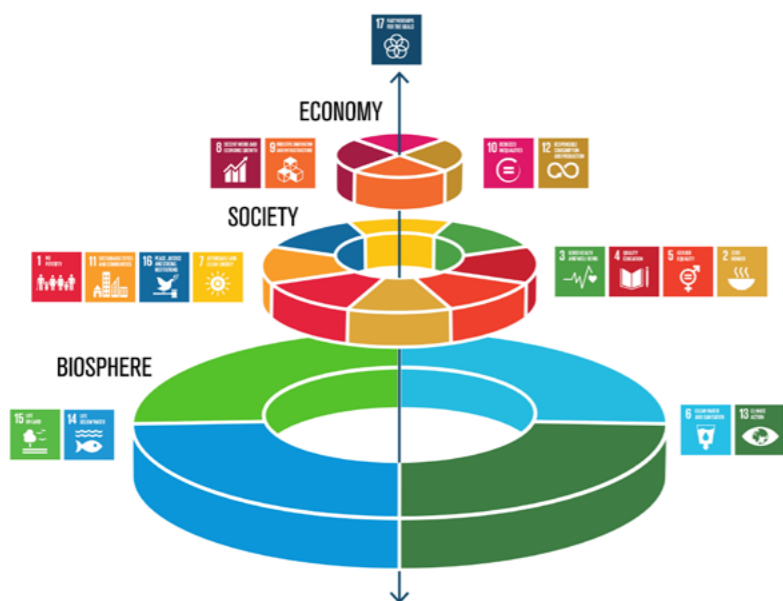
GLOBAL SUSTAINABLE DEVELOPMENT GOALS

What Are They?

The Sustainable Development Goals are an agreed set of critical global focus areas with common definitions and targets that include a comprehensive range of inter-connected sustainability issues.

The goals were developed by the United Nations in 2015 and include seventeen goals and 169 related targets.

The goals and their associated targets promote the interdependence of sustainable development's three dimensions of; environmental, social and economic and integrate them into a universal framework for global cooperation and action.



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Why Are They Important?

Cooperation, coordination and partnerships are three of the key determinants of how far and how fast we can move towards sustainability. The Sustainable Development Goals provide an important universal focus to address our global challenges. The United Nations, governments, corporations and non-government organisations can work more cooperatively by using goals and associated targets to identify opportunities, classify their investments and evaluate their progress in these key areas.

It is also important that AusLSA and its members can see their sustainability commitments through the lens of the sustainable development goals. By aligning our own sustainability framework with the Sustainable Development Goals we can better understand these global priorities and opportunities, and our roles and obligations to address these issues as a profession and an industry.

How Are They Relevant To Members?

More and more organisations are learning that exhibiting an organisational purpose that improves the world we live in also inspires their staff and clients, which in turn drives profits and creates sustainable value. The international community increasingly recognises contributing to the UN Sustainable Development Goals as 'creating shared common value' for all stakeholders. Using a common language and shared purpose, the SDGs define a common framework of action and language that will help companies communicate more consistently and effectively with stakeholders about their impact and performance.

How Are The Goals Covered In AusLSA's Sustainability Framework?

There are very few corporations or industries that would address all of the 17 Sustainable Development Goals as significant impacts or opportunities. In reality, the nature of our industries, business purpose and professional focus means that different organisations will have stronger opportunities to contribute to different Sustainable Development Goals.

Law firms by the nature of their business are exposed to certain common impacts and opportunities that arise by the nature of their profession and industry. These impacts and opportunities are generally shared by most (if not all) law firms and correlate with a number of the Sustainable Development Goals. There is also a second set of impacts and opportunities that will be more specific to the individual business and strategic priorities of different law firms. This may include their market focus but also the focus of community programs including pro bono and charitable giving etc.

The alignment of AusLSA measures with the Sustainable Development Goals.

Sustainable Development Goal	AusLSA Reporting	Sustainable Development Goal	AusLSA Reporting	Sustainable Development Goal	AusLSA Reporting
3 GOOD HEALTH AND WELL-BEING	Physical Wellbeing Psychological Wellbeing	7 AFFORDABLE AND CLEAN ENERGY	Climate Action Carbon Offsets Renewable energy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Energy use Travel Offsets and Renewables Paper use
4 QUALITY EDUCATION	Professional Development Non-legal Volunteering	10 REDUCED INEQUALITIES	Diversity LGBTIQ+ Inclusion Gender Equality Indigenous Reconciliation	13 CLIMATE ACTION	Climate Action Plans and Targets Sustainable Supply Chain Energy use Travel Carbon Offsets and Renewables
5 GENDER EQUALITY	Gender Equality	11 SUSTAINABLE CITIES AND COMMUNITIES	Energy efficiency building initiatives	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Legal Pro bono Ethics and Conduct Sustainability reporting
		17 PARTNERSHIPS FOR THE GOALS	AusLSA membership and participation		

It is important that AusLSA and its members can visualise and articulate their sustainability commitments through the lens of the Sustainable Development Goals.

Sustainable Development Goal aware firms will also be able to demonstrate to their clients and other stakeholders how their commitments contribute to a recognised set of global priorities.

Other Sustainable Development Goals

In addition to those Sustainable Development Goals covered directly by AusLSA reporting, AusLSA also measures additional actions and activities undertaken by members that influence the remaining goals which are also measured in AusLSA's reporting. These activities include:

- Legal Pro Bono Programs
- Charitable Giving
- Non-Legal Volunteering
- Sustainable Procurement



AusLSA members also make strategic decisions about the type of business partnerships and markets they wish to develop and prioritise as a part of their purpose. This purpose can also demonstrate the firm's values. Through their working relationships with their clients, law firms help to facilitate and deliver many projects and assist organisations that help deliver on the Sustainable Development Goals and targets.

Case Studies

Introductory article: The path towards improved corporate accountability and transparency



FORESIGHT CONSULTING GROUP

Joshua Martin
Founding Director

In recent years, corporate sustainability reporting has moved from a niche concern to a mainstream business imperative. As sustainability becomes an increasingly vital focus for investors, regulators, and the general public, companies are under pressure to not only disclose their environmental, social, and governance (ESG) performance but to do so in a transparent, accountable, and consistent manner. However, this shift has not come without its challenges, particularly due to the complexities and confusion created by the lack of interoperability between the various reporting guidelines, standards, and frameworks that companies are expected to adhere to.

Historically, the landscape of sustainability reporting has been fragmented, with numerous frameworks and standards vying for adoption. The Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), Climate Disclosure Standards Board (CDSB), Integrated Reporting (<IR>) Framework, the Sustainability Accounting Standards Board (SASB), Taskforce on Climate-related Financial Disclosures (TCFD) and Taskforce on Nature-related Financial Disclosures among many others, have each offered different

approaches to measuring and reporting on sustainability factors. For corporates, this divergence has created a significant challenge in navigating the varying requirements and expectations of multiple stakeholders, including investors, regulators, and customers.

The lack of interoperability between these frameworks has often led to confusion, inefficiencies, and duplicative efforts. Companies have found themselves having to decide what standards and frameworks to adopt for

reporting and often reporting the same data in slightly different formats or measuring the same metrics according to different criteria, leading to inconsistent disclosures that hinder comparability and transparency. This fragmentation has made it difficult for investors and other stakeholders to assess corporate sustainability performance accurately, undermining the very goal of accountability and transparency that these frameworks were designed to promote.

However, significant progress has been made in recent years to address these issues and to bring greater coherence to the sustainability reporting landscape. Over time efforts have been made to align the various reporting standards, reducing complexity and enabling better comparability of ESG data. For instance, the collaboration between the GRI and SASB to map their standards has created greater alignment between their disclosure frameworks. Moreover, the bridging of SASB and the <IR> Framework under the banner of the Valuation Reporting Foundation in 2021 and the consolidation of CDP into CDSB in 2022. More recently, The Value Reporting Framework and CDSB were consolidated under the IFRS Foundation and the ISSB was established. The creation of the ISSB by the IFRS Foundation has been a crucial step forward in harmonizing global sustainability reporting, offering a global baseline for companies to report on financial materiality while providing flexibility for sector-specific disclosures. This has led to the IFRS Sustainability Standards on which the Australia variants, the Australian Sustainability Reporting Standards (ASRS) AASB S1 and AASB S2, are based. The Australian Government has also mandated climate-related disclosures aligned to ASRS. The development of the IFRS Sustainability Standards and ASRS were also guided and influenced by GRI. An

important distinction must be made between GRI and the new IFRS Sustainability Standards. The IFRS Sustainability Standards call for transparency on how sustainability-related matters may have a material financial impact on an organisation. The focus is looking inward on how the evolving sustainability landscape may impact the financial positions and performance of the organisation. GRI focuses more prominently on the outward impact an organisation has on the environment and society as a whole. These impacts are not limited to being of a financial nature either.

With this convergence of sustainability reporting standards and frameworks, the path towards improved interoperability has improved significantly. However, it will still require continued collaboration between standard-setters, regulators, and corporates. A unified approach to sustainability reporting should emphasize clear, comparable, and reliable ESG data.

Law firms should look to the IFRS and ASRS standards. While many law firms in Australia will not be directly impacted by the recent legislated climate-related disclosures they will be indirectly impacted and will have begun feeling the pinch from their clients requesting detailed climate-related disclosures, particularly information on the firm's greenhouse gas emissions and whether the firm has emissions reduction targets that are science aligned supported by a decarbonisation plan. Many of the companies facing mandated disclosure requirements may also seek legal advice to interpret what the new disclosure requirements mean for their organisations. Law firms have an important role to play in support of organisations directly impacted by the new disclosure requirements.

CASE STUDY:

Leveraging data and developing an EMS to inform strategic decision-making



LANDER & ROGERS

Joanna Renkin
Partner, Pro Bono, Community & Environment

In an ever-changing legal environment, effective, sustainability-focused decision-making relies on information that is robust, informed, data-driven, tested, and understood. Data within each law firm forms the backbone of decision-making, telling an important story of where we started, where we are now, and where we aim to be. An environmental management system (EMS) offers the tool to interpret this data, supporting positive decision-making for individual firms, our legal sector, and the world.

An EMS offers a structured approach to organise, identify, and prioritise strategy, vision, and actions.

CASE STUDY: LANDER & ROGERS

CHALLENGES

Law firms collect data from numerous sources, which can make it overwhelming to know where to start. Having anchor tools for reference is

essential. An EMS offers a structured approach to organise, identify, and prioritise strategy, vision, and actions.

SOLUTIONS AND ACTIONS

At Lander & Rogers, we set out to understand our environmental impact not just for regulatory compliance, but to share learnings and influence collective responsibility and action. We recognised we had an enormous amount of data available within the firm, sourced from our base buildings, utilities, travel companies and suppliers. We needed to develop systems that could simplify the complexity of having this amount of data and enhance our ability to analyse it. The decision makers within our governance structures also needed confidence to determine the firm's future strategy.

The EMS is our primary tool for managing our program, organising information to monitor and measure performance, guide decision-making, prioritise resources, ensure accountability, and drive continuous improvement. An additional benefit of our EMS is that it has enabled us to broaden conversations, facilitating ownership of actions and leading to innovative assistance from iHub, our data analytics team, to develop unique BI dashboards from an initial simple Excel spreadsheet.

RECOMMENDATIONS

Based on our experience, we offer the following recommendations for firms developing or advancing their EMS:

- **Leverage industry expertise and focus on key environmental activities:** Work with organisations like AusLSA to create an EMS tailored to your firm's most significant environmental impacts, using customised templates and resources.
- **Build data-driven mechanisms for continuous improvement:** Develop structures that capture and analyse environmental data, providing confidence that progress can be monitored, refined, and aligned with firm priorities.
- **Commit to comprehensive planning and certification:** Embrace the detailed planning and certification process to thoroughly identify impacts, set targets, allocate resources, and ensure independent credibility.
- **Enable strategic transformation with a robust EMS:** Use insights from your EMS to make ambitious, achievable decisions that drive sustainable change within your firm.

CASE STUDY:

Reassessing your value chain for completeness



GILBERT + TOBIN

Eloise Schnierer
Head of Corporate Social Responsibility

Australian law firms are increasingly disclosing their greenhouse gas (GHG) emissions across various platforms, including AusLSA, the Australian Government's Climate Active Carbon Neutral program, and CDP (formerly known as the Carbon Disclosure Project). CDP has become the leading voluntary global disclosure platform, aligned with the GHG Protocol, and is frequently adopted by corporations in Australia and abroad to accurately measure their Scope 3 emissions and pursue decarbonisation goals. With its robust emphasis on data quality and adherence to the GHG Protocol, CDP supports organisations in meeting their emissions reduction targets.

Gilbert + Tobin (G+T) is one of several law firms now disclosing GHG emissions through CDP, including completing the CDP Supply Chain Module for specific clients. Transitioning from reporting under the Climate Active Carbon Neutral Standard to the GHG Protocol through CDP has required significant shifts in the firm's approach.

Establishing a comprehensive Scope 3 emissions inventory presents challenges, as Scope 3 emissions often involve complex supply chains and indirect activities.

CASE STUDY: GILBERT + TOBIN

CHALLENGES

Since 2017, G+T has measured and reported its GHG emissions through Climate Active, which shaped the firm's emissions management practices over several years. In 2023, G+T began reporting emissions through CDP, prompting the Corporate Social Responsibility (CSR) team to focus on improving data quality and enhancing the firm's CDP disclosure score. This transition has introduced a new set of challenges and requirements, particularly in data assurance and emissions boundary setting, both of which are critical for transparency and accountability under CDP.

Establishing a comprehensive Scope 3 emissions inventory presents challenges, as

Scope 3 emissions often involve complex supply chains and indirect activities. The GHG Protocol encourages companies to adopt a "completeness" approach, requiring detailed mapping of their entire value chain. For professional services firms like G+T, Scope 3 emissions have traditionally been defined based on activities deemed relevant under the Climate Active standard. Shifting to a completeness approach under the GHG Protocol requires a substantial investment of time and resources to ensure an accurate and comprehensive account of indirect emissions.

SOLUTIONS AND ACTIONS

To improve its CDP disclosures, G+T prioritised data integrity, recognising the importance of accurately representing the firm's impact on climate for our clients. As part of this process, the firm opted to obtain third-party assurance of its GHG emissions data—a step aligned with client expectations and increasingly common among organisations that rely on high-quality emissions data for their own reporting needs.

For G+T's 2024 CDP submission, the CSR team reviewed the firm's emissions boundary in line with the GHG Protocol, with a focus on Scope 3 emissions. Initially, G+T's emissions boundary was based on the "relevance" principle under the Climate Active Carbon Neutral Standard, focusing on emissions sources typical for professional services.

However, CDP's emphasis on "completeness" required a broader assessment. To achieve this, the CSR team collaborated with the finance team to compile a complete dataset of the firm's vendor spend, allowing for a more thorough calculation of Scope 3 emissions. G+T engaged Purpose Bureau, an external provider, to help quantify these emissions based on spend data.

The result was a significant increase in the firm's reported Scope 3 emissions, from 3,063.99 tCO₂e (using the relevance approach) to 9,164.22 tCO₂e (using the completeness approach) for FY2023. This shift reflects G+T's commitment to comprehensive and transparent reporting and underscores the firm's dedication to rigorous climate accountability through CDP's standards.

RECOMMENDATIONS

Based on our experience, reporting firms should review their scope 3 boundaries and to meet the "completeness" requirements of the GHG protocol and current stakeholder expectations, which will continue to shift with the

commencement of mandatory climate reporting in Australia. This is particularly the case for firms that have previously aligned with the Climate Active Carbon Neutral Standard.

To begin this process, we recommend the following steps:

- Review baseline years in line with the completeness principle
- Refer to the GHG Protocol to build a GHG inventory
- Work with experts familiar with the GHG Protocol and CDP reporting
- Begin planning for audit over the next 12 months

CASE STUDY:

Leveraging the SBTi Framework for transparency and corporate accountability

DLA PIPER



Ttobie Arowobusoye
Sustainability and ESG Manager, Asia Pacific



Mark Hornsby
Head of Property & Workplace, Africa, Asia Pacific and Middle East

Many law firms and their clients are responding to increased stakeholder scrutiny by developing ambitious Science Based Targets (SBTs) and Net Zero targets.

In an era where sustainability and environmental responsibility are no longer optional but expected, the Science-Based Targets initiative (SBTi) has emerged as a leading global organisation providing a framework for guiding corporate emissions reductions in line with climate science.

The SBTi framework can be effectively integrated with other recognised reporting standards to bolster organisational commitment to transparency and accountability while aligning with global sustainability trends.

CASE STUDY: DLA PIPER

CHALLENGES

Conveying to leadership a clear understanding of the firm's emissions footprint and the complex regulatory landscape is key to delivering on strategy.

Establishing a baseline and collecting and reporting accurate and consistent data across multiple offices and locations can be challenging. Not all jurisdictions have data readily available or the resources to report as accurately as other jurisdictions.

In addition, we have had to navigate and mitigate the emerging risks arising from shifting external

expectations, future macroeconomic changes, and dynamic and complex regulatory landscapes (for example in the UK, Europe, Australia and New Zealand mandatory climate reporting is being established).

To sustain performance and delivery against SBTs, an ongoing review of processes and technologies, integration into ways of working and indeed work programmes, plus of course well understood investment is required. Backed up by integration into governance and internal and external reporting – aligned to all other business areas.

SOLUTIONS AND ACTIONS

We worked with an external consultant to develop a strategic SBTs roadmap.

An International Energy and Climate Change Committee (IECC) comprised of leaders across the business has been established to target reductions within key emissions hotspots areas including sustainable procurement, business travel, future office premises, and energy optimisation.

By setting an ambitious SBT, we're keeping our business resilient and ready for the rapidly emerging legislation on emissions reduction and climate impact and the cascading government requirements.

A new cloud-based data management system was introduced to collect, analyse, and report our data consistently. It plays a crucial role in monitoring our performance and ensuring we meet our reporting obligations.

RECOMMENDATIONS

Reflecting on our journey, we recommend the following steps for other law firms aiming to create an SBTi approved goal:

- **Map your operations**
Start by mapping out your carbon footprint and identifying areas where emissions reductions can have the most significant impact. If you have done work in the modern slavery space, this will be a similar task.
- **Invest in technology**
Implement a robust data management system to support consistent and verifiable reporting.
- **Engage and train your workforce**
Ensure that everyone from senior leadership to business support staff understand the importance of the SBTi goals and how their role can contribute to the firm's success.
- **Collaborate across departments**
Bring together teams from relevant departments to develop a unified approach and to embed sustainability into business-as-usual practices.
- **Be transparent**
Regularly report on your progress and be open about challenges, learning and even shortcomings. Align your SBTi commitments with other recognised reporting standards to provide stakeholders with a clear and universally recognised view of your efforts.

CASE STUDY:

The role of executive leadership for sustainability strategy implementation



Jacqueline Plant
Partner

NORTON ROSE FULBRIGHT

Effective action on climate change requires robust governance to manage reputational risks and meet regulatory obligations. For Norton Rose Fulbright Australia (NRFA), addressing climate change is a key priority. To operationalise our sustainability goals and ensure accountability, we established an executive-level ESG Committee. The committee will seek to align internal firm governance with emerging directors' duties and increase the firm's accountability and capacity to deal with evolving business risks of climate change other ESG risks. The ESG committee bolsters our commitment to integrating sustainability best practice into NRFA's decision-making and will lead the firm's net zero strategy.

Effective action on climate change requires robust governance to manage reputational risks and meet regulatory obligations.

CASE STUDY: NORTON ROSE FULBRIGHT

CHALLENGES

Implementing a net zero strategy aligned with Science-Based Targets requires significant operational and behavioural changes across the firm, including policy revision, staff training, and enhancements to public data disclosure processes. Achieving this whole-of-firm transformation relies on executive leadership to steer the necessary changes.

While investing resources in an ESG committee presents challenges, we view it as an essential part of doing business and fulfilling our part in society as a socially responsible business in the current climate crisis.

SOLUTIONS AND ACTIONS

In 2024, NRFA established a new governance structure—the Australian Partnership Council ESG Committee: Climate Change (ESG Committee)—to oversee and be accountable for all sustainability and climate-related matters. The committee includes Partnership Council members with ESG expertise, business leaders responsible for key emission sources, and other firm ESG leaders. Its role is to guide and advance the firm's net zero strategy.

The establishment of an executive level committee aligns our internal governance with client expectations, enhances accountability for sustainability commitments, demonstrates to stakeholders NRFA's commitment to a net zero strategy, and embeds ESG considerations into core business processes.

RECOMMENDATIONS

Understanding your firm's stance on sustainability reporting and appetite for the implementation of a net zero strategy is important before investing time and resources into establishing a committee at executive level. Having a detailed plan is also essential to ensure committee members understand their roles, responsibilities and are held accountable for the implementation of the firm's sustainability strategy.

Based on our learnings following the establishment of our ESG Committee, recommend that other law firms consider the following:

- Appoint a dedicated sustainability manager to spearhead sustainability initiatives, oversee strategy implementation, and manage data collection and reporting in coordination with the ESG Committee.
- Upskill and utilise existing firm resources where possible. There may be members at the firm with skills and interest who will be able to assist the ESG Committee. Having staff who support the ESG Committee and the firm's climate action strategy also improves the firm's overall behaviour shift towards improved sustainability practices.
- Engage external experts when needed for sustainability reporting, data collection, and emissions calculations.
- Set up chargeable files to operationalise the firm's sustainability strategy, to incentivise and reinforce the importance of the ESG Committee's oversight, and to objectively measure the value of the work done to support the firm.

CASE STUDY:

Addressing modern slavery in the supply chain

Insights into developing a policy or strategy that mitigates risk of modern slavery in the supply chain



Stuart Naphthali
Partner



Victoria Graham
Special Counsel

MADDOCKS

Under the Modern Slavery Act 2018 (Cth), law firms are required to identify and address the risk of modern slavery in their supply chains. This responsibility goes beyond compliance—it plays a critical role in collectively combating modern slavery, as well as increasing corporate accountability and transparency. Maddocks has implemented a proactive and risk-based approach to ensure that the firm's supply chain procurement practices align with these obligations and contribute meaningfully to the fight against modern slavery.

The complexity of mapping supply chains and assessing risks can be daunting.

CASE STUDY: MADDOCKS

CHALLENGES

Firms often face challenges when developing and implementing strategies to mitigate modern slavery risks, particularly with limited time and resources. The complexity of mapping supply chains and assessing risks can be daunting. However, by adopting a risk-based approach, leveraging established methodologies, and

tailoring engagement with suppliers based on the relationship's nature, these challenges can be effectively managed. Maddocks has developed a series of measures that address these challenges and enhance the firm's capacity to manage modern slavery risks.

SOLUTIONS AND ACTIONS

Maddocks has implemented several processes to mitigate modern slavery risks in its supply chain, including:

Supplier Mapping: A thorough mapping exercise involving key stakeholders across the firm to gain a deeper understanding of the supply chain and identify key suppliers.

Risk Assessment Tool: Developed based on the Commonwealth Government's guidance and Global Slavery Index statistics, the Risk Assessment Tool helps streamline the evaluation of suppliers. It assesses each supplier based on four key risk factors: Sector and Industry Risks, Product and Services Risks, Geographic Risks, and Entity Risks. The assigned risk level determines the extent of due diligence required for each supplier.

Supplier Surveys and Follow-ups: Tailored surveys and follow-ups are used to gain deeper insights into each supplier's specific risk profile and their efforts to mitigate modern slavery risks.

Supplier Code of Conduct: Maddocks published a Supplier Code of Conduct, outlining its expectations of suppliers regarding modern slavery and other ethical standards, including human rights, labour, health, safety, and environmental requirements.

Contractual Clauses: Tailored contractual clauses, based on Australian Government model clauses, are included in supplier contracts to clarify expectations around modern slavery risk management. These are implemented based on a prioritised, risk-based approach.

Site Visit: A physical site visit was conducted with a key third-party service provider in South Africa, identified as a high-priority due to geographic risks. The visit included an inspection of the premises, a review of relevant policies, and staff interviews, ensuring that the level of engagement matched the supplier's risk profile and the strength of the firm's relationship with them.

RECOMMENDATIONS

Based on Maddocks' experience, the following steps are recommended for firms seeking to address modern slavery risks in their supply chains:

- **Map Your Supply Chain:** Invest time in mapping your supply chain to identify high-risk areas, which will provide a strong foundation for ongoing efforts.
- **Use Established Resources:** Leverage publicly available, reputable resources and global standards when developing policies and strategies.
- **Thorough Procurement Processes:** Implement robust procurement processes to assess both new and existing suppliers.
- **Tailor Supplier Engagement:** Adjust the level of engagement with suppliers based on the risk they present and the nature of the firm's relationship with them.

CASE STUDY:

Developing a Reconciliation Action Plan



CLAYTON UTZ

Anna Pavincich
National Manager - Community & Sustainability

Clayton Utz recently launched its fourth Reconciliation Action Plan (RAP), reaching the Stretch level. This marks a significant milestone in the firm's 14-year commitment to Aboriginal and Torres Strait Islander peoples. The RAP formalises actions to advance reconciliation, build relationships, and integrate cultural awareness throughout the firm. It also serves as a key accountability tool, with annual reporting to Reconciliation Australia, ensuring transparency and commitment to these goals.

A RAP is a continuous journey, but one that delivers valuable benefits to your firm, First Nations peoples, and the broader community.

CASE STUDY: CLAYTON UTZ

CHALLENGES

Many corporates face challenges in embedding reconciliation efforts into core business operations. For large organisations, integrating these initiatives often requires balancing cultural and strategic priorities. A common challenge is ensuring that reconciliation goes beyond symbolic gestures and becomes embedded in everyday operations. This requires developing long-term strategies to create culturally safe environments and increase First Nations representation, all of which demand sustained focus and resources.

Reconciliation Australia's tiered RAP framework encourages organisations to continuously improve their internal practices, policies, and external activities, while fostering culturally safe workplaces for First Nations peoples. RAPs require annual reporting through the RAP Impact Survey, with Reconciliation Australia holding organisations accountable for their commitments. This framework highlights the importance of corporate accountability and drives the creation of inclusive environments to support the recruitment and retention of First Nations employees.

SOLUTIONS AND ACTIONS

We worked closely with Reconciliation Australia to develop our Stretch RAP, ensuring certain policies were in place and that our actions had progressed to a suitable point. A RAP does not exist in isolation. Participating in the Indigenous Employment Index, operated by the Munderoo Foundation's Generation One, allowed us to benchmark ourselves against other organisations to measure and identify practices to increase and improve employment outcomes. This invaluable roadmap shaped our RAP.

A key priority for the firm was creating a culturally safe workplace. We integrated reconciliation into everyday operations through cultural awareness training, educational events, and pro bono legal support for First Nations clients.

These initiatives were embedded into the firm's daily operations to ensure reconciliation became a continuous practice rather than a series of one-off activities.

Leadership support was crucial in advancing our RAP to the Stretch level. The RAP Working Group collaborated with different departments to set ambitious targets, knowing that the firm's leadership fully backed these efforts. Once endorsed by Reconciliation Australia, our RAP was launched across all offices, with RAP Committees sharing the key commitments. Employees were invited to participate in the Reconciliation Australia Workplace RAP Barometer to gather feedback and guide future actions.

RECOMMENDATIONS

Based on our experience, we offer the following recommendations for firms developing or advancing their RAP:

- **Identify Key Priorities:** Focus on areas for improvement, such as fostering a culturally safe workplace, to create a strong foundation for your RAP.
- **Leadership Commitment:** Secure strong support from leadership to drive RAP initiatives and set ambitious goals.
- **Embed Reconciliation into Everyday Practices:** Ensure reconciliation initiatives are part of your firm's daily operations through ongoing cultural training and community engagement.
- **Benchmark Progress:** Use external benchmarks like the Indigenous Employment Index to assess your firm's progress and shape your RAP goals.

A RAP is a continuous journey, but one that delivers valuable benefits to your firm, First Nations peoples, and the broader community.

MEMBER RESULTS 2024

People

Supporting a more engaged, aligned, and productive workforce through diversity and a healthy workplace culture.

Gender Equality

Law firms' commitments and standards to improve the balance of opportunity for both men and women are mature and consistent.

1. 90% of AusLSA members have gender policies, with 62% of those published publicly.
2. The percentage ratio of both female partners and female lawyers continues to increase, now representing 36% and 60%, respectively.
3. Law firms run an average of eleven gender equality programs and initiatives each year.

The main gender equality programs and initiatives implemented by members include female mentoring and coaching, equal pay policies, gender awareness training, and diversity and inclusion committees.

Diversity and Inclusion

In addition to gender equality, AusLSA member's diversity and inclusion policies and initiatives have continued to improve, with 97% of members having a diversity policy already implemented or in development. Top diversity initiatives include recruitment and promotion initiatives, training and awareness, and diversity committees.

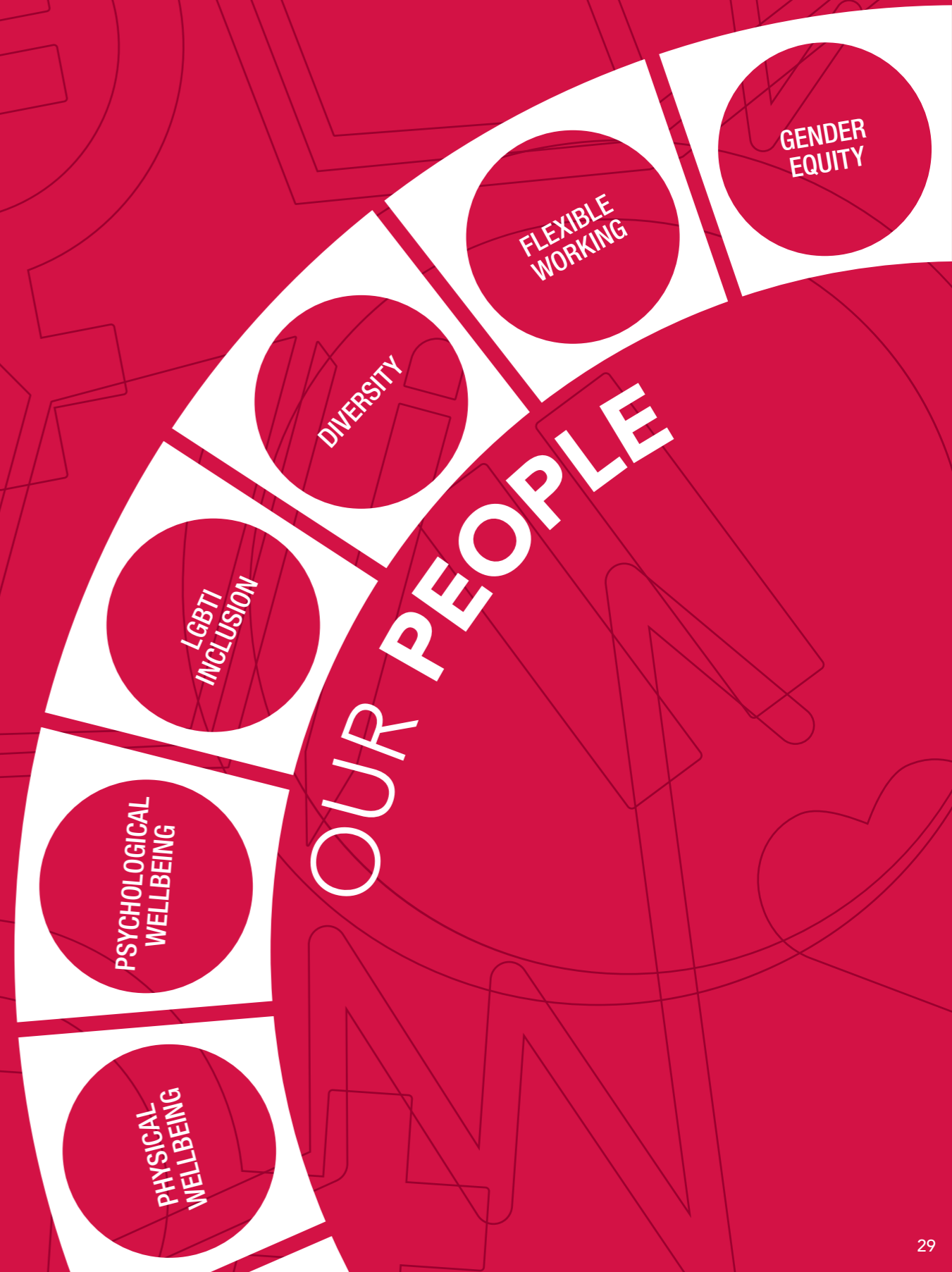
90% of AusLSA members also have a specific LGBTQ policy. Top LGBTQ initiatives implemented by members include training and awareness, Wear it Purple Day, and promotion of gender pronouns.

Flexible Working

AusLSA members continue to provide flexible working arrangements to employees, with all members providing a flexible working program of some kind. In addition to all members providing study, carers, and unpaid leave, at least 90% also provide options for part-time working, job sharing, time in lieu, and career breaks.

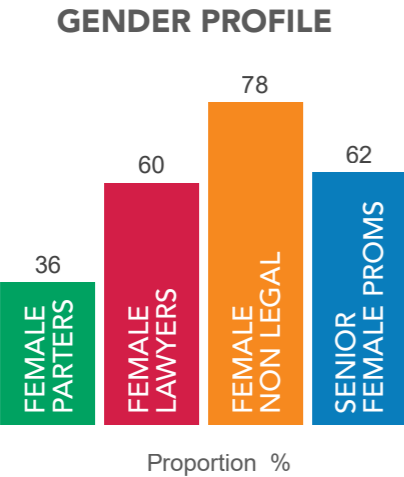
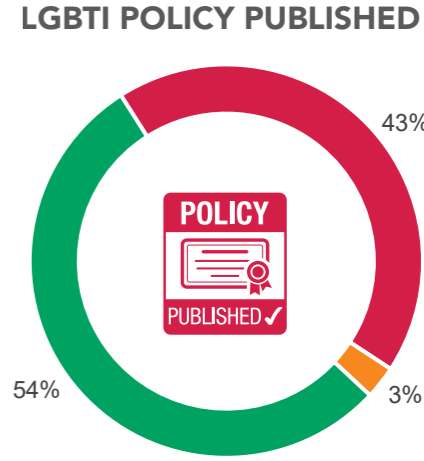
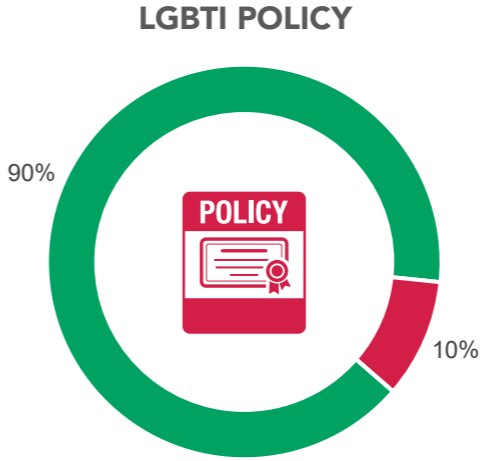
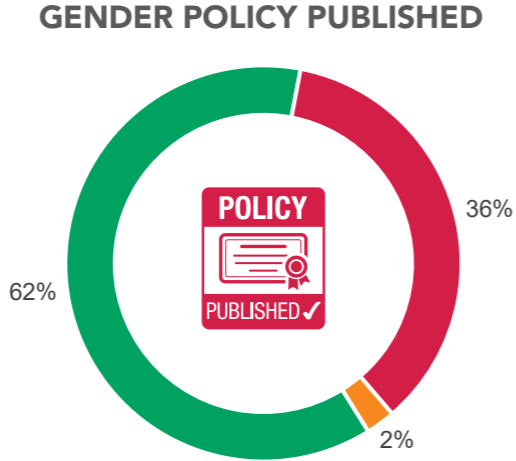
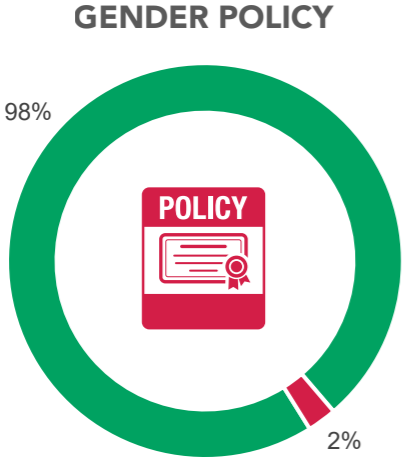
Psychological and Physical Wellbeing

AusLSA members have significantly ramped up psychological and physical wellbeing initiatives. The number of AusLSA members with formal policy-based commitments to address psychological wellbeing grew to 93%. Members with physical wellbeing policies also grew to 86%.

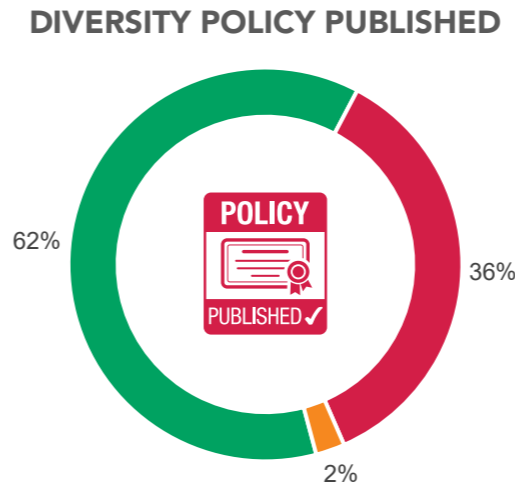
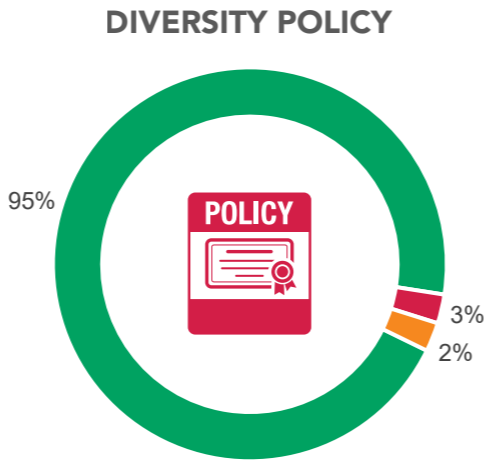


Gender Equality

LGBTQI Inclusion



Diversity and Inclusion



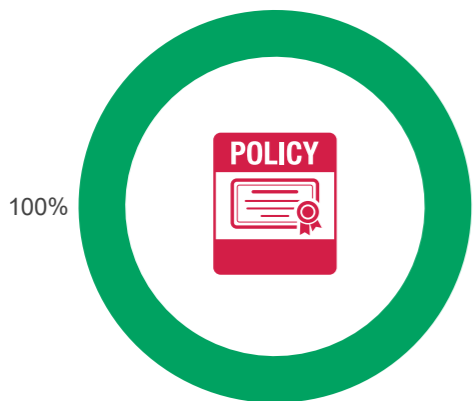
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- YES
- NO
- IN DEVELOPMENT

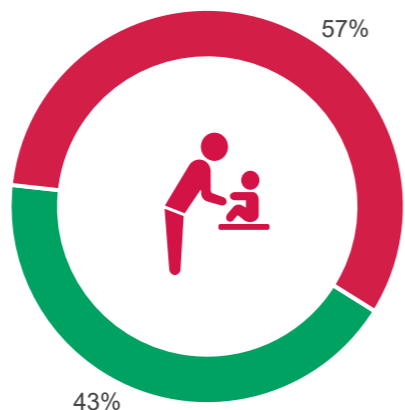
Flexible Working

Psychological Wellbeing

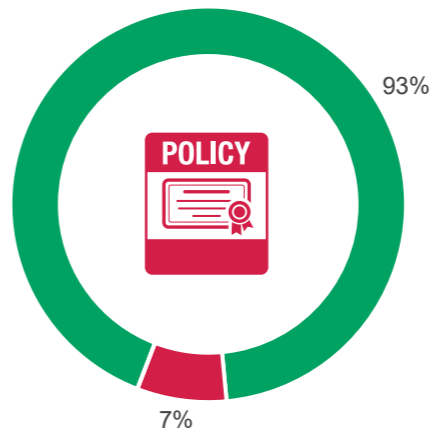
FLEXIBLE WORKING PROGRAM



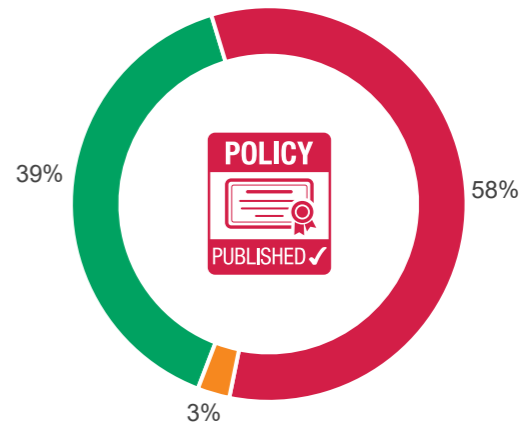
RETURN TO WORK AFTER MATERNITY LEAVE



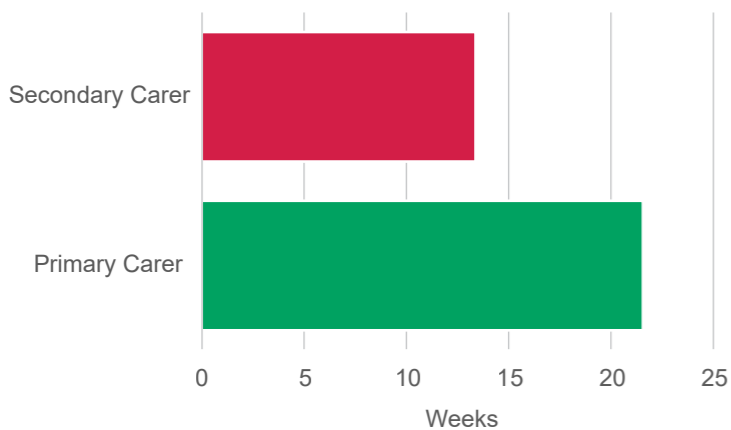
PSYCHOLOGICAL POLICY



PSYCHOLOGICAL POLICY PUBLISHED



CARER'S LEAVE PROVIDED

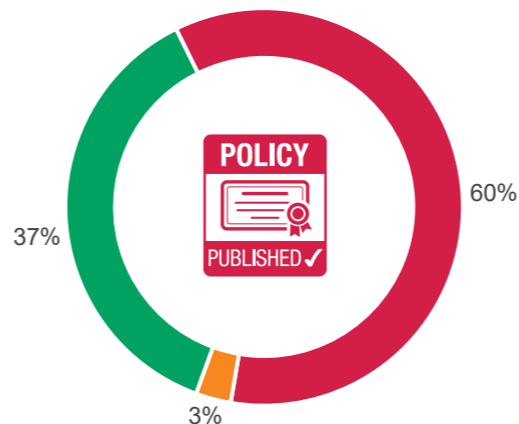


Physical Wellbeing

PHYSICAL WELLBEING POLICY



PHYSICAL WELLBEING PUBLISHED



Legend

- YES
- NO
- IN DEVELOPMENT

MEMBER RESULTS 2024

Community

Being a recognised and respected part of the community involves sharing their values and caring about their welfare.

Indigenous Reconciliation

Indigenous reconciliation continues to be a key area of focus for both law firms and professional services more broadly. 90% of AusLSA members have an Indigenous reconciliation policy (73%) or have a policy in development (17%).

Nearly two-thirds of AusLSA members have also developed a formal Reconciliation Action Plan (RAP). In 2024, half of these were Reflect RAPs, a third were Innovate RAPs, and the remaining fifth were Stretch RAPs.

Of the indigenous reconciliation initiatives implemented by AusLSA members, pro bono services for First Nations People are one of the top initiatives, with 83% of members providing these services. AusLSA members also implement initiatives for attracting and hiring First Nations Lawyers through cultural awareness training (83%), internships and employment opportunities (62%), and volunteering and secondment opportunities (55%).

Pro Bono

88% of AusLSA members indicated that they have a formally endorsed pro bono strategy in place, and 90% of those members have a formally appointed coordinator or manager who has a primary responsibility to coordinate the firm's pro bono work. 81% of members are signatories to the Australian Pro Bono Centre

aspirational target of at least 35 hours of pro bono legal services per lawyer per year.

Volunteering

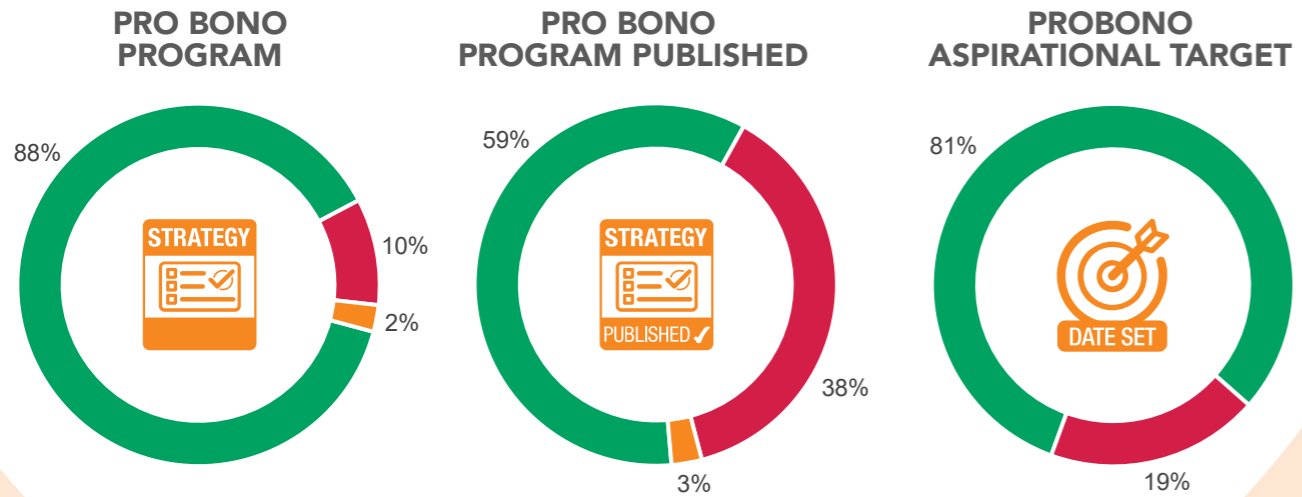
Skilled non-legal volunteering is a critical input to the not-for-profit and community sector and is highly valued by recipients. 88% of AusLSA member firms coordinate volunteering programs for staff, including community volunteering, company-organised programs, not-for-profit board positions, and paid volunteering time. 88% of members actively supported their employee's and partners' participation on boards and administrative positions in not-for-profit or community organisations.

Charitable Giving

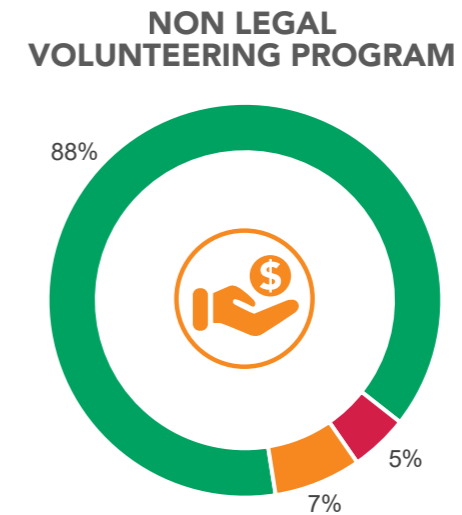
90% of AusLSA's reporting members have formal charitable giving programs in place, which of these members, include external charity event participation (88%), a formalised firm donation program (79%), matched funding for employee donations (74%), hosting external charity events (67%), workplace giving (67%), and funding of a charitable foundation (48%).



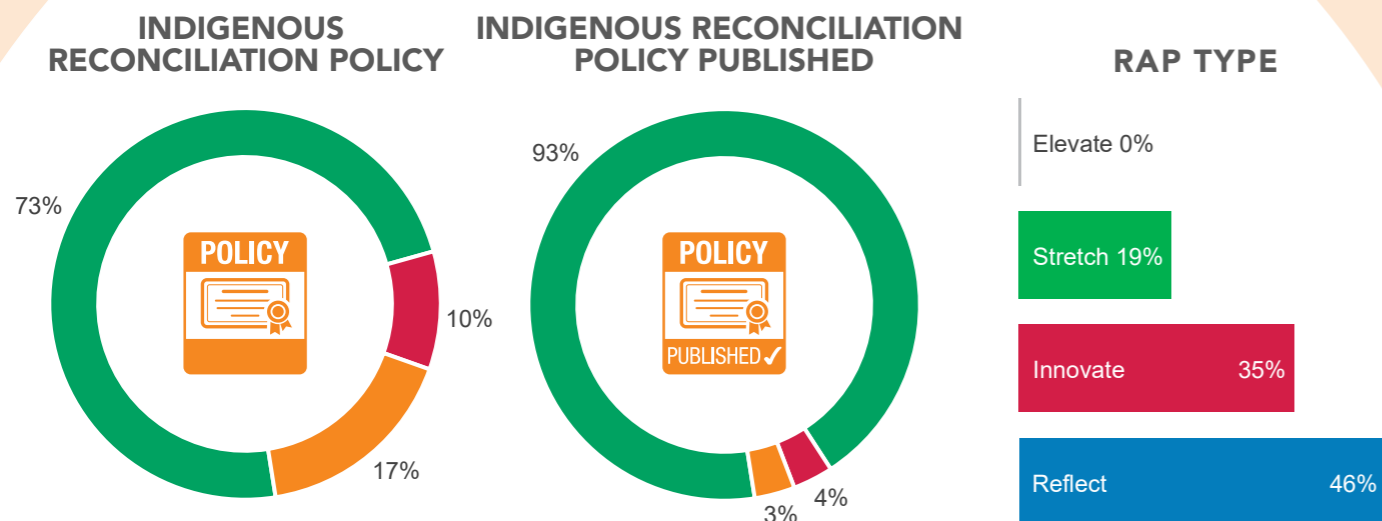
Pro Bono



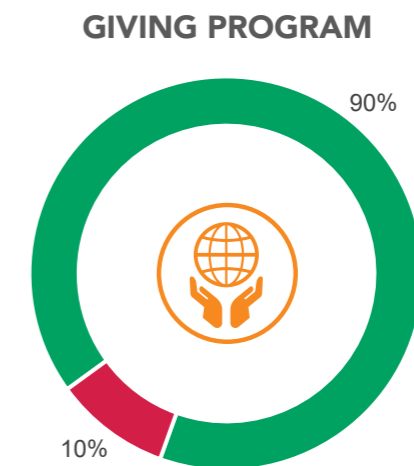
Non-Legal Volunteering



Indigenous Reconciliation



Giving



MEMBER RESULTS 2024

Environment

Further adoption of science-based targets is necessary for credible climate action plans and alignment with international climate goals.

Greenhouse Gas Emissions

Total gross GHG emissions per capita have continued to slowly increase since 2021 due to the continued increase in air travel. Gross per capita emissions increased by 8.3% since 2023, following a 27% annual increase last year from 2022.

Air travel accounts for 71% of total emissions, increasing from 62% last year, resulting from both an increase in air travel and a decrease in Scope 2 emissions due to further uptake of green electricity purchases. Electricity use (Scope 2) accounts for 26% of emissions, decreasing from 35% last year.

Although gross per capita emissions increased from last year, net per capita emissions decreased by 15%, which reflects the efforts of those members who are offsetting their emissions through carbon offset purchases.

Carbon Offsets

In 2024, AusLSA members purchased voluntary carbon offsets totally 33,127 tonnes CO₂. Both carbon offsets and green electricity purchases are increasing over time as firms continue to implement their climate action plans and make further progress towards their GHG emissions reduction targets.

Climate Policy and Targets

Firms are continuing to develop formal climate action commitments. 31% of members have implemented a climate action plan, and an additional 36% have a climate action plan in

development. Although 60% of members have existing emissions reduction targets or targets in development, only 19% of members have committed to near-term science-based targets and 14% have committed net-zero science-based targets.

It is important for firms to recognise that any climate action plan must be underpinned by credible science-based emissions reduction targets to align with international commitments under the UNFCCC Paris Agreement.

Paper

Paper consumption per capita increased by 21% since 2023. Therefore, despite initiatives to reduce printing and paper consumption, efforts have fallen short. The percentage of recycled paper also reduced from 35% to 29%, highlighting that there is opportunity for further improvements of paper procurement practices.

Waste

Law firms have extensive systems for recycling and reuse of materials with almost all the 174 reporting offices providing recycling systems. 99% percent of offices recycled their paper, 98% separated and recycled their comingled packaging, 82% separated their organic waste, and 89% recycled or provided reuse options for their computer and other ICT products. The opportunity exists to improve upon this through improvements to the circularity of ICT equipment through product purchasing and reuse arrangements with suppliers.





2024 HIGHLIGHTS

Greenhouse Gas Emissions

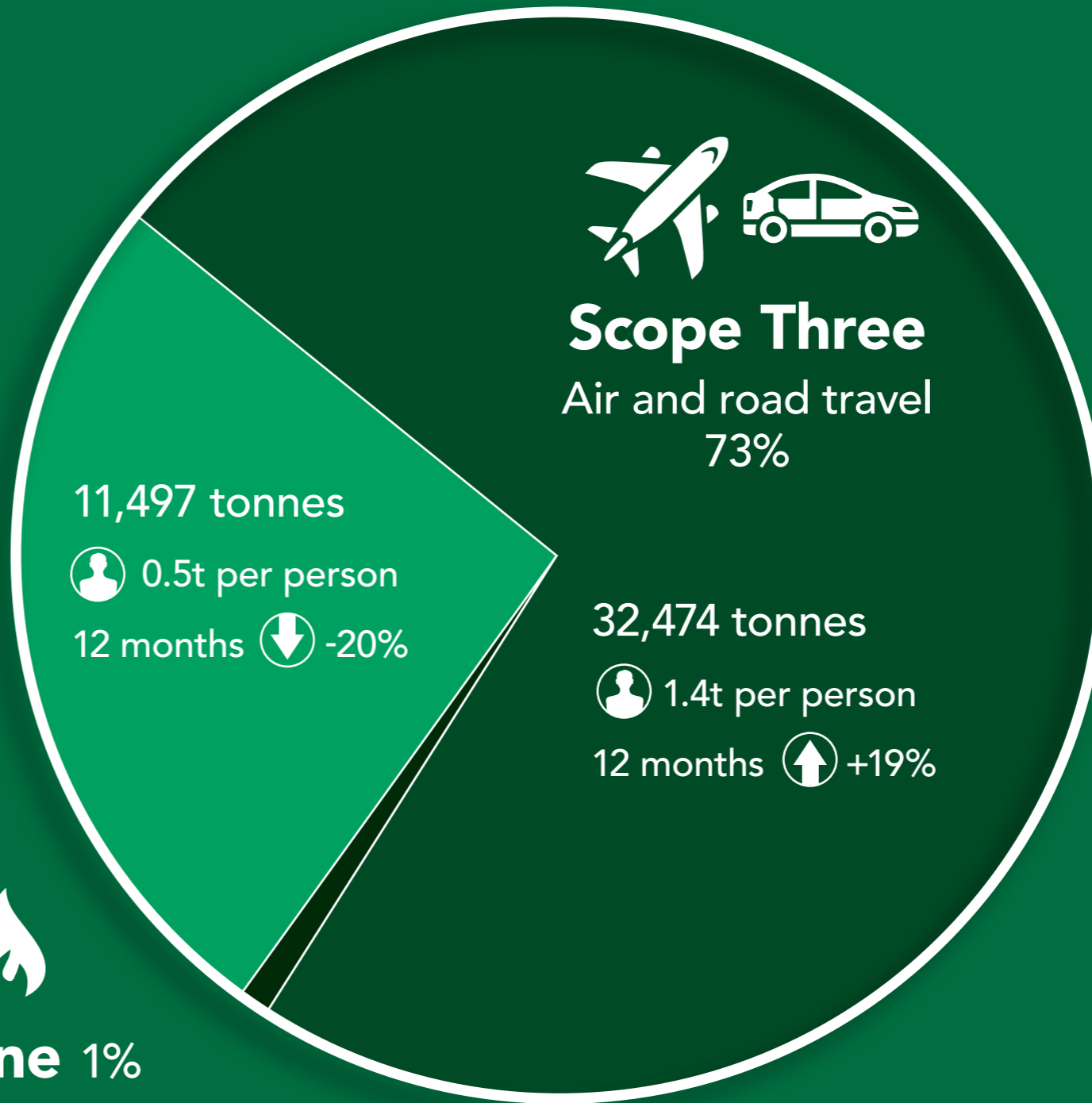
Total Gross GHG Emissions 44,383 Tonnes

1.9 tonnes per head

Scope two
Electricity
26%



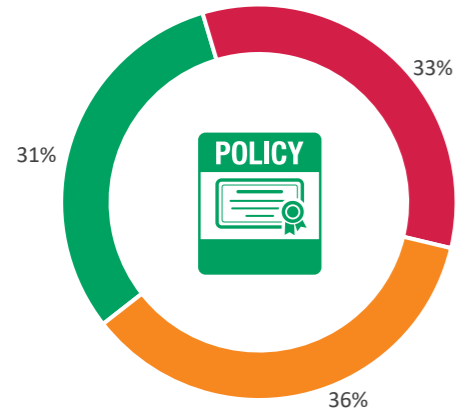
Scope One 1%
Refrigerants and Gas
412 tonnes GHG



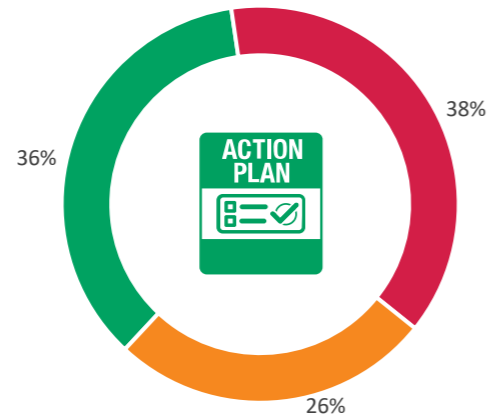
% change adjusted for emissions per person.

Climate Action Commitment

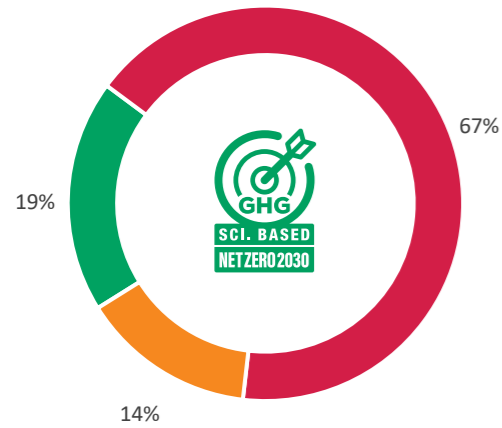
CLIMATE ACTION PLAN



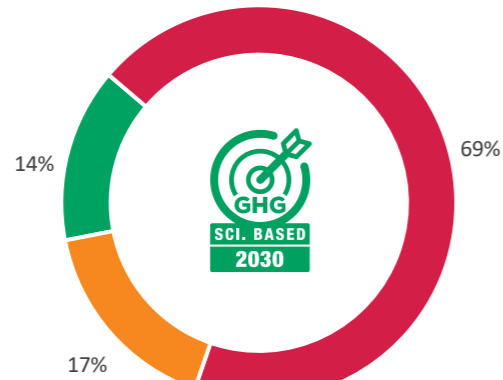
GREENHOUSE ACTION POLICY



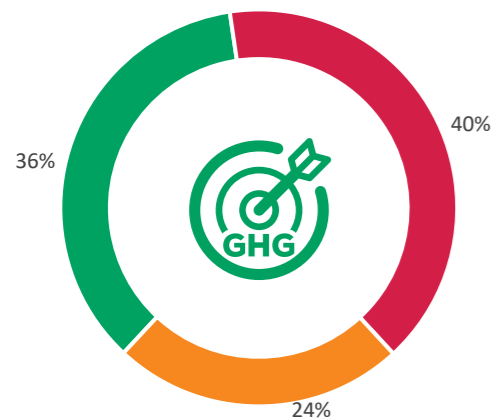
SCI. BASED TARGET 2030



SCI. BASED TARGET NET ZERO



EMISSION TARGETS

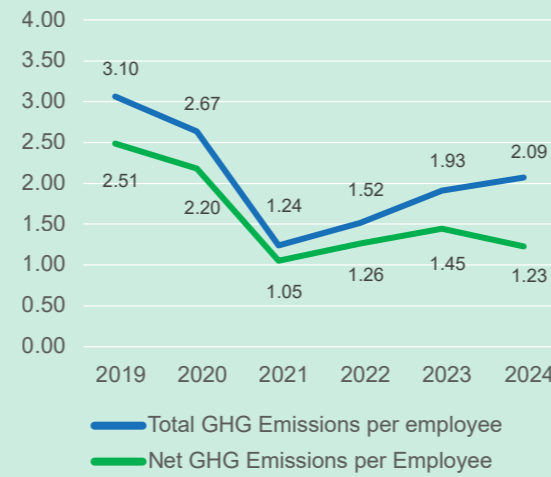


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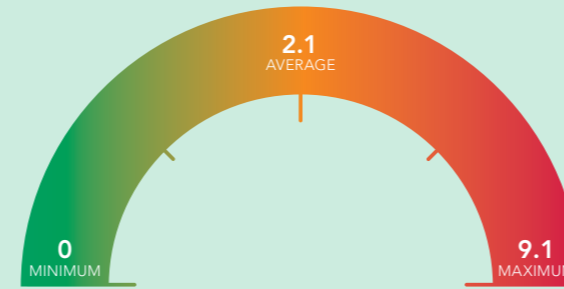
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GHG Emissions

TOTAL GHG EMISSIONS PER EMPLOYEE

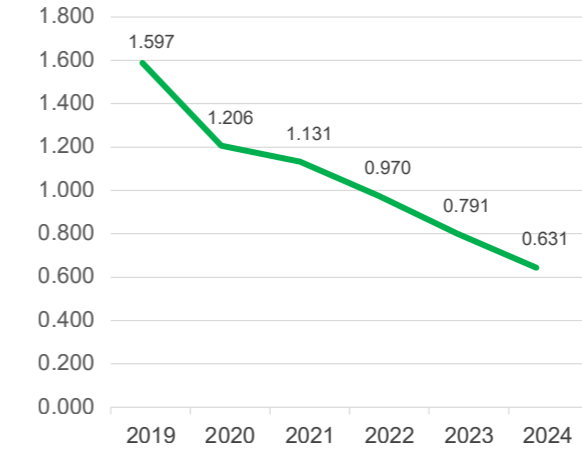


2024 TOTAL GROSS EMISSIONS
Tonnes CO²-e per employee for all firms

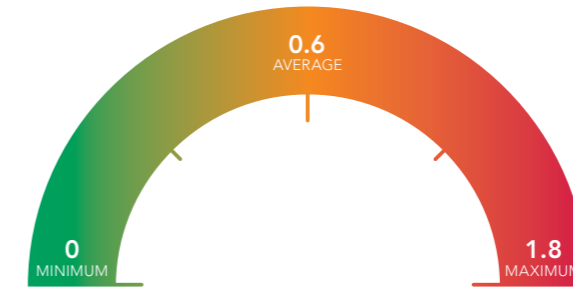


Electricity Emissions

ELECTRICITY EMISSIONS PER EMPLOYEE (TONNES)

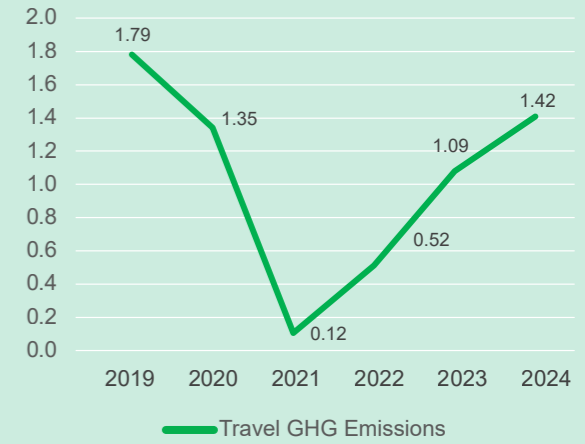


2024 ELECTRICITY
Tonnes CO²-e per employee for all firms

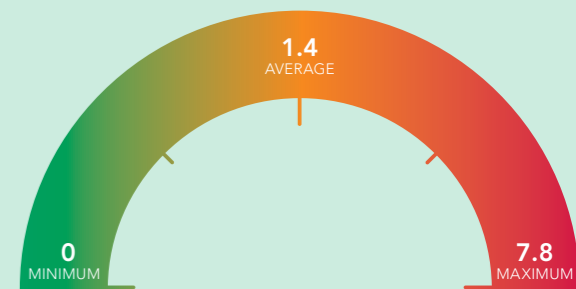


Travel Emissions

TRAVEL GHG EMISSIONS (TONNES)



2024 TOTAL TRAVEL
Tonnes CO²-e per employee for all firms



Paper



Paper Consumed
1,182,817kg



kg per head
38



Last 12 months
21%

MEMBER RESULTS 2024

Governance

Good organisational governance is critical to a law firm's effective delivery of sustainability policies and commitments.

Sustainability Reporting

Increasing demands for greater transparency on non-financial performance is permeating businesses around the world. As the level of stakeholder interest in sustainability performance increases, so does the demand for and scrutiny of sustainability reporting.

This year, 91% of AusLSA members chose to participate in AusLSA's annual sustainability reporting. More than half publicly promote the AusLSA Sustainability Insight Report to disclose their sustainability initiatives and annual progress.

Half of AusLSA's members also undertake and disclose additional reporting through other platforms or sustainability reporting frameworks. The most common additional reporting is through ESG or Environment reporting published on the firm's official website, a standalone ESG or sustainability report, annual disclosure through UN Global Compact, and/or CDP reporting.

Sustainable Procurement

The largest portion of any organisation's sustainability impact is hidden in those goods and services used as inputs for its business operations.

The uptake of sustainable supply chain management has grown significantly this year. 85% of firms had sustainable

supply chain programs in place or in development. Among the firms with sustainable supply chain programs, modern slavery considerations were again the most popular with 96% of firms including it in their procurement. The other most popular elements were human rights (88%), environmental impacts (85%), and the inclusion of First Nations people (81%).

Risk Management and codes of conduct

A law firm's code of conduct dictates social, ethical, and professional standards and risk management must identify the significant regulatory, financial, and reputational risk of not meeting sustainability expectations.

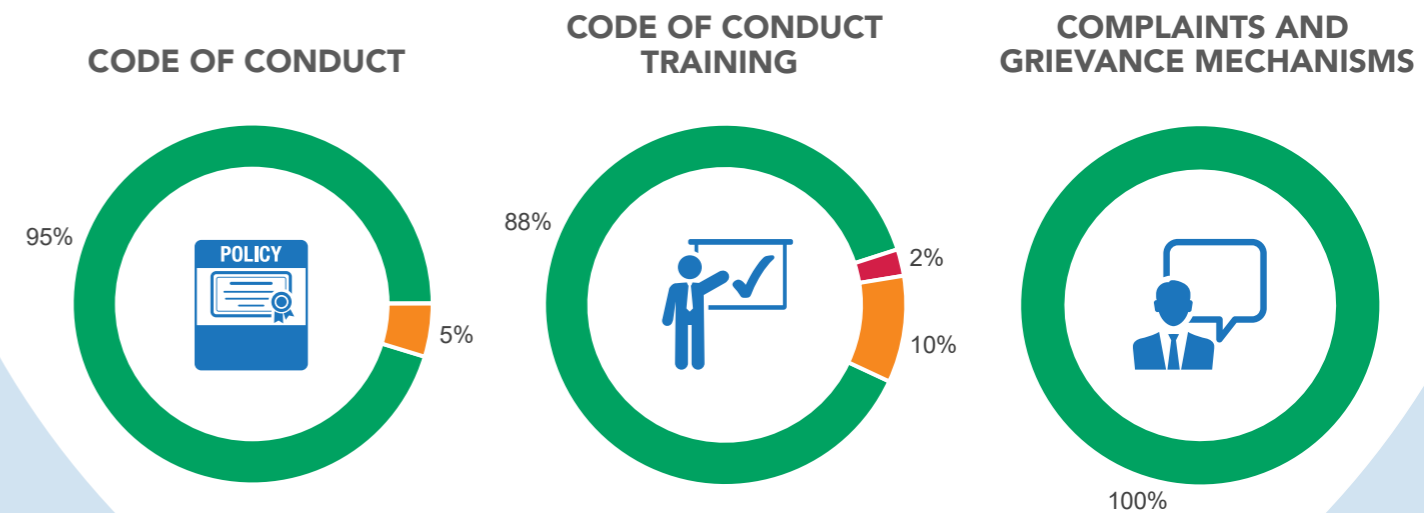
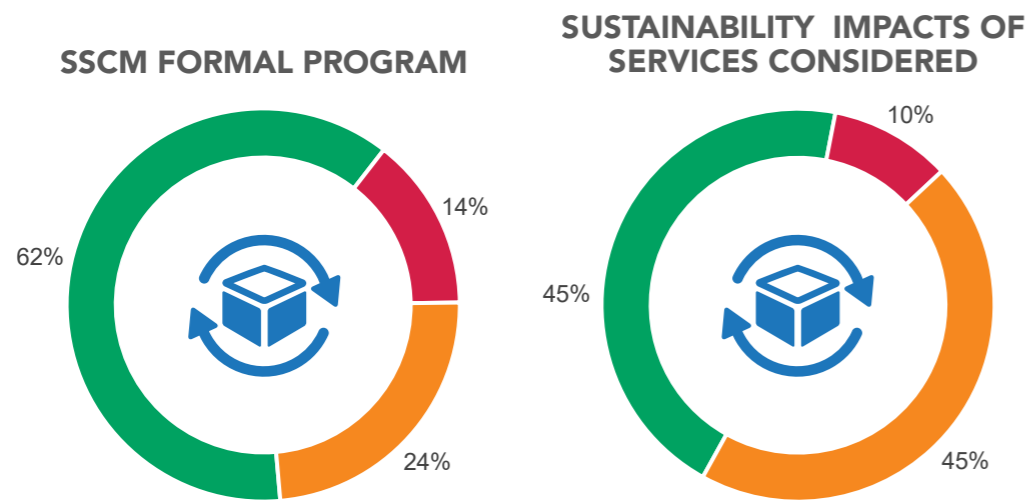
95% of reporting firms have a specific code of conduct in place that deals with ethics, including bribery, corruption, fraud, workplace bullying, and sexual harassment, and the remaining 5% are currently developing their codes to include all these components. All members had a documented complaints and grievance mechanism.

95% of firms have developed and operate a formal risk management plan that is reviewed regularly by the leadership team and 93% also have a documented Business Continuity Plan.



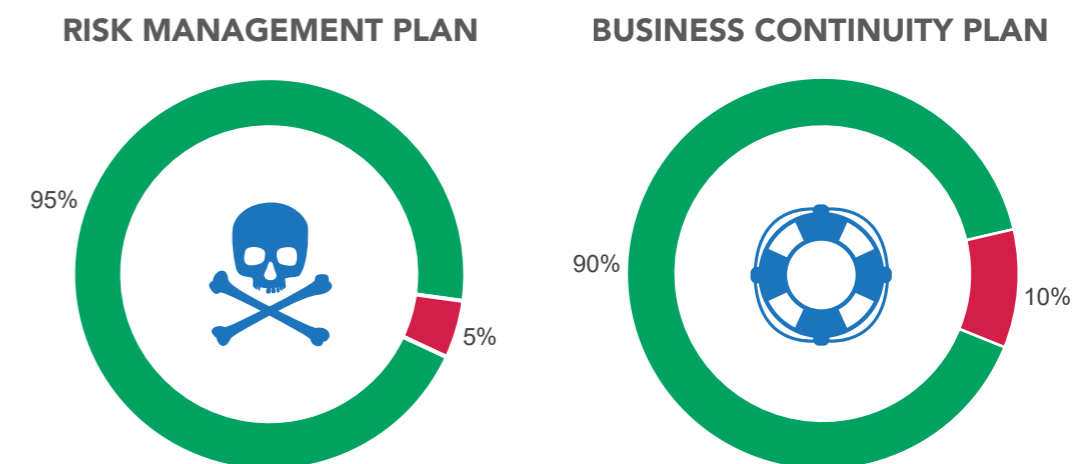
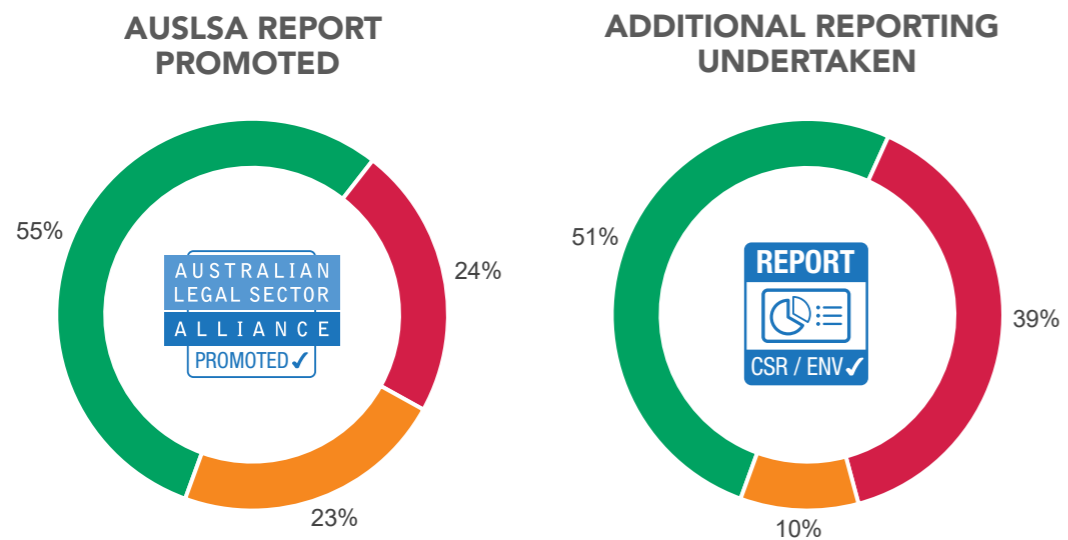
Sustainable Supply Chain Management

Codes of Conduct



Sustainability Reporting

Risk Management



EXECUTIVE MEMBER REPORTING

Legend

	<p>Policy – The firm has a policy in place which is ratified and monitored by the leadership team</p>
	<p>Public commitments – The firm's policy is readily available to stakeholders such as clients, staff, and the general public</p>
	<p>Targets – The firm has established targets to reach its objectives in; Gender Equality, Pro Bono hours, Environmental Performance and Greenhouse Gas Emissions</p>
	<p>Programs – Pro Bono, Giving, Volunteering and Climate Action</p>
	<p>Programs – Indigenous Reconciliation</p>
	<p>Programs – Firm partners and staff are encouraged to participate on non-profit boards. The firm organises and resources volunteering activities for staff</p>
	<p>Programs – Environmental Management Systems</p>

Legend

	<p>Programs – The firm identifies and reduces modern slavery exposure from procurement</p>
	<p>Programs – Firms identify and reduce adverse environmental and social impacts from procurement from new Suppliers or both new and existing suppliers</p>
	<p>Programs – Formal processes are in place for; Risk Management, Code of Conduct, Business Continuity and Complaints and Grievances</p>
	<p>Reporting – Additional sustainability reporting information collected and reported. AusLSA report published by the firm</p>
	<p>Reporting – Program participation measured and reported for non-legal volunteering and giving programs</p>
	<p>Reporting – Staff survey information is collected, shared and used in program development</p>
	<p>Results – The profile of women in; partner, legal and non-legal roles and annual senior promotions</p>
	<p>Results – Parental leave provided and rates of return from maternity leave</p>
	<p>Results – Greenhouse gas emissions from offices tenancy – Electricity, Gas and Refrigerants</p>
	<p>Results – Greenhouse gas emissions from travel; Private Car, Plane, and Taxi/Rideshare</p>
	<p>Results – Green energy purchased as a percentage of total energy purchases – Voluntary carbon offsets purchased</p>
	<p>Results – Percentage of offices with recycling programs in place. Paper, Comingles, Organics and ICT Equipment</p>
	<p>Results – Paper use and recycled content</p>
	<p>Further public information – Firm shares information about its different ESG related programs and commitments</p>

2024 AusLSA SUSTAINABILITY PROFILE

CLAYTON UTZ

Clayton Utz
Headcount: 1,489 (FTE)
Floor Area: 35,386m2
Number of Offices: 6

Clayton Utz is a leader in legal services, bringing together teams of smart, committed and collaborative lawyers to guide our clients to the right solutions and bring value to their businesses. We are much more than our commercial client work. We have a genuine and substantial commitment to environmental sustainability, community, diversity & inclusion, and pro bono. We are a founding member of AusLSA. We have been awarded in Australia's Top 40 Best Workplaces to Give Back for four years. We have been recognised as a WGEA Employer of Choice for Gender Equality for the last 10 years and were the first law firm to become an Australian Workplace Equality Index Platinum Employer. This reflects our long-term leadership in LGBTIQ inclusion. With FY24 being the ninth year in a row that we have averaged over 50 pro bono hours per lawyer, pro bono is an entrenched part of our lawyers' everyday practice.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our values of authenticity, belonging, collaboration, diversity of thought, and entrepreneurial spirit underpin our workplace culture and our people strategy, comprising these key pillars:

Sustainable high performing workforce. We utilise technology to design our future workforce and attract the best people to our firm.

Engaging people, experience and culture. We measure our people's CU experience regularly so we understand what we're doing well and where we could improve.

Talent and career management. We're continuously reviewing our talent management frameworks to recognise our people's contributions and support their performance, development, and growth.

Developing our partners and employees. Our learning and development focuses on learning that aligns with different career stages, leadership and mentoring programs, and self-initiated professional education.

Health and wellbeing. Our holistic health, safety and wellbeing program aims to help our people live healthier lifestyles, integrate wellbeing into their day-to-day experience, and bring together our wellbeing initiatives into one accessible program.

Diversity and inclusion. We continue to focus on and progress our diversity and inclusion strategy across gender, flexibility, LGBTIQ, cultural diversity and disability. We educate our leaders and encourage participation in internal interest groups.

GENDER EQUALITY

POLICY PUBLISHED

29% FEMALE PARTNERS
56% FEMALE LEGAL STAFF
68% FEMALE NON-LEGAL STAFF
55% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women
- Equal pay controls • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum • Membership - Pride in Diversity • Training - LGBTIQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day
- Internal LGBTIQ+ networks or committees • Pro bono support • External LGBTIQ+ programs hosting • Training - LGBTIQ+ awareness • Gender pronouns promotion
- Trans Awareness Week • Pride March • Gender affirmation policy
- InterFirm events • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE
26 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems
- Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management
- Salary continuance • External mental health programs hosting
- Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Life & TPD insurance • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We aim to minimise our use of resources, maximise re-use and recycle where possible. To do this, we focus on understanding and measuring our impacts and developing systems and processes to minimise greenhouse gas emissions. We further commit to incorporating sustainability into our strategic decision making with respect to our premises, technology and office furnishings and fittings to ensure reductions in our carbon footprint.

We are carbon neutral and measure our emissions in line with the federal government's Climate Active Standard. We fully offset our remaining emissions through the retirement of carbon offset units eligible under that standard. We acknowledge that our consideration of environmental impacts extends to the products and services that we buy and we therefore seek to encourage our suppliers to adopt a sustainable approach when working with the firm.

In FY24, the firm met over 65% of our electricity needs from renewable sources through the purchase of 100% renewable electricity for its Sydney, Melbourne and Canberra offices.



CLIMATE ACTION

GHG IMPROVEMENT TARGET **ACTION PLAN PUBLISHED** **POLICY PUBLISHED**

INITIATIVES:

- Green Star rated buildings 4-6 star • Energy efficient refits undertaken
- Teleconferencing facilities and training • Earth Hour • Ride to Work Day
- End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets

GROSS EMISSIONS
 2,411t - 1.6t per employee

BUILDINGS 27% 0.32% 0.81% 685t 28%

TRAVEL 0.09% 67% 4.2% 1,726t 72%

GREEN ENERGY 65% **CARBON OFFSETS** 100%

NET EMISSIONS
 0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED **AEMS CERTIFIED**

INITIATIVES:

- World Environment Day • Office green teams • CitySwitch Green Office

RECYCLING OFFICES

100% 83% 83% 83%
 % office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro bono work is fundamental to who we are as a firm and an entrenched part of all our lawyers' everyday practice. In FY24 we provided 53,309 pro bono hours, averaging more than 61.7 pro bono hours per lawyer, acting for 843 people and advising 782 more, along with 283 NFPs.

We continued our established community partnerships with over 18 charities across the country to connect our people and to put their resources, skills and enthusiasm to use. Through grants from the Clayton Utz Foundation and in office fundraising, we donated \$848,827 to 48 charities.

We are working to develop First Nations cultural capability across our people and practice. The process is ongoing, and we are committed to cultural safety, removing barriers, and meeting the cultural needs of our people and workplace. The firm procured over \$723,570 in goods and services from First Nations owned businesses and 30% of CU Foundation grants were to programs supporting First Nations people.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED **RAP STRETCH ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Volunteering and secondments • Collaboration for reconciliation
- Funding and donations • Supply Nation Membership
- CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING **NON-PROFIT BOARD SUPPORT** **31% PARTICIPATION IN NON LEGAL VOLUNTEERING**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring • Skilled volunteering program • Community volunteering

CHARITABLE GIVING

PROGRAM CORP. GIVING **30% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

We have a robust governance structure to support our risk management approach, with a Finance Risk and Audit Committee sub-committee as part of our firm's Board, supported by a Risk Management Team and Office of General Counsel.

Our approach to risk and governance is set out in our Risk Appetite Statement and Risk Management Framework. Risk Appetite is embedded through our key policy documents including our Partner Handbook, Employee Handbook, Risk Management Handbook, ISMS and WHSMS. On-boarding training and regular risk management training are provided to all partners and employees to ensure they are familiar with key policies and expectations.

We have a genuine commitment to D&I. In particular, we were awarded the status of WGEA Employer of Choice for 2023-2025 and AWEI LGBTIQ Inclusion Platinum Employer status for 2024.

We also have a Cyber Security Board which oversees our approach to information security. We are whole of firm ISO27001 certified as assessed by SAI Global. Clayton Utz has a mature crisis management, business continuity and disaster recovery approach, which is reviewed, updated and tested annually.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Community development • Indigenous inclusion • Gender equality
- Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORT PUBLISHED **AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**

REPORTING COVERS:

- Website - ESG targets and performance information • Website - Environmental sustainability targets and performance information
- Website - ESG commitments information • Website - Environmental sustainability commitments information

2024 AusLSA SUSTAINABILITY PROFILE



DLA Piper
Headcount: 556 (FTE)
Floor Area: 10,328m²
Number of Offices: 4

DLA Piper is a global law firm helping clients succeed wherever they do business. Our pursuit of innovation has transformed the delivery of legal services. With offices in the Americas, Europe, the Middle East, Africa and Asia Pacific, we deliver exceptional outcomes on cross-border projects, critical transactions and high-stakes disputes.

Every day we help pioneering organizations manage growth and change at speed. With us, businesses seize opportunities.

And through our sustainability approach and our pro bono work, we aim to help create a fairer, more sustainable future for all.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

As an organisation defined by our people, we recognise that equality and diversity are key to our global identity and integral in our aim to be a 'firm of choice' for our clients.

Managing equality and diversity to us means valuing and utilising the differences our people bring to the business

At all levels within the organisation, we support and practice equal employment opportunity, applying best practice approaches to our recruitment, performance management, promotion, talent identification and training and development processes to ensure that all employment decisions and activities are made solely on the basis of merit, taking into account all relevant skills and experience, without bias and prejudice.

We strive not only to comply with legislation but to take a progressive approach to create the mix of talent that is needed if we are to be successful as a business.

GENDER EQUALITY

POLICY PUBLISHED

32% FEMALE PARTNERS
 63% FEMALE LEGAL STAFF
 71% FEMALE NON-LEGAL STAFF
 69% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Employer of Choice for Gender Equality
- Pay Equity Ambassador
- Male Champion of Change
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias
- Gender sensitive promotion and recruitment
- Internal D&I networks or committees
- Equal pay controls
- Showcasing gender diversity experiences
- Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Membership - DCA
- External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias
- Membership - Aust Network On Disability
- Staff Surveys - D&I
- Managing Partners Diversity Forum
- Membership - Pride in Diversity
- Training - LGBTQ+ awareness
- AWEI survey
- IDAHOBIT
- Wear it Purple Day
- World Aids Day
- Internal LGBTQ+ networks or committees
- Pro bono support
- External LGBTQ+ programs hosting
- Training - LGBTQ+ awareness
- Gender pronouns promotion
- Trans Awareness Week
- Pride March
- Mardi Gras
- Midsumma
- Gender affirmation policy
- InterFirm events
- AWEI award
- Stonewall top Global Employer

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
 25 WEEKS PAID PARENTAL LEAVE SECONDARY CARER
 80% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Religious and ceremonial leave
- Purchased leave
- Career breaks
- Subsidised child care
- Phased retirement
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines
- Beyond Blue program
- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Resilience at Law
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting
- Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Internal exercise sessions
- Gym memberships
- Team events
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Life & TPD insurance
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

For DLA Piper, action on climate change is our biggest environmental priority. In August 2021 we set a science-based target for carbon reduction to reduce our Scope 1, 2 and 3 emissions by 50% by 2030. This target has been validated by the Science Based Targets initiative, and we have now gone further and set a net zero by 2040 target, which is currently in the process of validation by SBTi.

Our Board holds ultimate responsibility for our environmental performance. The role of Managing Director, Sustainability & Resilience, which sits on the Executive Committee, is responsible for coordinating and intensifying our actions across Sustainability & ESG and Responsible Business. The Managing Director is supported by various committees and working groups that drive forward our sustainability strategy and execute action plans.

We have several firm-wide policies around environmental sustainability, including Environmental Sustainability policy, Energy and Climate Change policy, Sustainable Procurement Policy, and Supplier Code of Conduct.

We are certified to ISO 14001 globally, and have plans for ISO 45001 and ISO 50001 certification. We are signatories of the UNGC and annually report our progress against the 10 principles via our Sustainability Report.

CLIMATE ACTION

POLICY PUBLISHED

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Teleconferencing facilities and training
- Earth Hour
- End of trip facilities
- NABERSs Energy Rating
- Efficient building and lighting automation
- Renewable Electricity
- Energy audits in previous two years

GROSS EMISSIONS
 5,080t - 9.1t per employee

BUILDINGS
 14.3% 0.07t/m²
 0.002%
 0.10%
 734t 14.4%

TRAVEL
 0%
 85%
 0.67%
 4,346t 86%

GREEN ENERGY
 0%
 0%
CARBON OFFSETS

NET EMISSIONS
 5,080t - 9.1t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Office green teams
- Sustainability Advantage (NSW)
- CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 98%

% office availability

PAPER USAGE

13,539 25% recycled content

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification
- Follow me printing
- Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

DLA Piper is committed to actively participating in the wider community, as individuals and as a firm. We provide award-winning pro bono legal services to more than 100 Australian and international charities. Our lawyers have presented training programs for non-profit boards and management in areas such as risk management, insurance and governance. We also provide regular client updates on important current issues and provide advice and assistance with policy development, submissions to government and strategic business advice.

We have launched a new community engagement tool that will enable and empower our people to make a positive difference. We believe that as individuals we can all make a difference and that everyone should have the opportunity to develop their work related skills in a way that benefits the greater community. This community engagement tool is a one stop shop for all community engagement activities. It will help our people find out about internal and external volunteering opportunities, celebrate their colleagues, and enable us to recognise and reward the difference our people make through community engagement activities.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED

INITIATIVES:

- Reconciliation Action Plan
- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Internships and employment
- Scholarships and student mentoring
- Affirmative ATSI procurement
- Pro bono support
- Collaboration for reconciliation
- Funding and donations
- Indigenous Business Month
- Indigenous Literacy Day
- Supply Nation Membership
- CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Paid volunteer time
- Blood donations
- Student tutoring and mentoring
- Community volunteering
- Arts support

CHARITABLE GIVING

PROGRAM

INITIATIVES:

- Firm donation program
- Matched funding for employee donations
- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

We're committed to fully integrating ESG considerations into our mainstream business risk management processes - with a special focus on our approach to client work. This year we launched an environmental data management system which allows us to review our international environmental performance almost in real time. As we improve our processes for monthly data entry and quality checking, we'll soon be able to generate more insightful and accurate dashboards for internal stakeholders. We have upgraded our HR and Finance systems, to help us generate further insights and reporting on risks to key decision-makers. To ensure we can escalate supply chain ESG risks effectively, we've have a Procurement Assurance Committee (PAC), along with a new supplier management platform. The PAC reviews supply chain ESG risks monthly and has a reporting line to the Board Risk Committee. As we improve our data availability and quality, we're also reviewing our reporting lines, to ensure that data and insights about our ESG risks and performance is captured in core business decision-making processes, and discussed in Exec, Risk Committee and Board meetings.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

SUPPLIER STANDARDS COVER:

- Human rights
- Environmental impacts
- Fair labour practices
- Fair consumer and competition practices
- Community development
- Indigenous inclusion
- Gender equality
- Modern Slavery
- Diversity and Inclusion
- Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORT

REPORTING COVERS:

- Standalone ESG/ sustainability report
- Website - ESG targets and performance information
- Website - Environmental sustainability targets and performance information
- Website - ESG commitments information
- Website - Environmental sustainability commitments information
- UN Global compact and SDGs
- CDP Reporting

2024 AusLSA SUSTAINABILITY PROFILE



Gilbert + Tobin
Headcount: 958 (FTE)
Floor Area: 14,565m²
Number of Offices: 4

Gilbert + Tobin is a leading independent Australian corporate law firm, advising clients on their most significant corporate transactions, regulatory matters and disputes. From our offices in Sydney, Melbourne and Perth, we provide commercial and innovative legal solutions for ASX 100 leading companies, major infrastructure and services providers as well as government and public authorities across Australia and around the world. We are committed to outstanding corporate citizenship and have taken a leading position on ESG issues since our inception in 1988. Our pro bono practice has a proud track record and we champion important causes, such as marriage equality and reconciliation with First Nations Peoples.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Gilbert + Tobin is committed to the growth and development of our people. We embrace change with enthusiasm and are committed to excellence in everything we do. We aim to create a positive and culturally aware workplace, where all people are treated with dignity and respect. Our commitment to diversity, equity and inclusion is an integral part of our culture and the way we work. We strive to lead the legal industry in gender diversity. In August 2023, we achieved our 40% women in partnership by 2023 target and have set a new target of 45% women in partnership by 2027. We provide gender neutral parental leave (26 weeks of paid leave) that can be used within two years of birth and superannuation on unpaid parental leave up to 12 months. Our flexibility arrangements are customised by group and role to enable true flexible working.



GENDER EQUALITY

POLICY PUBLISHED

41% FEMALE GENDER EQUITY TARGET
55% FEMALE PARTNERS
72% FEMALE LEGAL STAFF
67% FEMALE NON-LEGAL STAFF
67% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment
- Internal D&I networks or committees • LNSW Charter - Advancement of Women • Equal pay controls • DCA major sponsor • Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Membership - Aust Network On Disability • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT
- Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness
- Gender pronouns promotion • Mardi Gras • Gender affirmation policy
- InterFirm events

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
26 WEEKS PAID PARENTAL LEAVE SECONDARY CARER
94% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks • Sabbaticals
- Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Resilience at Law • Training - Mental health awareness and management
- Salary continuance • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations
- Internal exercise sessions • Gym memberships • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Life & TPD insurance • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Gilbert + Tobin is committed to outstanding corporate citizenship. This means we take responsibility for the environmental impacts of our business, particularly in relation to climate and biodiversity.

We began measuring, offsetting and publicly reporting our GHG emissions in FY2018 through the Australian Government "Climate Active" carbon neutral program.

Gilbert + Tobin maintains Climate Active carbon neutral organisation and service certification. We purchase Australian Carbon Credit Units (ACCU), Verra CCB carbon credits and renewable energy to offset the scope 3 emissions reported to Climate Active. As Gilbert + Tobin has negligible scope 1 emissions and has eliminated scope 2 emissions, our focus is on the more than 99% of our emissions that are in scope 3. In FY2022 we commenced CDP reporting.

CLIMATE ACTION

IMPROVEMENT TARGET IN DEV'T

ACTION PLAN IN DEV'T

POLICY IN DEV'T

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Teleconferencing facilities and training • Earth Hour
- End of trip facilities • Climate Active Program • NABERS Energy Rating • Climate Active - Carbon Neutral • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets

GROSS EMISSIONS
1,577t - 1.6t per employee

BUILDINGS
0% 0.11% 0.40% 8.1t 0.51%

TRAVEL
0% 94% 5.3% 1,569t 99%

GREEN ENERGY 100% 100% **CARBON OFFSETS**

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Office green teams • CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 100%
% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Gilbert + Tobin's largest community contribution is through our national pro bono practice. Pro bono is a vital part of who we are and what do. In FY2024 we undertook 28,870 hours of pro bono work conservatively valued at \$17.61M, equal to approximately 50 hours per lawyer. We prioritise support for First Nations peoples, refugees and asylum seekers, people with disabilities and human rights matters.

We engage with First Nations communities through our reconciliation work, with a focus on cadetships for First Nations law students, career development for First Nations lawyers, procurement from First Nations businesses, and anti-racism.

In FY2024 we celebrated 5 years of the Gilbert + Tobin Foundation, which was established to advance social and public welfare, human rights and other charitable purposes. Over this time the Foundation has raised \$1 million through staff giving matched by the partnership. In FY2024 the Foundation donated \$225,000 to six non-profits that work to empower First Nations peoples.

We are the principal sponsor of the G+T Centre of Public Law at the University of NSW. The Centre plays a prominent, independent role in public debate on issues of public law significance in Australia and globally.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED

INITIATIVES:

- Cultural awareness training • NAIDOC Week • National Reconciliation Week
- Internships and employment • Scholarships and student mentoring
- Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations
- Supply Nation Membership

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING

6.0% PARTICIPATION IN NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Student tutoring and mentoring • Secondments to NFPs • Skilled volunteering program • Community volunteering • CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

9.0% PARTICIPATION IN CORPORATE GIVING

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

The Gilbert + Tobin Board is responsible for the Firm's overall governance under the oversight of the Partners. The Board meets monthly to review the Firm's Operational Teams reports. Additionally, Gilbert + Tobin has a Corporate Social Responsibility Committee, Pro Bono Committee, Risk Committee and People Leaders Group which govern their respective areas and report into the Board.

Gilbert + Tobin's approach to risk and compliance is set out in our Risk Management Framework Policy which is owned by the Risk Team who form part of the Compliance Legal and Risk Team (CLear) along with the General Counsel Team. The CLear Team assists with compliance with laws, regulations and policies, legal best practice and internal legal advice, and enterprise risk management for Gilbert + Tobin. As part of the Risk Management component the CLear team periodically meet with all the Operational Teams and the Firm's Practice Groups to review their respective risk registers to ensure that risks are captured, defined, risk rated and mitigated correctly.

In addition, the CLear Team support the Gilbert + Tobin Technology Team maintain its ISO 27001 certification and also own the responsibility of maintaining the Firm's ISO 22301 certification.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- Modern Slavery Program
- Federal Legislation Participation

SUSTAINABILITY REPORTING

REPORT PROMOTED

AUSTRALIAN LEGAL SECTOR ALLIANCE

REPORTING COVERS:

- Standalone ESG/ sustainability report • Website - ESG commitments information • Website - Environmental sustainability commitments information • CDP Reporting

2024 AusLSA SUSTAINABILITY PROFILE

LANDER & ROGERS

Lander & Rogers
Headcount: 651 (FTE)
Floor Area: 9,089m²
Number of Offices: 3

Lander & Rogers is a leading independent Australian law firm servicing the commercial legal needs of listed and unlisted foreign and domestic clients, and all levels of government. Comprising over 600 people including more than 80 partners, it has grown organically, resulting in a highly cohesive firm sharing a strong work and client service ethic. The firm believes legal services involve more than just the law - practical, commercial advice and exceptional client experience are equally important to the firm and its clients. Lander & Rogers is also the exclusive Australian member of the world's leading independent network of law firms, TerraLex, and is a leader in legal tech innovation through its LawTech Hub.

It's vision is to deliver the best Australian law firm experience. Consistent with its values and culture, Lander & Rogers is strongly committed to pro bono & community work, a diverse and inclusive workplace, and supporting efforts that improve the health of the environment. The firm takes a considered approach to the design and implementation of responsible business practices to minimise harm and maximise benefit to communities and the environment.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We believe an inclusive workplace, where everyone feels valued and can reach their full potential, is fundamental to our success. We have a long history of commitment to health and wellbeing, with a long-established Wellness Committee (launched in 2008) and a MAX Committee (focused on fitness for the mind and body to support work-life balance), as well as an Employee Assistance Program. In 2020 and 2022 we were named an Employer of Choice for Gender Equality. The firm was recognised for a range of initiatives designed to promote gender equality through pay equity, flexible work practices and tools, gender neutral parental leave opportunities and the promotion of women to positions of leadership. As citation holders, we will continue to work hard to forge a more gender-balanced world, celebrating everyone's inclusion, raise awareness against bias, and always take action for equality. In response to the challenges of COVID-19, we increased our focus on providing a psychologically and physically safe workplace and enabling our people to feel connected during a time of rapid change and uncertainty. This included rolling out mental health first aid training, for which we have been recognised as a gold-level accredited workplace by Mental Health First Aid Australia.

GENDER EQUALITY

POLICY PUBLISHED

51% FEMALE PARTNERS | **68% FEMALE LEGAL STAFF** | **83% FEMALE NON-LEGAL STAFF** | **78% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees
- LSNSW Charter - Advancement of Women • Equal pay controls
- Showcasing gender diversity experiences

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • Wear it Purple Day • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Gender pronouns promotion • Mardi Gras • Midsumma

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE PRIMARY CARER | **8.0 WEEKS SECONDARY CARER** | **97% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave
- Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave
- Purchased leave • Career breaks • Phased retirement
- Adjusted KPIs after absences • Sabbaticals • Bonus leave
- Domestic violence leave • Family and fertility leave • School Holiday Programs

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Minds Count -TJM Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Training - Mental health awareness and management • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Team events • Massages • Wellness awareness and promotion
- Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

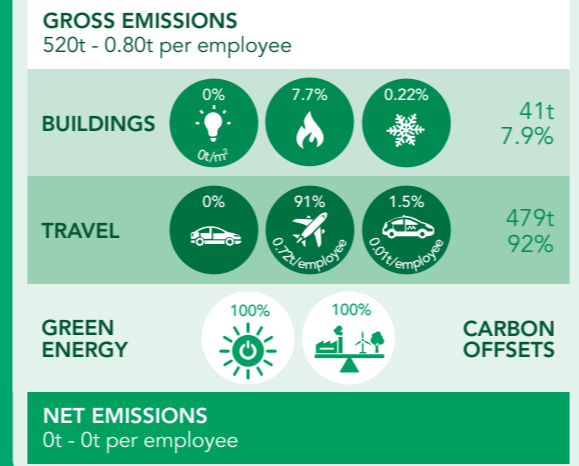
Lander & Rogers recognises climate change is having a real and increasing impact on our people, clients and communities. In response, we're acting to preserve our environment for the benefit of future generations. We take our environmental responsibilities seriously. By investing in sustainable business practices that reduce our environmental footprint, we're changing the way we operate, but we also seek to positively influence further afield. We champion sustainability and promote innovative responses to climate change for the benefit of us all.

CLIMATE ACTION

GHG SCI. BASED 2030 TARGET | **GHG IMPROVEMENT TARGET** | **ACTION PLAN PUBLISHED** | **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • National Greenhouse and Energy Reporting (NGERs) compliant reporting • Specify energy efficient appliances
- Teleconferencing facilities and training • Policy on flight offsets
- End of trip facilities • Climate Active Program • Climate Active - Carbon Neutral • Efficient building and lighting automation • Forced computer shutdown • Renewable Electricity • Voluntary Carbon Offsets



ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED | **AEMS CERTIFIED**

INITIATIVES:

- World Environment Day • Office green teams • CitySwitch Green Office



PAPER USAGE

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

In our community engagement program, we are committed to using our skills, resources, rich ecosystems and connections to transform outcomes for others and help create a society in which everyone has an opportunity to thrive and we can influence positive outcomes for our environment. Our Pro Bono Practice includes a focus on First Nations Justice, gender-based violence, forcibly displaced people and climate justice. As a leading Australian law firm, we consider it our responsibility to use our expertise in ways that improve legal outcomes whether by undertaking impactful case work or pursuing systemic change. We are enriched by those we work with, developing long-standing relationships with our partners while embracing new opportunities to collaborate with others. Our community engagement initiatives are driven by passionate action, a people-centred approach and are designed to make a positive impact. Our extensive community engagement program encompasses a range of activities including student mentoring, volunteering, work experience, fundraising and dedicated programs designed to overcome barriers faced by identified groups in their employment and artistic careers. At all levels, we take a collaborative approach, recognising the agency and deep cultural knowledge of those we work with in influencing the changes we desire to see.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP INNOVATE ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Volunteering and secondments • Collaboration for reconciliation • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT** | **20% PARTICIPATION IN NON LEGAL VOLUNTEERING**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring • Secondments to NFPs
- Skilled volunteering program • Community volunteering • Arts support
- CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED | **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

At Lander & Rogers we value authenticity, connection, and innovation, with a strong commitment to care for our people, clients and community. We are committed to creating a positive and lasting impact on our people, clients and the community and to conducting business in an honest, fair and transparent manner. Under our Risk & Compliance Framework we identify and assess key risks to the firm in delivering on our strategic objectives. We then develop firmwide policies procedures and compliance programs to manage key risks. We have a Supplier Code of Conduct for all suppliers of goods and services. In 2022 we became a signatory to the United Nations Global Compact (UNGC) and we are embedding its ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption into our policies, processes and programs. This will assure key internal and external stakeholders that we develop, implement and disclose responsible business practices. For the environment, we focus our actions on four areas of efficiency:

- Emissions reduction (electricity consumption and travel)
- Waste minimisation following the principles of the waste hierarchy
- Paper and consumables consumption
- Water conservation

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED | **COMPLAINTS & GRIEVANCE MECHANISM** | **RISK MANAGEMENT PLAN** | **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

FEDERAL LEGISLATION PARTICIPATION

SUSTAINABILITY REPORTING

REPORT PROMOTED | **AUSTRALIAN LEGAL SECTOR ALLIANCE**

REPORTING COVERS:

- Website - ESG targets and performance information
- Website - Environmental sustainability targets and performance information
- Website - ESG commitments information
- Website - Environmental sustainability commitments information
- UN Global compact and SDGs

2024 AusLSA SUSTAINABILITY PROFILE



Maddocks

Maddocks
Headcount: 696 (FTE)
Floor Area: 11,680m²
Number of Offices: 3

Maddocks - the modern Australian law firm - is proudly independent and a leader in providing premium legal services to public and private corporations, governments and individuals throughout Australia and internationally. Our mission is to make a difference for clients, the communities in which we operate and each other. We are known for our collaborative approach, high service standards and for being accessible, transparent and responsive to our client's commercial needs. We advise across consumer markets, healthcare and technology, infrastructure and development and the education sector from our Canberra, Melbourne and Sydney offices. We are unmatched in the scale of our government work. Our specialist expertise includes corporate, private equity, intellectual property, dispute resolution and litigation, employment and safety, financial services, equity capital markets, franchising and insolvency. Our culture is built on a foundation of five core values that are promoted across the firm: Integrity, Stewardship, Collaboration, Commitment to doing things better, and Respect for the individual and diversity. These values extend outside of the firm through our pro bono, grants and staff volunteering programs, ensuring we give back to the community at large.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Maddocks has been recognised for 20 years as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. In 2024 Maddocks was recognised as a Silver Employer in the Australian Workplace Equality Index's LGBTQ Inclusion Awards. Our newly formed Disability Network, with the Gender Equality Network, Pride and CALD groups are an important part of our culture and for the third year in a row worked together to run March for Inclusion month where attention was focused on gender, sexual orientation, culture and indigenous inclusion through the delivery of a wide range of events including International Women's Day and the International Day for the Elimination of Racial Discrimination. Maddocks is a member of the Diversity Council of Australia, Pride in Diversity, and the Australian Disability Network, all memberships providing valuable information and support to assist in our focus areas.

At Maddocks our learning programs focus on building future skills and capabilities of our people. Maddocks has been named an Australasian Lawyer 5-Star Employer of Choice in 2024. In FY2023, the team was named a 2023 Excellence Awardee for Employee of Choice (100-999 Employees) in the Australian HR Awards, recognised for achievements in leadership, innovation and firm initiatives.

GENDER EQUALITY POLICY

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality • Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women
- Equal pay controls • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Membership - Aust Network On Disability • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT
- Wear it Purple Day • World Aids Day • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • Pride March • Mardi Gras • Midsumma • Gender affirmation policy • InterFirm events
- AWEI award

FLEXIBLE WORKPLACE POLICY

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave
- Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting
- Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Team events
- Wellness awareness and promotion • Subsidised health insurance
- Onsite fruit and healthy catering • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Maddocks seeks to lead by example through the adoption, implementation and continued monitoring of environmentally sustainable practices in accordance with our Environmental Policy and Environmental Management System. During FY2024, we continued our journey to help our people keep sustainability front of mind - both in the workplace and at home. In order to progress as a sustainable organisation, we look for opportunities to:

- Optimise the use of natural resources in our operations to reduce carbon emissions through efficiency, reuse and waste reduction
- Maximise sustainable practices in the procurement of our supplies and services
- Reduce the number of international and domestic flights for staff
- Encourage sustainable thinking in our people, clients and communities
- Green Star rated buildings 4-6 star.

The firm has embarked on a 'Paper Lite' project with the aim of reducing paper consumption. The firm also undertook activities in connection with international Earth Day, Earth Hour and Ride to Work Day.

CLIMATE ACTION POLICY

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour
- Ride to Work Day • End of trip facilities • Efficient building and lighting automation • Forced computer shutdown

GROSS EMISSIONS 1,253t - 1.8t per employee	
BUILDINGS	48% 0.05t/m ² 0.04% 0.89% 617t 49%
TRAVEL	0.15% 0.89% employee 1.2% 0.02t/employee 636t 51%
GREEN ENERGY	0% 0%
NET EMISSIONS 1,253t - 1.8t per employee	CARBON OFFSETS

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 100% 100%
% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • Other Certifications • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro Bono is an integral part of our work at Maddocks and allows us to give back to the communities in which we live and work. The focus of our pro bono work includes the areas of homelessness, mental health, refugees and asylum seekers, and First Nations people and organisations. Through our pro bono work, we support organisations working for the public good as well as individuals who cannot afford a lawyer and who would otherwise face barristers getting access to justice. Across the Maddocks team, we aim to create social and economic benefits for these communities through our pro bono work, the Maddocks Foundation, the promotion of ethical procurement, and through the volunteering of our employees' time and skills. In FY24 total pro bono hours reached 17,722, equating to almost 44 pro bono hours for every full time lawyer. Maddocks is also a signatory to the National Pro Bono Target. In FY24, Maddocks Small Grants Program, which provides grants up to \$2,000 to support initiatives of organisations undertaking socially responsible work in which staff of Maddocks are personally involved, allocated almost \$14,000 to fund 7 projects. Maddocks also provided \$135,000 to 9 charities through the Maddocks Foundation.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring • Skilled volunteering program • Community volunteering • Arts support

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Charitable foundation • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Maddocks has recently undertaken a detailed review of its comprehensive suite of policies and procedures that provide clarity to staff and promote the adoption of effective decision-making processes across the whole firm. We have updated a range of our key policies which fall into areas such as business services policies, client policies, finance policies, information technology policies and specific governance policies. Critical amongst the governance policies are specific policies regarding ethical conduct, information security, anti-bribery, anti-modern slavery, conflict of interest policy, equitable briefing policy and delegated authority policies. Ultimate responsibility for the management of the firm rests with the partnership. However, we have Board delegated Committees, Service Group Directors and Practice Group Heads who report to the CEO. The CEO in turn reports to the Board.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

SUSTAINABILITY REPORTING

2024 AusLSA SUSTAINABILITY PROFILE



Norton Rose Fulbright
Headcount: 898 (FTE)
Floor Area: 21,949m²
Number of Offices: 5

Norton Rose Fulbright provides a full scope of legal services to the world's preeminent corporations and financial institutions. The global law firm has more than 3,000 lawyers advising clients across more than 50 locations worldwide, including London, Houston, New York, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg, covering Europe, the United States, Canada, Latin America, Asia, Australia, Africa and the Middle East. With its global business principles of quality, unity and integrity, Norton Rose Fulbright is recognized for its client service in key industries, including financial institutions; energy, infrastructure and resources; technology; transport; life sciences and healthcare; and consumer markets.

Norton Rose Fulbright Verein, a Swiss Verein, helps coordinate the activities of Norton Rose Fulbright members but does not itself provide legal services to clients.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Norton Rose Fulbright values diversity, aiming to create an inclusive culture and a sense of belonging for all. Our Diversity, Equity and Inclusion strategy focuses on 5 pillars: cultural diversity, carers, gender equity, disability confidence and LGBTIQ+ Inclusion. In 2024, women partners comprise 31% of our partnership with a strong talent pipeline of women including more than 60% senior women lawyers. We are awarded the WGEA Employer of Choice for Gender Equality citation year on year and we have been named a Gold tier employer in the Australian Workplace Equality Index for LGBTIQ+ inclusion in 2024. We have also been certified as a Family Inclusive Workplace by Parents At Work. We have a range of initiatives to ensure we meet our 40:40:20 gender diversity target including a focus on education and training including our active inclusion module, coaching for senior women, sponsorship and annual gender pay equity reviews. Our well-established learning and development curriculum strives to enhance our peoples' careers. We strive to support our communities through charitable giving and volunteering, pro bono, environmental sustainability and reconciliation. We treat health and well-being with the utmost importance providing numerous avenues for assisting with mental health, resilience, and flexibility regardless of circumstances.

GENDER EQUALITY

POLICY PUBLISHED ✓

32% FEMALE PARTNERS
55% FEMALE LEGAL STAFF
75% FEMALE NON-LEGAL STAFF
46% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • Board Links Champion • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE

POLICY PUBLISHED ✓

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability
- Staff Surveys - D&I • Managing Partners Diversity Forum • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • Pride March • Mardi Gras • Midsumma • Gender affirmation policy • InterFirm events • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED ✓

26 WEEKS PAID PARENTAL LEAVE
4.0 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE
91% PRIMARY CARER SECONDARY CARER

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Training - Mental health awareness and management • Salary continuance
- External mental health programs hosting • Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations
- Internal exercise sessions • Wellness awareness and promotion
- Onsite fruit and healthy catering

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

In Australia, Norton Rose Fulbright understands the positive effect that adopting sustainable practices has in preserving our world. We are committed to identifying and implementing market-leading, environmentally sustainable property and business management practices which reduce our impact on the environment. In seeking to improve our environmental performance, we focus specifically on reducing our paper consumption, electricity consumption, the amount of waste we send to landfill, and our carbon emissions. Globally we are committed to operating sustainably and taking direct action to support United Nations Sustainable Development Goal 13: Action on Climate Change. Climate action is managed by a global Environmental Sustainability Committee, reporting directly to our Global Executive Committee and Chief Executive Officer. We are committed to integrating sustainability best practice into our decision-making and business activities worldwide. We also recognize that our environmental performance is important to our people, clients, suppliers and other stakeholders. We measure our carbon footprint across our global operations and based upon those findings, undertake a strategic review to develop a plan of action on climate change. Our key impacts arise from waste generation, energy use including travel, and resource consumption. We are seeking to minimize these impacts through continual improvement in our environmental performance.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities
- NABERS Energy Rating • Efficient building and lighting automation
- Forced computer shutdown

GROSS EMISSIONS
2,732t - 3.0t per employee

BUILDINGS 36% 1.7% 0.11% 1,026t 38%

TRAVEL 0% 60% 2.4% 1,706t 62%

GREEN ENERGY 0% **CARBON OFFSETS** 0%

NET EMISSIONS
2,732t - 3.0t per employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:

- World Environment Day • Office green teams • CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

INITIATIVES:

- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Our Responsible Business program is built upon our Business Principles of Quality, Unity and Integrity, and recognises that we have unique skills and abilities, coupled with both the will and the obligation to make a positive impact in the communities where we live, work and do business.

Our Social Impact program supports our people, our planet and our communities across charitable giving, cause-related activations and volunteering. We participate in our Firms annual Global Charitable Initiative and our commitment to Reconciliation is articulated in our Stretch Reconciliation Action Plan 2022 to 2025.

We are committed to environmentally sustainable practice and to take action on United Nations Sustainable Development Goal 13: Action on Climate Change. We are committed to integrating sustainability best practice into our decisions-making and business activities worldwide.

We support our people to use their vast cross-disciplinary expertise to provide pro bono legal support to those in need in our community by supporting; clients or projects that benefit the environment or increase the use of resources, support individuals with poor mental health or living with disabilities, and protect international human rights. We commit more than 10% of our annual pro bono hours to support Aboriginal & Torres Strait Islander organisations.

INDIGENOUS RECONCILIATION

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Supply Nation Membership • CareerTrackers participation

NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Blood donations • Community volunteering

CHARITABLE GIVING

INITIATIVES:

- Firm donation program • Internal appeals and collections • External charity events and appeals

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

NRFA's General Counsel and Compliance team is led by the firm's Head of Risk and General Counsel. The General Counsel and Compliance team is responsible for all risk management matters, including ethical reporting, supply chain and compliance with legal professional obligations. A Risk Committee meets quarterly to consider key risks facing the firm and identify risk improvement measures. The Committee is comprised of the Head of Risk & General Counsel, CEP, CFO, other Business Services Heads, Sydney General Counsel and a member of our Australian Partnership Council (APC). Ongoing training in the areas of ethics, risk management and professional conduct is conducted by the General Counsel and Compliance team, both in person and through e-learning modules. The General Counsel and Compliance team look after the firm's policies, procedures and provides quarterly reports to the APC Board and manage the precedent letters of engagement to clients and conflict checks of clients.

CODE OF CONDUCT /RISK MANAGEMENT

INITIATIVES:

- Code of Conduct Training • Complaints & Grievance Mechanism • Risk Management Plan • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- Both Current and New Suppliers • Modern Slavery Program • Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORTING COVERS:

- CDP Reporting

Australian Legal Sector Alliance Promoted ✓

GENERAL MEMBER REPORTING

Legend

	<p>Policy – The firm has a policy in place which is ratified and monitored by the leadership team</p>
	<p>Public commitments – The firm's policy is readily available to stakeholders such as clients, staff, and the general public</p>
	<p>Targets – The firm has established targets to reach its objectives in; Gender Equality, Pro Bono hours, Environmental Performance and Greenhouse Gas Emissions</p>
	<p>Programs – Pro Bono, Giving, Volunteering and Climate Action</p>
	<p>Programs – Indigenous Reconciliation</p>
	<p>Programs – Firm partners and staff are encouraged to participate on non-profit boards. The firm organises and resources volunteering activities for staff</p>
	<p>Programs – Environmental Management Systems</p>

Legend

	<p>Programs – The firm identifies and reduces modern slavery exposure from procurement</p>
	<p>Programs – Firms identify and reduce adverse environmental and social impacts from procurement from new Suppliers or both new and existing suppliers</p>
	<p>Programs – Formal processes are in place for; Risk Management, Code of Conduct, Business Continuity and Complaints and Grievances</p>
	<p>Reporting – Additional sustainability reporting information collected and reported. AusLSA report published by the firm</p>
	<p>Reporting – Program participation measured and reported for non-legal volunteering and giving programs</p>
	<p>Reporting – Staff survey information is collected, shared and used in program development</p>
	<p>Results – The profile of women in; partner, legal and non-legal roles and annual senior promotions</p>
	<p>Results – Parental leave provided and rates of return from maternity leave</p>
	<p>Results – Greenhouse gas emissions from offices tenancy – Electricity, Gas and Refrigerants</p>
	<p>Results – Greenhouse gas emissions from travel; Private Car, Plane, and Taxi/Rideshare</p>
	<p>Results – Green energy purchased as a percentage of total energy purchases – Voluntary carbon offsets purchased</p>
	<p>Results – Percentage of offices with recycling programs in place. Paper, Comingles, Organics and ICT Equipment</p>
	<p>Results – Paper use and recycled content</p>
	<p>Further public information – Firm shares information about its different ESG related programs and commitments</p>

2024 AusLSA SUSTAINABILITY PROFILE

A&O SHEARMAN

A&O Shearman
Headcount: 233 (FTE)
Floor Area: 5,043m²
Number of Offices: 3

A&O Shearman is the transformational law firm, created to achieve unparalleled outcomes for our clients' most complex, multi-jurisdictional matters across an ever-changing world and regulatory landscape.

We are a firm of nearly 7,000 lawyers and business professionals, including 800 partners, working across 29 countries, and we have the depth of experience and diversity of talent our clients rely on to grow and maintain a competitive advantage. Our teams operate at the forefront of every sector, market, and jurisdiction where our clients are doing business around the world. We provide a truly global offer with unmatched reach and depth, tailor-made for complex, cross-border work.

We are a firm where diverse individuals, perspectives, and backgrounds belong, excel, and make a decisive difference. The strength of the firm is underpinned by a common culture and a set of shared values. We are focused on quality, collaboration, and entrepreneurship with a strong commitment to diversity, equity, and inclusion. This affords us the opportunity to attract the best talent and brightest legal minds everywhere in the world.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At A&O Shearman, we champion a diverse and inclusive culture where uniqueness is valued, and different perspectives are integral to our business. We are committed to driving change and creating a sustainable culture where our people truly belong and excel in their careers and achieve their full potential by giving them the freedom to be themselves. It is central to the kind of firm we want to be.

We have a huge range of characteristics, backgrounds, generations and perspectives represented at A&O Shearman. Whether it is differences in gender, race and ethnicity, sexual orientation, disability and neurodiversity, socio-economic background, or any other difference, we embrace these and the intersections among them, while addressing historic representation.

We consider the individual, the community, the firm and the wider world. We aim to integrate DE&I considerations into all touchpoints with our people whether those be structured lifecycle processes, development opportunities or our expectations around how we conduct day-to-day interactions.



GENDER EQUALITY POLICY

PUBLISHED

18.0% FEMALE PARTNERS **59% FEMALE LEGAL STAFF** **83% FEMALE NON-LEGAL STAFF** **67% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Male Champion of Change • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programmes and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE POLICY

PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programmes and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day • Internal LGBTQ+ networks or committees
- Pro bono support • Training - LGBTQ+ awareness • Gender pronouns promotion
- Trans Awareness Week • Mardi Gras • InterFirm events • AWEI award
- Stonewall top Global Employer

FLEXIBLE WORKPLACE POLICY

PUBLISHED

26 WEEKS PAID PARENTAL LEAVE **26 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** **100%**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

PUBLISHED

INITIATIVES:

- Beyond Blue programme • R U OK? programme • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Training - Mental health awareness and management • Salary continuance

PHYSICAL WELLBEING POLICY

PUBLISHED

INITIATIVES:

- Ergonomics programme • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Life & TPD insurance

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

A&O Shearman recognises that, as a global business, we need to rise to the challenges and opportunities of environmental sustainability by continually improving our environmental performance. We measure performance across our global network of offices and report this publicly in our Annual Report. Continual improvement is achieved through the ISO14001 certified Environmental Management Systems that operates in our UK and Amsterdam offices and the ISO 50001 certified Energy Management System in Amsterdam. We are also members of the UK and Australian Legal Sustainability Alliances, a collective effort by law firms to take action to improve the environmental sustainability of their operations and activities.

CLIMATE ACTION

GHG SCI. BASED 2030 **GHG SCI. BASED NET ZERO** **ACTION PLAN IN DEV'T** **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Teleconferencing facilities and training • ECO-Buy • Policy on flight offsets • Earth Hour
- End of trip facilities • NABERS Energy Rating • Climate Active - Carbon Neutral • Efficient building and lighting automation • Forced computer shutdown • Renewable Electricity

GROSS EMISSIONS
1,623t - 7.0t per employee

BUILDINGS 19.4% 0% 0.07% 315t 19.4%

TRAVEL 0% 80% 0.39% 1,308t 81%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS
1,623t - 7.0t per employee

ENVIRONMENTAL MANAGEMENT POLICY

PUBLISHED

ENV. MANAGEMENT SYSTEM (EMS) IN DEV'T

- Office green teams

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

INITIATIVES:

- Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

A&O Shearman's social impact programme uses the skills and time of our people to tackle pressing social issues.

We organise our volunteering around two major themes - social mobility and forcibly displaced people. We apply our resources and experience on both multi-jurisdictional projects and specific needs in local communities.

In NSW, we regularly assist on matters referred through Justice Connect and the NSW Council of Civil Liberties. In WA, we take referral matters from Law Access, a system designed to allocate pro bono legal assistance to people otherwise without access.

Our community and volunteering initiatives include supporting Wayside Chapel, Karrkad Kanjdji Trust, Refugee Advice and Casework Service, The Salvation Army Beacon Centre (a support and accommodation facility for the homeless), Edmund Rice Camp for Kids WA (a non-profit community organisation serving the needs of 'at risk'/disadvantaged children), Kulbaradi Aboriginal Centre (supporting their aim to increase Aboriginal and Torres Strait Islander participation in higher education), Greater Sydney Landcare (with Koala Habitat Restoration), and the Australian Business and Community Networks' mentoring programmes alongside various other activities selected by staff.

A&O Shearman has a global charity partnership our Australian offices actively support - our current global charity partner is Women for Women International.

INDIGENOUS RECONCILIATION POLICY

PUBLISHED

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Pro bono support • Volunteering and secondments
- Collaboration for reconciliation • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- Organised staff volunteering • Student tutoring and mentoring
- Secondments to NFPs • Community volunteering

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation programme • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals

LEGAL PRO BONO STRATEGY

PRO BONO CENTRE TARGET

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

A&O Shearman is committed to the highest standards of internal governance within the legal profession. As an international law firm we have an extensive range of governance systems, policies and procedures that ensure that the firm operates effectively whilst meeting our legal, regulatory and ethical obligations within Australia and internationally.

Our governance priorities include:

- Fostering a strong culture within the firm from the top down, of robust compliance with the law, professional rules and internal policies and procedures;
- Leading thinking in the legal profession on risk management and regulatory questions;
- Developing constructive working relationships with regulators, the profession and other third parties in relation to governance;
- Ensuring that the firm's legal structures are efficient, compliant and effective; and
- Maintaining one of the best professional indemnity claims records of any peer group firm.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Fair consumer and competition practices • Community development
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING REPORT

REPORTING COVERS:

- Standalone environmental sustainability report

2024 AusLSA SUSTAINABILITY PROFILE



Allens
Headcount: 1,741 (FTE)
Floor Area: 23,903m²
Number of Offices: 4

Allens is a leading international law firm with a long and proud heritage of shaping the future for our clients, our people and the communities in which we work. We are privileged to hold some of the world's longest ongoing client relationships, stretching back more than 170 years, and we're committed to bringing our talent, expertise and insights to continue solving our clients' toughest problems and creating ways forward to help them thrive. From playing a pioneering role in the development of legislation and regulatory frameworks in the Asia region, to acting on numerous 'firsts' across a range of industry sectors and community issues, it is in our DNA to make a difference and help shape what our world looks like. Allens was the first organisation in Australia to become a signatory to the United Nations Global Compact and we have a strong commitment to upholding the principles of the Compact, and to responsible corporate citizenship.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Allens has a long-held commitment to a diverse and inclusive workforce. We see enormous strength in the unique backgrounds and life experiences our people bring to the firm. We focus on driving inclusive behaviour, transforming practices and structures, and building 'hearts and minds' commitment across a range of pillars, including gender, parents and carers, LGBTQIA+, cultural diversity, and flexible work.

We work to create an inclusive, supportive and respectful culture that invites and values diverse people, thinking, approaches and experiences, provides equitable access to resources and opportunities, empowers people to actively engage and contribute, seeks collective input and ownership, purposely fosters safety and coaching and supports people to do their best work.

Allens has four employee network groups who actively foster gender, LGBTQ+, cultural and linguistic, and First Nations inclusion. Allens has been recognised by WGEA as an Employer of Choice for Gender Equality for the past 20 years (announced 30 July 2024). We met our gender representation target a year ahead of schedule, with 40% women in our partnership at 1 July 2024. We are committed to maintaining our 40:40:20 balance of 40% women, 40% men and 20% of any gender (women, men or non-binary persons).

GENDER EQUALITY

POLICY PUBLISHED

39% FEMALE PARTNERS
 59% FEMALE LEGAL STAFF
 70% FEMALE NON-LEGAL STAFF
 57% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Employer of Choice for Gender Equality
- LCA Diversity and Inclusion Charter
- Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias
- Gender sensitive promotion and recruitment
- Internal D&I networks or committees
- LSNSW Charter - Advancement of Women
- Equal pay controls
- Showcasing gender diversity experiences
- Women on Boards
- UN Women's Empowerment Signatory

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Membership - DCA
- LCA Diversity and Inclusion Charter
- External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias
- Membership - Aust Network On Disability
- Staff Surveys - D&I
- Managing Partners Diversity Forum
- Membership - Pride in Diversity
- Training - LGBTQ+ awareness
- IDAHOBIT
- Wear it Purple Day
- World Aids Day
- Internal LGBTQ+ networks or committees
- Pro bono support
- External LGBTQ+ programs hosting
- Gender pronouns promotion
- Trans Awareness Week
- Mardi Gras
- Gender affirmation policy
- InterFirm events
- AWEL award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE
 26 WEEKS SECONDARY CARER
 91% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Religious and ceremonial leave
- Purchased leave
- Career breaks
- Adjusted KPIs after absences
- Sabbaticals
- Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count - TJMF Guidelines
- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Resilience at Law
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting
- Domestic violence strategy

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program
- Proactive health checks
- Flu vaccinations
- Gym memberships
- Team events
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Life & TPD insurance
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Allens has a longstanding commitment to sustainability that is inspired and driven by a network of Sustainability Committees, made up of partners and staff.

We have set a near term, science-based target to reduce absolute scope 1, 2 and 3 greenhouse gas emissions by 50 per cent by FY2030, from a FY2019 base year. Our target has been validated by the Science Based Targets initiative.

In FY24, we also maintained certification as an organisation for our Australian offices through the Australian Government's Climate Active Carbon Neutral Program. Our continued efforts to reduce our energy use, greenhouse gas emissions and paper use have included matching energy use for our Sydney, Melbourne, Perth and Brisbane offices with the equivalent of 100 per cent GreenPower accredited energy, and promotion of digital working practices.

Through our Sustainability Committees, we participate in events such as World Environment Day, National Plant-a-Tree Day and National Recycling Week, offer climate action education sessions and organise campaigns to promote awareness of environmental issues and environmentally responsible practices.

CLIMATE ACTION

POLICY PUBLISHED

INITIATIVES:

- Telecommuting
- Energy efficient refits undertaken
- Specify energy efficient appliances
- Teleconferencing facilities and training
- End of trip facilities
- Climate Active Program
- Climate Active - Carbon Neutral
- Efficient building and lighting automation
- Renewable Electricity
- Voluntary Carbon Offsets

GROSS EMISSIONS
 2,513t - 1.4t per employee

BUILDINGS
 0% 0.07% 0.70%
 19.1t 0.76%

TRAVEL
 0.16% 96% 3.4%
 2,494t 99%

GREEN ENERGY
 100% 100%

CARBON OFFSETS

NET EMISSIONS
 0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- World Environment Day
- Office green teams
- CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral
- Other Certifications
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Allens' Community Engagement Program includes our pro bono practice, reconciliation commitments, sustainability work and philanthropy.

Across our Program, our people contribute their time and expertise to work on pro bono matters and other community initiatives, with a particular focus on improving access to justice, alleviating disadvantage, advancing reconciliation and promoting sustainability. Our history of leadership in pro bono and community work has seen us lead the way on constitutional recognition, climate action and refugee rights.

Our Program is overseen by a Community Engagement Board and managed by a dedicated team. Our pro bono practice is an integral part of Allens' legal work. We give free legal assistance to disadvantaged individuals and a range of NGOs to promote access to justice and protect human rights. We aim for an average of at least 50 hours pro bono work per lawyer each year.

Allens funds charitable projects that make a real impact and encourages staff involvement with community including through our matched funding program and volunteering. We've had formal commitments to supporting reconciliation since we launched our first Reconciliation Action Plan in 2009. Through First Nations engagement initiatives, Allens creates employment opportunities, builds capacity through staff secondments and supports access to education.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED

INITIATIVES:

- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Internships and employment
- Scholarships and student mentoring
- Affirmative ATSI procurement
- Pro bono support
- Volunteering and secondments
- Collaboration for reconciliation
- Funding and donations
- Indigenous Literacy Day
- Supply Nation Membership

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING

INITIATIVES:

- Organised staff volunteering
- Student tutoring and mentoring
- Secondments to NFPs
- Skilled volunteering program
- Community volunteering
- Arts support
- CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program
- Workplace giving
- Matched funding for employee donations
- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Allens seeks to maintain the highest ethical standards and does not tolerate discrimination, harassment and bullying in the workplace. Our Respect and fairness policy is supported by a Resolving issues policy, and multiple avenues to raise concerns including an anonymous 'tell us anything' tool. Our approach to resolving concerns is built on fairness, transparency and support for all, including access to a free, independent and confidential counselling service for all staff and their immediate family members. The firm has an Ethics code, an Anti-corruption policy and a Fraud prevention policy. The firm's Office of General Counsel also provides guidance and training to staff, as well as the firm's annual reminder of key policies. When purchasing goods and services, Allens takes into account environmental, social and ethical considerations and encourages our suppliers to adopt practices to minimise their impacts. We promote supplier diversity and economic inclusion by identifying opportunities to support and work with suppliers owned by underrepresented groups. Through our First Nations engagement plan, and as a member of Supply Nation, Allens also supports and seeks to engage First Nations-owned businesses in our supply chain.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights
- Environmental impacts
- Fair labour practices
- Fair consumer and competition practices
- Community development
- Indigenous inclusion
- Gender equality
- Modern Slavery
- Diversity and Inclusion
- Fraud bribery & corruption
- UN Global compact and SDGs

SUSTAINABILITY REPORTING

REPORT

REPORTING COVERS:

- Website - ESG targets and performance information
- Website - Environmental sustainability targets and performance information
- Website - ESG commitments information
- Website - Environmental sustainability commitments information
- UN Global Compact and SDGs
- CDP Reporting

2024 AusLSA SUSTAINABILITY PROFILE



Baker McKenzie
Headcount: 476 (FTE)
Floor Area: 10,897m²
Number of Offices: 3

With more than 60 years of experience in the local market, we are the go-to firm for Australian companies, multinationals and financial institutions. The strength of our team of 300 local lawyers is the ability to collaborate across practice groups, sectors and markets to provide clients the connected perspectives, integrated solutions and seamless guidance they need to succeed in an increasingly interconnected global market.

Our clients and our people look to Baker McKenzie to play a part as an ethical and responsible firm. This is why we use our skills, creativity and influence to help solve some of the biggest challenges facing the world today, invest in the development and wellbeing of our people, work to reduce our carbon emissions, and remain committed to the UN Global Compact's (UNGC) Ten Principles on human rights, labour, environment and anti-corruption. These principles are embodied in our core purpose and culture, and guide what we do.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Baker McKenzie is committed to providing a diverse and inclusive culture for all its employees, with equal opportunity for all to progress and have a meaningful career with our Firm. Our mission is to foster an environment where individuals of every ethnicity, culture, gender, sexual orientation, gender identity and expression, religion, age, disability, and parental status may succeed professionally and fully contribute to the goals of the Firm. We believe that diversity within the firm makes us stronger, and that an inclusive workplace will enable our talented workforce to achieve their potential. Our clients expect a diverse and inclusive workforce, and we want to reflect the organisations and communities within which we all live and work. Established in 2010 and comprised of Partners and senior firm leaders, the Baker McKenzie Inclusion, Diversity & Equity Committee is the leadership group responsible for progressing and implementing the goals of the Firm's Diversity and Flexibility Strategy. Our ID&E Committee Members are responsible for leading these award winning diversity initiatives and programs:

- Baker Women
- Baker Balance & Wellbeing
- Baker Pride & Allies
- Baker DNA
- Baker Indigenous Engagement

GENDER EQUALITY

POLICY PUBLISHED

34% FEMALE PARTNERS | **52% FEMALE LEGAL STAFF** | **76% FEMALE NON-LEGAL STAFF** | **68% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • Male Champion of Change • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment
- Internal D&I networks or committees • Equal pay controls
- Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE | **26 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** | **88% PRIMARY CARER** | **88% SECONDARY CARER**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems
- Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Religious and ceremonial leave • Purchased leave • Career breaks
- Adjusted KPIs after absences • Sabbaticals • Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines • Beyond Blue program • R U OK? program
- Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations
- Internal exercise sessions • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We believe business must take a central role in fostering and championing sustainability. Baker McKenzie's goal is to embed sustainability and environmental consciousness in local work practices and staff attitudes by:

- devising and deploying effective sustainability programs and initiatives;
- encouraging staff participation in both the development and implementation of environmental initiatives;
- measuring, monitoring, reporting and improving environmental performance; and
- providing ongoing training to encourage employees to reduce their environmental impact.

Baker & McKenzie is a signatory to the United Nations Global Compact (UNGC). The Ten Principles of UNGC align with our Firm's values and are reflected in our strategy, culture and day to day operations. Baker & McKenzie is committed to reducing our environmental impact.

CLIMATE ACTION

GHG SCI. BASED 2030 TARGET | **GHG IMPROVEMENT TARGET** | **ACTION PLAN PUBLISHED** | **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Teleconferencing facilities and training • ECO-Buy • Policy on flight offsets • Earth Hour
- End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Voluntary Carbon Offsets

GROSS EMISSIONS
3,715t - 7.8t per employee

BUILDINGS
7.1% 0.02t/m² | 0.003% | 0.06% | 267t 7.2%

TRAVEL
0% | 92% 7.2t/employee | 0.55% 0.04t/employee | 3,449t 93%

GREEN ENERGY
51% | 99% | **CARBON OFFSETS**

NET EMISSIONS
23t - 0.05t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

7,713 1.430kg/m² | 0% recycled content

INITIATIVES:

- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

As a Firm we support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption, which are aligned with our values and reflected in our business strategy, culture and day-to-day operations.

Pro Bono Legal Work

Our lawyers are actively encouraged to undertake pro bono work. The Firm is a signatory to the National Pro Bono Aspirational Target of at least 35 hours of pro bono legal work per lawyer per year. We also have our own Firm target of at least 50 pro bono legal hours per lawyer per year. In FY23 we recorded an average of more than 45 pro bono hours per lawyer and provided more than 12,358 hours of pro bono legal services to individual and not-for-profit organisations.

Non Legal Volunteering

In FY23 our Australian partners and staff had opportunities to participate in community service initiatives including opportunities to

- organise and participate in awareness and fundraising initiatives for the Australian offices' charities - Tuberos Sclerosis Australia (TSA), Refugee Advice and Casework Service (RACS) and LeaderLife.

- participate in a range of volunteering opportunities including a primary school reading program and meal preparation sessions for disadvantaged children.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP INNOVATE ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM PUBLISHED | **21% PARTICIPATION IN NON LEGAL VOLUNTEERING**

INITIATIVES:

- Organised staff volunteering • Student tutoring and mentoring
- Community volunteering

CHARITABLE GIVING

PROGRAM PUBLISHED | **2.0% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

- Workplace giving • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO

POLICY PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Baker McKenzie is an Australian partnership, a member of a Swiss Verein. Global management consists of a global Policy Committee that guides the overall strategy of all offices of Baker McKenzie, an Executive Committee of 8 elected partners that has primary responsibility for global management, and regional councils that develop regional strategy and policy and implement global Firm initiatives. Designated practice and industry groups operate at global, regional and office levels and are responsible for business plans, quality assurance, professional development and service delivery. The Professional Responsibility and Practice Committee, a Policy Committee subcommittee, is responsible for overseeing ethical and practice standards globally, including Baker McKenzie's Code of Business Conduct and associated reporting hotline. Baker McKenzie has a PointONE Program which builds a firmwide culture of respect, inclusion and psychological safety. Behavioural non-compliance can be confidentially reported through the program's channels. The Australian partnership has a full time Managing Partner, a partner who acts as Chair of an elected Management Committee, a Risk & Quality Committee, Conduct Committee, Inclusion, Diversity & Equity Committee and a Pro Bono Committee. This comprehensive structure demonstrates Baker McKenzie's commitment to effective governance at all levels and allows Baker McKenzie's priorities to be implemented.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- CODE OF CONDUCT TRAINING
- COMPLAINTS & GRIEVANCE MECHANISM
- RISK MANAGEMENT PLAN
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- MODERN SLAVERY PROGRAM
- FEDERAL LEGISLATION PARTICIPATION

2024 AusLSA SUSTAINABILITY PROFILE



Barry Nilsson Lawyers
Headcount: 239 (FTE)
Floor Area: 6,730m²
Number of Offices: 6

Barry Nilsson (BN) is a national law firm and a socially and environmentally responsible business. We are conscious of our impact and strive to create meaningful change for our people, communities and the environment. These values are driven by our responsible business team, the Impact Project, dedicated to providing free legal services to vulnerable and disadvantaged people, supporting charitable and community causes, advancing equality for First Nations peoples, and driving sustainability and ESG initiatives across the firm. We pride ourselves on being a progressive workplace where everyone is supported and empowered. We have a dedicated Diversity & Inclusion Network and LGBTIQ+ and Allies Network, and are passionate about policies that further support employee wellbeing and inclusion. BN recognises these initiatives as a vital aspect of the firm's social responsibility, culture and identity.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

BN is dedicated to offering a work environment where people feel supported, valued, respected and empowered to thrive in their careers. Our key objectives centre around people including having high staff engagement, low turnover, a diverse & inclusive culture, as well as identifying and supporting our next generation of leaders. We provide remote working options, a 9.5 day fortnight for full-time staff, a health & wellbeing leave day and yearly allowance, performance bonuses, shared care parental leave, public holiday swap policy and LinkedIn Learning licences. Our efforts in the people space have been recognised by our listing as an Employer of Choice by Australasian Lawyer from 2019 - 2023.

GENDER EQUALITY POLICY

39% FEMALE GENDER EQUITY TARGET
68% FEMALE PARTNERS
82% FEMALE LEGAL STAFF
56% FEMALE NON-LEGAL STAFF
56% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Internal D&I networks or committees
- LSNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTIQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTIQ+ networks or committees • Pro bono support • Training - LGBTIQ+ awareness
- Gender pronouns promotion • Mardi Gras

FLEXIBLE WORKPLACE POLICY

18.0 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
18.0 WEEKS PAID PARENTAL LEAVE SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave
- Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Training - Mental health awareness and management
- Domestic violence strategy

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations
- Internal exercise sessions • Team events • Massages • Wellness awareness and promotion • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We believe that every organisation must play its role to reduce it's impact on the environment and we strive for more sustainable work practices. BN aims to minimise our environmental impact and reduce the carbon footprint of our business through a range of environmental initiatives and the ongoing development of our sustainability program framework. This includes net zero targets, emissions measurements and reduction initiatives including renewable energy and sustainable travel.

BN is committed to making the environment a bigger part of the conversation by encouraging staff to share ideas about what further steps can be taken at a national and office level to develop and encourage adherence to our sustainability objectives.

CLIMATE ACTION POLICY

GHG SCI. BASED 2030
GHG IMPROVEMENT TARGET
ACTION PLAN PUBLISHED

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • ECO-Buy • Earth Hour • Ride to Work Day
- End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Forced computer shutdown • Renewable Electricity

GROSS EMISSIONS

319t - 1.3t per employee

BUILDINGS 12.5% 0% 0.33% 41t 12.8%

TRAVEL 0.79% 83% 3.8% 278t 87%

GREEN ENERGY CARBON OFFSETS

77% GREEN ENERGY
0% CARBON OFFSETS

NET EMISSIONS
 319t - 1.3t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day • Office green teams
- CitySwitch Green Office

RECYCLING OFFICES

100% 83% 66% 100%
 % office availability

PAPER USAGE POLICY

9,095 PAPER/EMPLOYEE
0% RECYCLED CONTENT

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Community: BN proudly support charities through donations, fundraising, sponsorships and volunteering. This includes raising \$200,000 for Shoreline, a charity dedicated to First Nations youth, providing seed funding to a start up First Nations cultural not for profit organisation and supporting many local charities through volunteering and goods.

Pro Bono: BN provides high quality legal assistance in areas of unmet legal need, with an emphasis on work that will have a long-term impact and address systemic legal problems affecting disadvantaged, marginalised or vulnerable people. As a signatory to the National Pro Bono Target, our lawyers and graduates contribute 35+ hours each annually through our dedicated pro bono practice.

First Nations: BN recognises the importance of a just and equitable Australia and the significance of reconciliation. At the core of our focus is cultural empowerment and leadership by First Nations peoples toward reconciliation. Our Innovate Reconciliation Action Plan (RAP) not only marks the next phase of our reconciliation journey, but also solidifies and formalises our existing and ongoing commitment towards reconciliation using real and measurable steps.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Volunteering and secondments • Collaboration for reconciliation
- Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- Organised staff volunteering • Paid volunteer time • Blood donations
- Secondments to NFPs • Skilled volunteering program • Community volunteering
- CPD for community sector lawyers

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

BN's Board of Management are responsible for general operations, strategy, compliance as well as risk and governance of the firm (with the support of an Audit and Risk committee). The firm maintains professional indemnity insurance above the required minimum as well as business continuance, directors and officers' liability and cyber insurances. We have an emergency management, disaster recovery and business continuity plan, and undertake regular testing of the disaster recovery contact list. BN has robust technology platforms which are regularly penetration tested with full risk assessments conducted. Staff also receive regular cyber awareness updates and training. To promote and maintain professional standards, the firm conducts regular CLE sessions for all staff. The firm also has clearly defined and documented policies and procedures, with new staff undergoing an extensive induction program which outlines firm values, culture, policies and protocols. As part of our ongoing commitment to the health and wellbeing of all staff, we have an Employee Assistance Program available.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion

SUSTAINABILITY REPORTING REPORT

REPORTING COVERS:

- Standalone ESG/ sustainability report • Standalone environmental sustainability report • Website - ESG targets and performance information • Website - Environmental sustainability targets and performance information • Website - ESG commitments information
- Website - Environmental sustainability commitments information

2024 AusLSA SUSTAINABILITY PROFILE



Bartier Perry Lawyers
Headcount: 213 (FTE)
Floor Area: 2,910m²
Number of Offices: 1

Bartier Perry provide highest quality legal services across a wide range of industries including property, construction, financial services, private clients, education, insurance, health and government. The success of clients and the wellbeing of our people is underpinned by clearly articulated values of collaboration, performance, diversity, equity and inclusion, down to earth, innovation, quality, respect and trust. Bartier Perry focuses firmly on providing sustainable, ethical and highest quality legal services delivered in a genuinely personalised manner. We place our clients and people at the centre of all that we do, demonstrating strategic, creative thinking combined with technical excellence. We are committed to driving our firm strategy which includes remaining dedicated to our community and to our ESG responsibilities. Established in 1942 and incorporated in 2007, Bartier Perry is a privately-owned Australian commercial law firm based in Sydney. Supported by a network of trusted firms in major Australian centres and internationally, Bartier Perry's 231-strong team includes 155 legal staff from partners to paralegals and 76 support and management staff.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Bartier Perry is committed to fostering a diverse, positive and inclusive work culture that allows everyone to reach their potential and thrive. Our commitment to DEI is ongoing and has been successful in supporting and expanding our indigenous recruitment initiatives and sponsorships. We provide opportunities for all to excel, be equal in the workplace and to have career progression at a pace that suits different life situations. Our Wellbeing Policy supports the holistic wellbeing of our people and their families. We have award winning mentors to support and grow our staff. Our generous, gender-neutral parental leave policy offers 20 weeks paid leave, with superannuation, for all carers. We invite staff feedback through our annual engagement survey which shows consistent high levels of staff satisfaction, commitment and engagement. We know our most important asset is our people and we actively nurture their wellbeing through initiatives including:

- A Flex for All approach allowing staff to access flexible work options.
- Increased pro bono work opportunities through the expansion of our pro bono program.
- Clear career pathways through individually tailored learning and development goals.
- Regular social events.
- Incentive program to reward and recognise excellence
- Regular participation in community fundraisers.



GENDER EQUALITY

POLICY PUBLISHED

24% FEMALE PARTNERS | **59% FEMALE LEGAL STAFF** | **82% FEMALE NON-LEGAL STAFF** | **40% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Pay Equity Ambassador • Male Champion of Change • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • Equal pay controls
- DCA major sponsor • Showcasing gender diversity experiences
- Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Membership - Pride in Diversity
- Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day
- Internal LGBTQ+ networks or committees • Pro bono support • Training - LGBTQ+ awareness • Gender pronouns promotion • Pride March • Mardi Gras

FLEXIBLE WORKPLACE

POLICY PUBLISHED

20 WEEKS PAID PARENTAL LEAVE | **20 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** | **100%**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems
- Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Bonus leave
- Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Beyond Blue program • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management
- Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Team events • Massage • Wellness awareness and promotion • Onsite fruit and healthy catering
- Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Bartier Perry is committed to reducing our impact on the environment through our interactions with our people, our suppliers and our clients.

We believe this is part of good business practice. We have developed and implemented an Environment Management Policy & Sustainable Procurement Policy, ensuring sustainable practices are built into our decision making at every level.

From analysing and making decisions relating to our own supply chain through to decisions relating to technology, which reduces the need to print, we actively work to embed sustainability considerations throughout our business. We have recycled waste programs and initiatives, including for paper, cardboard, plastic, electronic waste & organic. Our Travel Policy incorporates the purchase of carbon offsets for air travel.

Our biggest impact is office space, that's why in FY24 we moved into a 6 Star Green Star rated building. In embarking on this journey, our approach to our new office was with environmental best practice front of mind.

Examples of initiatives include:

- Paper Lite Policy.
- Sensor lighting, air conditioning and appliances using more efficient technology.
- Enhanced natural light.
- Use of highly recycled content.

CLIMATE ACTION

ACTION PLAN IN DEVT | **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specific energy efficient appliances • Teleconferencing facilities and training • Policy on flight offsets • Earth Hour • End of trip facilities • Climate Active Program • NABERS Energy Rating
- Efficient building and lighting automation • Forced computer shutdown
- Renewable Electricity • Voluntary Carbon Offsets
- Energy audits in previous two years

GROSS EMISSIONS
150t - 0.70t per employee

BUILDINGS
83% 0.04t/yr | 10.8% | 1.2% | 142t 95%

TRAVEL
0.59% | 3.0% 0.02t/employee | 1.5% 0.01t/employee | 7.6t 5.1%

GREEN ENERGY
9.3% | 4.7% | **CARBON OFFSETS**

NET EMISSIONS
143t - 0.67t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED | **ENV. MANAGEMENT SYSTEM (EMS) IN DEVT**

INITIATIVES:

- World Environment Day • Office green teams

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral • Other Certifications • PEFC Australian Forestry standard

3,925 92% recycled content

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Everyone at Bartier Perry is provided with the chance to make a difference in our workplace and community. All our people are supported to get involved and be part of important initiatives. From participating in our Innovate RAP process through to helping our people escaping domestic violence, our community initiatives include:

- Improving access to justice for people in need by providing compassionate pro bono legal services. In FY24 we averaged 52 hours of pro bono legal services per lawyer.
- Providing financial support to First Nations university students.
- Supporting The Haven - Nepean Women's Shelter, a not-for-profit organisation supporting women experiencing domestic violence and homelessness. Our Bartier Perry Partner, Sharon Levy, is both Founder and Chair.
- Aiding the vulnerable through our support of Indigenous Literacy Foundation and the Aboriginal Legal Service.
- Raising social awareness by participation in community fundraisers.
- Promoting International Women's Day and International Men's Day through storytelling by those who have lived the barriers contributing to inequality.
- Supporting regional and rural organisations through development of our Procurement Policy.
- Supporting an Indigenous artist to a pathway of independence.
- Providing financial support to women studying law.
- Working towards our Innovate RAP.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Collaboration for reconciliation • Funding and donations
- Indigenous Literacy Day • CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Student tutoring and mentoring • Secondments to NFPs • Community volunteering
- Arts support • CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED | **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Delivering outstanding legal services while working to the highest ethical standards is intrinsic to how we do business at Bartier Perry.

Our commitment to service excellence is evidenced by our strong association with key industry bodies and our Environmental Social Governance (ESG) program.

Our management structure is transparent. Our firm is led by its Shareholders, Partners, the Board and our CEO. Supporting our management is a comprehensive committee structure and a suite of policies, procedures and guidelines, including our Code of Conduct.

These are clearly communicated to our people and available to all via our intranet. Areas addressed include sustainable supply chain management, risk management, ethics and conduct. We build robust systems and processes to ensure transparent and ethical delivery of our commitments. We aim to surpass universal standards for the management of risks, business continuity, ethics and the codes of conduct set by government regulations, the Law Society of NSW, industry standards and our people, client and community expectations.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Modern Slavery • Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORT PROMOTED | **AUSTRALIAN LEGAL SECTOR ALLIANCE**

REPORTING COVERS:

- Website - ESG commitments information

2024 AusLSA SUSTAINABILITY PROFILE



Carroll & O'Dea Lawyers
Headcount: 233 (FTE)
Floor Area: 4,410m²
Number of Offices: 6

For decades, Carroll & O'Dea Lawyers have been at the forefront of change. Over the years our work has helped give access to justice to ordinary and marginalised Australians. Carroll & O'Dea Lawyers work for individuals and large and small companies across many industries. Whether we assist you with a workplace dispute, property transaction, commercial advice, or a compensation claim, we'll complete your work to the highest standard.

Our purpose, as a firm, is to make an important difference to our clients, to our people and to our community through a positive and supportive environment.

We do this by:

- .providing access to justice
 - .solving complex legal problems
 - .being responsive and innovative when faced with challenges
 - .providing a satisfying and rewarding workplace for all
 - .making a contribution to the community,
- As a firm, we bring together the firm's experts, with their experience and knowledge, and the firm's resources to benefit our clients and our people.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

As a firm Carroll & O'Dea promotes equality and well-being in the work place.

Initiatives are in place to ensure staff can easily communicate with one another on both a workplace and social level. The firm holds regular Linkers Zoom /Teams Meetings, where staff are invited to come together and voice any concerns or practical suggestions for improvements that could be advantageous to the firm as a whole. The firm also conducts a staff survey to identify any particular areas that may require improvement. The results of the staff survey are communicated across the firm.

Carroll & O'Dea facilitates personal counselling when necessary through AccessEAP, a private and confidential service to support and assist staff. The diverse capability of our workforce is what positions Carroll & O'Dea to deliver high quality, tailored services to our diverse range of Clients.

We recruit people from all background. We believe that diversity encompasses different ethnicity, gender, language, age, religion, socio-economic background, physical and mental ability, experience and education. We offer regular internal & external leaning opportunities and mentoring programs.

The firm provides a calendar of training sessions that run throughout the year for our support staff to further develop and improve their skills.

GENDER EQUALITY

POLICY PUBLISHED

GENDER PROFILE

- 36% FEMALE PARTNERS
- 62% FEMALE LEGAL STAFF
- 84% FEMALE NON-LEGAL STAFF
- 60% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Employer of Choice for Gender Equality
- Pay Equity Ambassador
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Gender sensitive promotion and recruitment
- Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Internal D&I networks or committees
- Training - Awareness and unconscious bias
- Staff Surveys - D&I
- Managing Partners Diversity Forum

FLEXIBLE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Career breaks
- Phased retirement
- Bonus leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- R U OK? program
- Psychological support/ EAP
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Team events
- Massages
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We are committed to reducing our environmental impact and promoting sustainable practices across our offices.

Through the implementation of our sustainability policy, we have created a framework for understanding and managing our impact on the environment, including by conducting green audits, to evaluate adherence to our sustainability policy. Energy saving mode is set on all photocopiers and printers, and we have installed meters on photocopiers which discourage wasteful photocopying.

Our air conditioning shuts down after 6:00 pm on business days and remains switched off over the weekend.

Office lights are automatically switched off after 8:00 pm on business days and operate on a timed manual system after 8:00 pm and over the weekend.

As well, motion activated sensor lighting is installed in our bathrooms.

We encourage our staff to reduce their use of office consumables and to recycle. Each staff member is provided with a recycling bin at their work area and we have placed large communal recycling bins throughout our offices, including in our kitchens.

We encourage all our staff to adopt sustainable practices in the workplace and to share their ideas with others.

CLIMATE ACTION

INITIATIVES:

- Specify energy efficient appliances
- Earth Hour
- Efficient building and lighting automation

GROSS EMISSIONS
349t - 1.5t per employee

BUILDINGS

- 94% 0.07t/m²
- 0%
- 0.33%
- 329t 94%

TRAVEL

- 0.79%
- 5.0% 0.08t/employee
- 0.06%
- 21t 5.9%

GREEN ENERGY

- 0%
- 0%
- CARBON OFFSETS**

NET EMISSIONS
349t - 1.5t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 90% % %

% office availability

PAPER USAGE

11,995 38%

570 templates recycled content

INITIATIVES:

- Paperlite office program

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At Carroll & O'Dea Lawyers we have a proud and long tradition of helping and assisting others in the community.

Our solicitors do voluntary work in a range of community legal centres and regularly take on pro-bono matters referred by the Public Interest Law Clearing House. We are involved in the MOSAIC Mentoring Program, which provides free face-to-face legal assistance to asylum seekers and refugees.

We support The Shed at Plumpton Mount Druiitt, which provides free legal advice and representation to people who are homeless or at risk of homelessness. The firm is also involved in the Clemente Australia Program, a university education program that helps individuals from disadvantaged backgrounds get a university education.

From our founding partners 118 years ago to our team today, at Carroll & O'Dea Lawyers we are guided by the simple principle of giving back to the community. So much so that our most recent staff survey found that it was one of the most attractive things about working at Carroll & O'Dea Lawyers.

INDIGENOUS RECONCILIATION

INITIATIVES:

- Cultural awareness training

NON LEGAL VOLUNTEERING

PROGRAM

INITIATIVES:

- NFP Boards
- Paid volunteer time
- Community volunteering

CHARITABLE GIVING

PROGRAM

INITIATIVES:

- Charitable foundation

LEGAL PRO BONO

STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Carroll & O'Dea has a formal Principle Partner Committee (meets monthly), All Partners forum (meets monthly), Finance Committee (meeting quarterly), Remuneration Committee, Risk Management Committee, Sustainability Committee & Diversity Committee. All have terms of reference.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

CODE OF CONDUCT TRAINING COMPLAINTS & GRIEVANCE MECHANISM RISK MANAGEMENT PLAN BCP OR ERP

2024 AusLSA SUSTAINABILITY PROFILE



Clyde & Co
Headcount: 305 (FTE)
Floor Area: 6,839m²
Number of Offices: 4

Clyde & Co is a leading global law firm, specialising in the sectors that underpin global trade and commercial activity, namely: insurance, transport, construction, energy, trade and commodities. It is globally integrated, offering a comprehensive range of contentious and non-contentious legal services and commercially-minded legal advice to businesses operating across the world. Clyde & Co is committed to operating in a responsible way. This means progressing towards a diverse and inclusive workforce that reflects the diversity of its communities and clients, using its legal skills to support its communities through pro bono work, volunteering and charitable partnerships, and minimising the impact it has on the environment. The firm has 490 partners, 2400 lawyers, 3200 legal professionals and 5500 people overall in over 60 offices and associated offices worldwide.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

The key priorities for the Australian business are constantly evolving to meet the needs of our people and clients.

We continue to meet the needs of our clients and deliver key programs within our business to ensure the best working environment for our high performing teams.

We are in a period of high growth and with that comes challenges of recruitment which is a key priority for us as is retaining our high performers. Through strategic development programs we continue to invest in our top talent and this will remain into 2024.

Our purpose, to create a better working environment for all means that Diversity & Inclusion is a crucial focus for us as is building our People Value Proposition. We are focused on maintaining an environment where everyone can bring their whole selves to work and feel valued and included within our company culture.



GENDER EQUALITY POLICY

23% FEMALE PARTNERS **53% FEMALE LEGAL STAFF** **79% FEMALE NON-LEGAL STAFF** **62% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter
- Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Internal D&I networks or committees
- LSNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day
- Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion
- Trans Awareness Week • Mardi Gras • Gender affirmation policy
- InterFirm events • AWEI award

FLEXIBLE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE **26 WEEKS SECONDARY CARER** **83% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks • Sabbaticals
- Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

As an international law firm, we recognise our responsibility to protect the environment and mitigate the impact our activities have both locally and internationally. This includes the impact of our working practices; the use of energy in our buildings, our business travel, the use of paper and other goods and services as well as the disposal of our waste. We have a global Environmental Sustainability & Biodiversity Policy in place which outlines our approach to minimising our impact.

Our Commitment focusses on: monitoring and reducing our energy consumption, and promoting efficient energy use within our premises; monitoring and reducing our travel; reducing our overall waste; seeking to source sustainable products and engaging with our supply chain to assess and reduce its environmental impact.

Clyde & Co is committed to achieving Net Zero emissions by 2038. In the near term, we have committed, through the Science Based Targets initiative (SBTi), to reduce absolute scope 1 and 2 GHG emissions by 80% by 2030 from a 2019 base year. We have also committed to reduce absolute scope 3 GHG emissions by 50% within the same timeframe.



CLIMATE ACTION POLICY

SCIENCE BASED 2030 GHG IMPROVEMENT TARGET **ACTION PLAN IN DEV'T** **POLICY IN DEV'T**

INITIATIVES:

- Telecommuting • Teleconferencing facilities and training
- Earth Hour • End of trip facilities

GROSS EMISSIONS
1,036t - 3.4t per employee

BUILDINGS
18.0% 0.03t/m² 0% 0.14% 188t 18.1%

TRAVEL
0% 80% 1.5% 848t 82%

GREEN ENERGY
0% 0% **CARBON OFFSETS**

NET EMISSIONS
1,036t - 3.4t per employee

ENVIRONMENTAL MANAGEMENT POLICY

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) IN DEV'T

RECYCLING OFFICES

100% 100% 50% 100%
% office availability

PAPER USAGE

INITIATIVES:

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Clyde & Co is committed to operating responsibly. We donate our skills, time and expertise as well as fundraise for our charity partners globally to have a positive impact on the communities in which we operate and beyond. All staff are encouraged and supported to participate in our pro bono & social impact programme.

The focus areas of our programme are: (Inspiring) Young Lives; Equality before the Law; Sustainability & Climate Change and associated UN SDGs.

We aim to inspire and empower young people and their families; promote sustainability, tackle climate change; and uphold the principle that all people must be equally protected by the law, without discrimination and regardless of means.

Each financial year we challenge all staff to spend 24 hours on social impact activities and for fee earners, up to a total of 60 hours of pro bono and other social impact activities which counts towards individual annual chargeable hours targets. Our annual global Clyde & Co Cares campaign raises awareness of the chosen theme through information sharing, fundraising and volunteering.

In 2024 we focussed on the UN goals of Quality Education and Reduced Inequalities, we surpassed our target and reached 27,500 children and young people globally.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • NAIDOC Week • National Reconciliation Week
- Pro bono support • Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- Organised staff volunteering • Paid volunteer time • Blood donations
- Community volunteering • Arts support • CPD for community sector lawyers

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO POLICY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Clyde & Co is committed to complying with all regulatory and statutory obligations through the identification and management of risk and by demonstrating the highest ethical and professional standards.

As a leading law firm, Clyde & Co has systems and processes in place to ensure all staff comply with all relevant Australian Government Acts and legislation. Clyde & Co takes risk and compliance management and reporting very seriously. Reporting to the Management Board, the Risk Committee is a focal point for managing risk and compliance.

The remit of the Risk Committee includes identifying and prioritising operational and regulatory risks within the firm (both strategic risks and specific day-to-day risks) and taking steps to put appropriate controls and responses in place.

The Risk Committee is also responsible for implementing and improving the firm's policies and procedures, as well as maintaining global best practice systems for risk and compliance management.

The committee keeps all aspects under review, acting to manage and mitigate risks as necessary.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Indigenous inclusion • Modern Slavery • Diversity and Inclusion
- Fraud bribery & corruption • UN Global compact and SDGs

SUSTAINABILITY REPORTING POLICY

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE

COLEMAN GREIG LAWYERS

Coleman Greig Lawyers
Headcount: 72 (FTE)
Floor Area: 1,480m²
Number of Offices: 2

Coleman Greig Lawyers are committed to corporate social responsibility and sustainable business practices. We understand that being a leading law firm means much more than providing expert legal advice and representation. We see it as our responsibility to give back to the community in the best way possible, actively supporting social, educational and environmental initiatives within our region. It's important we work to integrate social and environmental concerns into our business activities.

Coleman Greig is proud of our history and excited about the future of our clients.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our values celebrate our People, sharpen our Purpose, set our Vision, and support our Community.

We take great pride in our employee-centric approach, placing our People at the heart of everything we do. This commitment drives all our initiatives, including flexible hybrid working, paid parental leave, domestic violence leave, volunteer leave, reward and recognition programs, continuous professional development, and paid study leave.

Our firm's Purpose is to design and deliver exceptional legal services that address our clients' immediate needs while anticipating their future requirements. Every client benefits from our expertise, driven by our Vision and commitment to innovation. Our guiding Vision emphasises success, leadership, integrity, honesty, and equity, shaping everything we do.

We recognise, encourage and value vision and leadership at all levels within the firm.

Our firm is dedicated to engaging with and supporting our Community. We give back by actively participating in social, educational, and environmental initiatives in our region. This includes offering expert legal advice and representation, hosting educational briefings, networking forums, and providing fundraising and support services for charitable organisations.

GENDER EQUALITY

POLICY

GENDER PROFILE

40% FEMALE PARTNERS	74% FEMALE LEGAL STAFF	93% FEMALE NON-LEGAL STAFF	40% FEMALE SENIOR PROMOTIONS
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INITIATIVES:

- International Women's Day
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Gender sensitive promotion and recruitment
- Internal D&I networks or committees
- Equal pay controls
- Women on Boards

INCLUSIVE WORKPLACE

POLICY **POLICY**

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias
- Staff Surveys - D&I
- Training - LGBTQ+ awareness
- Wear it Purple Day
- Internal LGBTQ+ networks or committees
- Pro bono support
- Training - LGBTQ+ awareness
- Gender pronouns promotion

FLEXIBLE WORKPLACE

POLICY

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Religious and ceremonial leave
- Purchased leave
- Career breaks
- Phased retirement
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY **POLICY**

INITIATIVES:

- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Training - Mental health awareness and management
- Salary continuance
- Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING

POLICY **POLICY**

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Internal exercise sessions
- Team events
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Coleman Greig Lawyers has been an active member of AusLSA for over 10 consecutive years and achieved Silver Accreditation in the NSW Government Office of Environment and Heritage's Sustainability Advantage program.

The firm's ONE SOURCE project has ensured that teams have moved away from a hard-copy source file to an electronic source file where possible. The ONE SOURCE project has allowed files to be completely stored in the firm's Document Management System. It has also allowed for improved use of the firm's technology investments and take up of more mobile applications.

In addition, all Coleman Greig offices have been setup as 'plug-and-play' workstations; allowing staff to simply connect to the network with their laptop rather than using fixed computer terminals. Furthermore, staff-issued Fobs for the purpose of secure printing has significantly reduced the amount of wasted paper due to unnecessary or unclaimed printing.

CLIMATE ACTION

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Earth Hour
- End of trip facilities
- NABERSs Energy Rating
- Efficient building and lighting automation

GROSS EMISSIONS
49t - 0.68t per employee

BUILDINGS

98% 0.03t/m ²	0%	1.3%	49t
			99%

TRAVEL

0.13%	0.53% 0.004t/employee	0.07% 0.0005t/employee	0.45t
			0.93%

GREEN ENERGY

0%	0%	CARBON OFFSETS
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NET EMISSIONS
49t - 0.68t per employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:

- Sustainability Advantage (NSW)

RECYCLING OFFICES

INITIATIVES:

- 50%
- 50%
- 50%
- 0%

% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification
- Follow me printing
- Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral
- Other Certifications

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Giving back to the community in which Coleman Greig operate is very important to all employees, and the notion of corporate responsibility is firmly entrenched within our culture. We embrace our core value of "community" in many ways, undertaking numerous activities every year in support of a range of charities and worthwhile causes. The Westmead Institute for Medical Research, Careflight, Save Our Sons and Movember are more recent examples.

In addition, we have a Volunteer Leave policy for employees to enable them to more easily pursue their own personal commitments to community organisations.

Our regular events including the Women in Business Forum, briefings, seminars and workshops provide professionals from around NSW with opportunities for professional development and networking. Since 2007, The Women in Business Forum has raised \$325,000 for over 40 different charities throughout Australia.

We are also dedicated to providing pro-bono legal services to disadvantaged individuals, through to large-scale businesses.



INDIGENOUS RECONCILIATION

POLICY **POLICY**

INITIATIVES:

- NAIDOC Week
- National Reconciliation Week
- Internships and employment
- Scholarships and student mentoring
- Pro bono support

NON LEGAL VOLUNTEERING

PROGRAM **PROGRAM**

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Paid volunteer time
- Blood donations
- Student tutoring and mentoring
- Community volunteering
- Arts support
- CPD for community sector lawyers

CHARITABLE GIVING

INITIATIVES:

- Charitable foundation
- Workplace giving
- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Coleman Greig has been established as an incorporated entity for over 10 years. The Board provides strategic direction for the firm. The Board is committed to improving the overall performance of the practice whilst achieving our client service targets and growth ambitions whilst actively managing business risk.

At Coleman Greig, we believe in reinforcing our words with action. This means being accountable, transparent and fair in our dealings and initiatives with our employees, clients and the wider community. Integrity is a cornerstone of our offerings and to this end, we have implemented a number of policies and procedures to ensure that we maintain the high standards we have set out ourselves.

These have been put in place around: Anti-Money Laundering; Data Security; Workplace behaviour; Social responsibility; Modern Slavery, Bribery and Corruption; and our Suppliers.

Furthermore, a commitment to ISO best practice has ensured Coleman Greig's commitment to incremental innovation & continuous improvement has remained at the forefront of operations across all office sites. Key teams advising the Board include the Risk Management Committee and the Remuneration Committee.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

INITIATIVES:

- COMPLAINTS & GRIEVANCE MECHANISM
- RISK MANAGEMENT PLAN
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY

INITIATIVES:

- NEW SUPPLIERS

SUPPLIER STANDARDS COVER:

- Human rights
- Fair labour practices
- Modern Slavery
- Fraud bribery & corruption

Colin Biggers & Paisley

Colin Biggers & Paisley
Headcount: 465 (FTE)
Floor Area: 7,690m²
Number of Offices: 3

Colin Biggers & Paisley is a leading national legal practice in our industries of focus, including insurance, property, construction, transport and logistics, education, corporate advisory, technology, aged care, faith-based enterprises and government. Our 480 people across Brisbane, Melbourne and Sydney, including 73 partners, are practical, personable and outcome focused.

OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Every person at Colin Biggers & Paisley is proud of what we do and the work we do for our clients, the careers we build for our people, and the contribution we make to our communities. We also enjoy working together, respecting and supporting each other, and celebrating our diverse contributions.

Our values of balance, respect, loyalty and integrity underpin everything we do. We believe in a workplace that inspires our people to be creative, passionate and innovative.

We're a diverse group of people who are passionate about the law, down to earth and motivated to make a difference. We believe in equality and provide all employees with opportunities to build and advance their careers in a way that is meaningful and fair.

We offer a range of benefits including a comprehensive Wellbeing program, which was expanded during the pandemic to ensure our people had access to support as they navigated the challenges of covid and lockdown/s. Our financial benefits include paid parental leave; emergency childcare; purchased leave; Gender Affirmation leave; study assistance; recruitment referral rewards; and insurances. Families@CBP supports our people returning from parental leave and reinforces our inclusive culture where open communication about balancing family life is encouraged.

GENDER EQUALITY [www](#)

POLICY PUBLISHED ✓

27% FEMALE PARTNERS
60% FEMALE LEGAL STAFF
76% FEMALE NON-LEGAL STAFF
59% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter
- Gender sensitive promotion and recruitment • Internal D&I networks or committees • LNSW Charter - Advancement of Women • Equal pay controls
- Showcasing gender diversity experiences

INCLUSIVE WORKPLACE [www](#)

POLICY PUBLISHED ✓

POLICY PUBLISHED ✓

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum
- Membership - Pride in Diversity • Membership - Pride in Law • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day
- Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Mardi Gras • Gender affirmation policy • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED ✓

16.0 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
3.0 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences
- Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED ✓

STAFF SURVEYS

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental Health Awareness Week
- Training - Mental health awareness and management • Salary continuance
- Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED ✓

STAFF SURVEYS

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations
- Gym memberships • Team events • Massages • Wellness awareness and promotion
- Onsite fruit and healthy catering • Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We manage our own impact on the environment through a range of sustainability initiatives. Throughout all our offices we have reduced our packaging and waste by decreasing our printed matter. We always send our publications electronically and when documents do need to be printed, we only use PEFC certified and carbon neutral paper. We use double sided printing as the default setting on all printers and always recycle toner cartridges. We encourage all employees to use the recycling facilities wherever possible and have colour coded bins for this purpose, with a large percentage of all waste being recycled. We only purchase environmentally sustainable appliances and IT equipment and ensure that all of our old IT equipment is donated to schools or charities. For our commercial clients, an important aspect of our work is providing legal advice relating to environmental best practice and climate change adaptation.

CLIMATE ACTION

GHG IMPROVEMENT TARGET IN DEV'T

ACTION PLAN IN DEV'T

POLICY IN DEV'T

INITIATIVES:

- Green Star rated buildings 4-6 star • Teleconferencing facilities and training • Earth Hour • End of trip facilities • NABERS Energy Rating
- Efficient building and lighting automation

GROSS EMISSIONS
650t - 1.4t per employee

BUILDINGS 55% 0% 1.1% 364t 56%

TRAVEL 0.52% 42% 1.4% 286t 44%

GREEN ENERGY 0% 0%

CARBON OFFSETS

NET EMISSIONS
650t - 1.4t per employee

ENVIRONMENTAL MANAGEMENT

POLICY

INITIATIVES:

- World Environment Day • Office green teams

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

15,659 sheets recycled
9.4% recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

The Colin Biggers & Paisley Foundation brings together our entire community offering and is comprised of three streams - pro bono legal services, volunteering and charitable contributions. The Foundation's core strategy is to promote and protect the rights of women, children and Aboriginal and Torres Strait Islander peoples in Australia and abroad. It works with individuals and not-for-profit organisations that work on behalf of low income or disadvantaged members of the community.

INDIGENOUS RECONCILIATION [www](#)

POLICY PUBLISHED ✓

RAP INNOVATE ACTION PLAN LEVEL

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Volunteering and secondments • Collaboration for reconciliation
- Funding and donations • Indigenous Literacy Day

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING

NON-PROFIT BOARD SUPPORT

36% PARTICIPATION IN NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring • Secondments to NFPs
- Skilled volunteering program • Community volunteering
- CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

64% PARTICIPATION IN CORPORATE GIVING

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PRO BONO CENTRE TARGET

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

At Colin Biggers & Paisley ultimate responsibility for the management of the practice rests with the Managing Partner, with guidance from, and authority and responsibility disseminated through, legal Practice Leaders and Shared Services Leaders. Our culture and values are embedded in the way we do business and underpinned by a suite of policies and procedures, with coverage including operational requirements, risk management, acceptable conduct, authorities and responsibilities. We maintain and reinforce, through scheduled testing, our business resilience and disaster recovery plans, supported by technology systems protected by best of breed platforms.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

CODE OF CONDUCT TRAINING

COMPLAINTS & GRIEVANCE MECHANISM

RISK MANAGEMENT PLAN

BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT [www](#)

POLICY

BOTH CURRENT AND NEW SUPPLIERS

MODERN SLAVERY PROGRAM

FEDERAL LEGISLATION PARTICIPATION

SUPPLIER STANDARDS COVER:

- Environmental impacts • Fair labour practices • Indigenous inclusion
- Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING [www](#)

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED ✓



2024 AusLSA SUSTAINABILITY PROFILE

CORRS CHAMBERS WESTGARTH

Corrs Chambers Westgarth
Headcount: 1,380 (FTE)
Floor Area: 26,842m²
Number of Offices: 4

Corrs Chambers Westgarth is Australia's leading independent law firm. We provide exceptional legal services across the full spectrum of commercial matters, including major transactions, projects and significant disputes, offering strategic advice on our clients' most challenging issues.

With more than 175 years of history and a talented and diverse team of over 1,000 people, we pride ourselves on our client-focused approach and commitment to excellence. Our fundamental ambition is the success of our clients, and this is reflected in everything we do.

We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. We are also at the forefront of some of the most high-profile public international law matters in our region, assisting governments and corporations with the resolution of highly complex cross-border disputes.

We are the firm of choice for many of the world's most significant organisations, with our people consistently recognised for providing outstanding client service and delivering exceptional results.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We provide our people with exceptional opportunities to succeed in their career. We offer challenging and rewarding work in a supportive and inclusive environment, so our people have every opportunity to achieve personal and professional growth. Our culture is built on excellence, collaboration, commitment and respect. These principles guide how we partner with clients and allows us to attract the best people, help them realise their potential and to build positive and engaged teams.

Our high-quality learning curriculum equips our people with the skills they need to succeed, and our reward framework recognises our people's contributions to the firm's success. We support flexible/hybrid working and offer five weeks of annual leave, free breakfasts, a generous bonus scheme, 26 weeks of gender-neutral paid parental leave (including payment of superannuation), access to international secondments and more.

We are committed to providing a safe, healthy and inclusive workplace where a diversity of people feel they belong and can succeed. We have a comprehensive wellbeing program, and a dedicated Head of Diversity & Inclusion and Head of Gender Equality. We provide support and coaching across a range of areas, including coaching for people returning from parental leave, general wellbeing, holistic support and manager-specific support.



GENDER EQUALITY POLICY

30% FEMALE GENDER EQUITY TARGET
57% FEMALE PARTNERS
77% FEMALE LEGAL STAFF
54% FEMALE NON-LEGAL STAFF
77% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women
- Equal pay controls • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE
26 WEEKS PRIMARY CARER
94% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Membership - Aust Network On Disability • Managing Partners Diversity Forum
- Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey
- IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Pride March • Mardi Gras
- Midsumma • Gender affirmation policy • InterFirm events • AWEI award

FLEXIBLE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE
26 WEEKS PRIMARY CARER
94% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems
- Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Religious and ceremonial leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave
- Domestic violence leave • Family and fertility leave • School Holiday Programs

PSYCHOLOGICAL WELLBEING POLICY

STAFF SURVEYS

INITIATIVES:

- Beyond Blue program • R U OK? program • Black Dog Institute program
- Psychological support/ EAP • Mental health first aid training and support
- Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management • External mental health programs hosting
- Domestic violence strategy

PHYSICAL WELLBEING POLICY

STAFF SURVEYS

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions
- Team events • Wellness awareness and promotion
- Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Corrs promotes sustainable environmental practices across our workplaces and works towards preventing, minimising and addressing harmful environmental impacts. This includes addressing our greenhouse gas emissions, energy consumption and waste generation.

The firm has a dedicated Green Team that coordinates and implements our environmental sustainability initiatives, with oversight from our cross-functional Sustainability Working Group. Our actions are guided by our Environmental Policy, which outlines the way in which environmental considerations must be integrated into the firm's business operations.

All of our offices are energy rated 5-star or above by the National Australian Built Environment Rating System (NABERS) and the Green Building Council of Australia. We continue to target waste management across all our offices and look for innovative ways to support sustainable waste practices and contribute to the circular economy. We are in the process of moving all of our electricity to renewable energy and we have implemented a number of innovative technologies such as smart lighting and carbon neutral data centres.

We are certified as Carbon Neutral by Climate Active and have recently commenced the process of setting science-based emissions reduction targets and developing a net-zero pathway.

CLIMATE ACTION POLICY

IMPROVEMENT TARGET IN DEV'T

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities • Climate Active Program • NABERS Energy Rating • Climate Active - Carbon Neutral
- Efficient building and lighting automation • Renewable Electricity
- Voluntary Carbon Offsets

GROSS EMISSIONS
 1,854t - 1.3t per employee

BUILDINGS
 26% 0.02t/m² 0.42% 1.8% 521t 28%

TRAVEL
 0% 70% 1.9% 1,333t 72%

GREEN ENERGY
 64% 100% CARBON OFFSETS

NET EMISSIONS
 0t - 0t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day • Office green teams

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

28,885 0%
 28,885 0% recycled content

INITIATIVES:

- Green accredited paper purchase specification • Follow me printing

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We have a long history of promoting equality and justice in our society. Our people are committed, and actively encouraged, to support disadvantaged and marginalised individuals and groups, charities and not-for-profit organisations through pro bono legal work, volunteering and workplace giving, all of which form part of our dedicated pro bono and community program.

Our program plays an important role in delivering on our purpose: imagine, inspire and together create a better future and our commitments as a signatory to the United Nations Global Compact. We do this by:

- enhancing access to justice,
- strengthening civil society, and
- building a sustainable future for all.

Organisations we work with include Justice Connect, Refugee Legal, Very Special Kids and Oxfam. We are a signatory to the National Pro Bono Target. In the last year, our lawyers performed more than 30,497 hours of pro bono amounting to over 45.9 hours per lawyer.

We support meaningful reconciliation with the First Nations peoples of Australia by educating our employees, increasing opportunities for First Nations communities to participate in legal education and careers, developing our engagement with the wider Indigenous communities and supporting our suppliers, clients and associates through our sphere of influence.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Cultural awareness training • NAIDOC Week • National Reconciliation Week
- Internships and employment • Scholarships and student mentoring
- Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Indigenous Literacy Day • Supply Nation Membership
- CareerTrackers participation

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring • Secondments to NFPs
- Community volunteering

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

We are committed to achieving the highest standards of ethical conduct. We take active steps to ensure that our people, and those who may provide services on our behalf, comply with all applicable laws of the countries in which we operate and conduct business ethically and responsibly.

Our governance structure supports our commitment to business integrity and ethical conduct. Corrs' CEO and Audit and Risk Management Committee, supported by the COO and the Chief of Risk and Legal Excellence, are responsible for overseeing the implementation of a risk management framework that supports a culture of legal and operational excellence within the firm and the ongoing identification and mitigation of risks at the strategic, operational and project levels.

We work to identify, prevent and mitigate adverse environmental and social impacts, and contribute to a better, more resilient and sustainable future. This includes a comprehensive policy framework to support responsible procurement, prevent bribery and corruption and protect whistleblowers. We have recently finalised our Modern Slavery Policy, which includes a Modern Slavery Response & Remedy Framework that is consistent with the United Nations Guiding Principles on Business and Human Rights.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- CODE OF CONDUCT TRAINING
- COMPLAINTS & GRIEVANCE MECHANISM
- RISK MANAGEMENT PLAN
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- BOTH CURRENT AND NEW SUPPLIERS
- MODERN SLAVERY PROGRAM
- FEDERAL LEGISLATION PARTICIPATION

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Community development • Indigenous inclusion • Gender equality
- Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption
- UN Global compact and SDGs

SUSTAINABILITY REPORTING REPORT

REPORTING COVERS:

- Standalone ESG/ sustainability report • Website - ESG commitments information • Website - Environmental sustainability commitments information • UN Global compact and SDGs

2024 AusLSA SUSTAINABILITY PROFILE



Davies Collison Cave
Headcount: 207 (FTE)
Floor Area: 4,980m²
Number of Offices: 5

Davies Collison Cave and Davies Collison Cave Law (collectively DCC) is one of the largest, most-respected IP firms servicing local and international clients with all their IP needs.

With filing capabilities in many countries, we assist in the creation, protection, and commercialisation of all facets of IP, as well as advising in general corporate and commercial law issues.

Our principles of excellence achieved through collegiality and engaging leadership have allowed us to attract the finest minds to provide commercially focused advice and deliver outstanding service as world leaders in our respective fields.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

DCC is committed to maintaining a healthy, engaged and inclusive workplace through company-wide initiatives focused on Diversity, Inclusion and Belonging (DIB). Our representative DIB Committee drives the vision of the firm's BE strategy: 'To celebrate our differences and connect us as a community where everybody feels they belong'.

DCC's BE strategy has enabled programs to improve gender equity, LGBTQI inclusion, well-being and workplace respect. DCC offers 20 weeks of paid parental leave for all new parents, and superannuation on all paid and unpaid leave during the first year of leave taken. In addition, we provide an Employee Assistance Program (EAP) for confidential counselling and support.

DCC is a member of Diversity Council Australia and is independently rated as an Inclusive Employer, having participated in the Inclusive Employer Index. To engage staff, we hold firm-wide 'Huddles', use pulse and engagement surveys for employee feedback and engagement monitoring, and have an online performance appraisal and check in system using Culture Amp. We offer a reward and recognition program through an online system, Perkbox.

As reflected in our initiatives, DCC is committed to fostering a diverse, equitable, and inclusive workplace where every employee feels a sense of belonging, empowering them to be fully engaged and perform at their best.



GENDER EQUALITY POLICY

32% FEMALE PARTNERS **51% FEMALE LEGAL STAFF** **92% FEMALE NON-LEGAL STAFF** **61% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness and unconscious bias • Gender sensitive promotion and recruitment • Internal DIB networks or committees • Equal pay controls
- Women on Boards

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for DIB • Internal DIB networks or committees
- Membership - DCA • External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias • Staff Surveys - DIB • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • Training - LGBTQ+ awareness
- Gender pronouns promotion • Trans Awareness Week • Gender affirmation policy

FLEXIBLE WORKPLACE POLICY

20 WEEKS PAID PARENTAL LEAVE **20 WEEKS SECONDARY CARER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences
- Sabbaticals • Bonus leave • Domestic Abuse and Violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

STAFF SURVEYS

INITIATIVES:

- R U OK? program • Black Dog Institute program • Psychological support/ EAP
- Mental health first aid training and support • Mental Health Awareness Week
- Resilience at Law • Training - Mental health awareness and management
- Salary continuance • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

STAFF SURVEYS

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Team events
- Massages • Wellness awareness and promotion
- Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

DCC understands the importance of promoting sustainability within the workplace.

We have available areas for recycling to encourage good environmental behaviours. We continue to develop plans for our workplace sustainability including a recycling program to engage and educate staff as paper usage is high within our industry.

DCC offers and promotes remote working for work life balance and in turn reduces commuter travel fuel emissions. We have office plants to boost air quality, absorb pollutants and release oxygen back into the air. Our paper products are 100% recyclable throughout our offices and we continue to utilise ethical suppliers with sustainable products, delivery and packaging options wherever possible.

Our Business Support Services team remain at the forefront of developing, promoting and managing this initiative, with the support of our company leaders. This is promoted via company huddles, intranet, and staff.

CLIMATE ACTION

INITIATIVES:

- Green Star rated buildings 4-6 star • National Greenhouse and Energy Reporting (NGERs) compliant reporting • Earth Hour

GROSS EMISSIONS
445t - 2.1t per employee

BUILDINGS 69% 0.06t/m² 0% 0.07% 306t 69%

TRAVEL 0% 31% 0% 139t 31%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS
445t - 2.1t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- ENV. MANAGEMENT SYSTEM (EMS) IN DEVT

RECYCLING OFFICES

99% 100% 100% 98%
% office availability

PAPER USAGE

3,243 100%
Recycled paper usage Recycled content

INITIATIVES:

- Recycled paper purchase specification

PAPER CERTIFICATION:

- Other Certifications

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

DCC supports charity and community work as part of our engagement within the communities in which we and our employees work and live.

Our pro bono engagement seeks a proactive role in providing legal assistance to those organisations that provide services to the community including Assistance Dogs Australia, Guide Dogs Australia, and Starlight Children's Foundation. Our employees support a variety of fundraising initiatives throughout the year.

Many of our lawyers hold voluntary roles in organisations that are proactively engaged in supporting, the IP profession, including INTA, IPTA, LESANZ, IPSANZ, AIPPI, FIPCPI, Marques and APAA. Educational opportunities are provided at several tertiary institutions, foundations.

DCC provides support to the Australian start-up community by providing educational seminars and mentoring to start-up communities and University-based incubator programs. DCC makes these contributions internationally as part of its engagement with overseas institutions, particularly WIPO. Our volunteer engagement demonstrates our commitment to bettering our community both in our specialised services and by demonstrating our sense of citizenship.

INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week

NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards • Paid volunteer time • Student tutoring and mentoring
- Skilled volunteering program • Community volunteering

CHARITABLE GIVING

INITIATIVES:

- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

DCC is a subsidiary of QANTM Intellectual Property (QIP) and is subject to Governance policies that apply group-wide. The oversight for Davies Collison Cave is provided through the 3 Directors and a National Management Committee which comprises the Group Managing Principal (who is also the Managing Director), The Managing Principals of each business group, and Principal representation from various of our offices.

This management group meets on a fortnightly basis and reports outcomes to the Principal stakeholders. All Principals and Senior Managers (of finance, P&C, and marketing) also attend a quarterly meeting to enable a firm-wide understanding of activities and to provide input on strategic initiatives.

Senior Managers within the business also meet with the Group Managing Principal on a regular basis.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- CODE OF CONDUCT TRAINING
- COMPLAINTS & GRIEVANCE MECHANISM
- RISK MANAGEMENT PLAN
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- FEDERAL LEGISLATION PARTICIPATION

SUSTAINABILITY REPORTING

INITIATIVES:

- AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE

DENTONS

Dentons Australia Limited
Headcount: 652 (FTE)
Floor Area: 9,301m²
Number of Offices: 5

Dentons is the world's largest law firm, connecting top-tier talent to the world's challenges and opportunities across over 80 countries. Dentons' polycentric and purpose driven approach, commitment to inclusion and diversity, and award-winning client service challenge the status quo to advance client interests.

In Australia, we have more than 80 partners and over 650 employees across offices on Gadigal, Naarm, Yuggera, Kurna and Whadjuk lands. Our lawyers are repeatedly recognised as leading legal service providers in Chambers Global, Chambers Asia Pacific, The legal 500 Asia Pacific, Best Lawyers and IFLR 1000.

Known for our service excellence and innovative legal solutions, Dentons has built enduring relationships with some of Australia's largest companies across financial services, real estate, infrastructure, energy and resources, and intellectual property and technology.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Dentons is designed to be different. We have no single headquarters or dominant national culture. This unique polycentric approach sets us apart. Being the world's largest and fastest growing law firm, we have a unique breadth, depth and diversity of talent to whom we provide career paths with unprecedented opportunity.

Our vision to be the law firm of the future, right now, sees us working to reinvent the business of law. We capitalise on new technologies, combining them with fresh talent management approaches to ensure we create high performing teams at the forefront of serving our clients and the communities we work within. The flexibility of our people experience ensures our people thrive in an ever changing world with a holistic framework focused strategically on embedding purpose.

Our purpose is central to the direction, success and strength of the firm, prioritising inclusion to drive innovation and enhance everyone's experience. Key to our award winning success is the development of our people and leadership, we harness the strength of our diversity, making no secret of our willingness to challenge the traditional or expected.

"We redefine what is possible and shape the future. Together. Everywhere"

GENDER EQUALITY POLICY

34% FEMALE PARTNERS **59% FEMALE LEGAL STAFF** **72% FEMALE NON-LEGAL STAFF** **78% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- Employer of Choice for Gender Equality • Pay Equity Ambassador
- Board Links Champion • Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • Equal pay controls • Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I
- Managing Partners Diversity Forum • Membership - Pride in Diversity
- Training - LGBTQ+ awareness • AWEI survey • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Pride March • Mardi Gras • Gender affirmation policy • InterFirm events • AWEI award • Stonewall top Global Employer

FLEXIBLE WORKPLACE POLICY

20 WEEKS PAID PARENTAL LEAVE **20 WEEKS SECONDARY CARER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Adjusted KPIs after absences • Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

ESG is specifically listed as one of the 9 pillars of our firmwide strategy, and the firm has invested in a Global ESG team, the leader of which sits on the Global Board to underpin the seriousness of our commitment to ESG. We have a Global Sustainability network to bring together like-minded people from across the whole firm to share ideas about ESG and sustainability. We are undertaking events to highlight different aspects of ESG and particularly the Environmental side of ESG. These are a mix of both internal and externally facing events, including events with client participation.

Dentons Green Teams are groups of employees that connect to identify opportunities to share, and to work with leadership to implement ideas about sustainability in the workplace and to improve the sustainability and ESG performance of their offices. We have Sustainability Committees which are comprised of operations leaders and local, regional and firmwide leaders, through which we determine sustainability strategy at a local, regional and global level, as well as within specific business services functions. This is part of an overall strategy to 'operationalise' sustainability within the firm, making it an integral part of doing business, rather than a distinct function.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Teleconferencing facilities and training • Policy on flight offsets • Earth Hour • End of trip facilities • NABERS Energy Rating
- Efficient building and lighting automation • Forced computer shutdown

GROSS EMISSIONS 800t - 1.2t per employee	
BUILDINGS	58% 0.05t/m ² 0% 0.59% 467t 58%
TRAVEL	0% 40% 1.3% 333t 42%
GREEN ENERGY	0% 0% CARBON OFFSETS
NET EMISSIONS 800t - 1.2t per employee	

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day • Office green teams • CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

20,578 0% 9%

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification • Follow me printing

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At Dentons, we know that as legal service providers, we are in and of the community. We strive to make a positive impact in our communities, and use our skills and resources to do so. We believe in the power of partnerships and are actively committed to building long-lasting collaborations with non-profit organizations, NGOs and social entrepreneurs to tackle some of today's most pressing issues. We understand that social ills are the result of not one but a number of underlying causes. We work with our community partners to provide needs-based support - through volunteering, financial sponsorship, pro bono legal assistance, targeted organisational advice or other means - so they can most effectively achieve their mission. Dentons community partnership engagement focus areas include: health, socio economic, indigenous, refugees, the Arts, and the environment. An example of our long term commitment is demonstrated by the Watarrka Foundation and CareerTrackers

INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • CareerTrackers participation

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Blood donations • Student tutoring and mentoring • Secondments to NFPs • Skilled volunteering program • Community volunteering • Arts support

CHARITABLE GIVING PROGRAM

29% PARTICIPATION IN CORPORATE GIVING

INITIATIVES:

- Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Dentons Risk Management and Compliance Framework is aligned to our values and prescribes our approach to corporate governance, risk management and compliance with legal and regulatory requirements. As part of this framework, senior management accountability has been established and where necessary, management systems compliant with either local or international standards have been developed to ensure risks are identified and appropriate controls implemented. This framework ensures that Dentons remains a sustainable and resilient business that supports our clients, our assets and our information through the delivery of quality legal services.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- Code of Conduct Training • Complaints & Grievance Mechanism • Risk Management Plan • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- Both Current and New Suppliers • Modern Slavery Program • Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices • Fair consumer and competition practices • Community development • Indigenous inclusion • Gender equality • Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption • UN Global compact and SDGs

SUSTAINABILITY REPORTING REPORT

2024 AusLSA SUSTAINABILITY PROFILE

FB RICE



FB Rice Pty Ltd
Headcount: 183 (FTE)
Floor Area: 3,215m²
Number of Offices: 4

FB Rice is Australia's most trusted intellectual property firm with offices across the country and an established presence across New Zealand and South-East Asia. Our founder, Frederick Bernhard Rice was inspired by our nation's scientists and innovators and passionate about supporting them to protect their discoveries which remains the mission that drives us forward today.

We work with a diverse range of domestic and international clients including manufacturers, software companies, universities, hospitals, co-operative research centres and research institutes.

Our approach combines unparalleled technical expertise with integrity and a determination to help clients achieve their goals. That has seen us win nine Australian Client Choice Awards, including being named Best Specialist IP Firm five years running and Best Client Experience Firm for Specialist IP in 2021 and 2022.

At FB Rice, we champion innovation and create value. We cultivate an inclusive environment that extends from our employees to our clients. We do this by recruiting the best people; that is technical experts with excellent communication skills. The result is a superior service, with thoughtful, reliable and responsive professionals who optimise IP strategies for our clients. FB Rice is wholly owned by the partners of the firm.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

The partners of FB Rice are committed to seeing the business remain wholly owned by the partners of the firm. Our key areas of focus are our culture in that FB Rice continues to be a great place to work providing the best patent and trade mark services in Australia to our clients. Both of these goals are unimpeded by the expectations and demands of external shareholders.

- FB Rice's CHAT values underpin everything we do.
- Continuously grow: empower, inspire and develop
 - Helpful: help others to achieve
 - Approachable: friendly with a positive attitude
 - Teamwork: come together as one team with one purpose

FB Rice is committed to fostering a workplace environment in which people with diverse values, backgrounds, and experiences are not only accepted, but also empowered and celebrated. FB Rice engaged with the Workplace Gender Equity Agency to improve our initiatives and actions around gender equity.

Our staff are the key to our success, we give rigorous training and are committed to providing continuous professional development and ensure our staff are supported with their mental and physical health in a truly hybrid working environment.



GENDER EQUALITY

POLICY PUBLISHED

31% FEMALE PARTNERS | **48% FEMALE LEGAL STAFF** | **87% FEMALE NON-LEGAL STAFF** | **50% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality • Pay Equity Ambassador • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • DCA major sponsor • Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Wear it Purple Day • Gender pronouns promotion

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE | **26 WEEKS SECONDARY CAREER** | **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Phased retirement • Adjusted KPIs after absences • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Team events • Wellness awareness and promotion • Onsite fruit and healthy catering • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

FB Rice has for some years measured its environmental footprint. Measurement includes working with our partner, Pangolin Associates, to determine the greenhouse gas (GHG) emissions and other impacts from our business operations, including cooling and heating our offices, business travel and electricity used for our computers.

FB Rice has moved to E-files rather than paper based files which has led to a dramatic reduction in paper usage. FB Rice offsets its carbon footprint.

CLIMATE ACTION

ACTION PLAN PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting • Earth Hour • Ride to Work Day • End of trip facilities • Efficient building and lighting automation • Voluntary Carbon Offsets

GROSS EMISSIONS
450t - 2.5t per employee

BUILDINGS	24% 0.03t/m ²	0%	0.07%	108t 24%
TRAVEL	0.06%	74% 1,880 employees	1.3%	342t 76%
GREEN ENERGY	0%	100%		CARBON OFFSETS

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% | 100% | 100% | 100%

% office availability

PAPER USAGE

187 | 0% recycled content

INITIATIVES:

- Paperlite office program • Follow me printing

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

FB Rice has an online portal to manage the various staff requests to support local charities received each year. This is called Catalyser.

The portal assists with coordinating FB Rice's pro bono and charitable giving programmes that are growing year on year.

The firm has a calendar of community days which are recognised through staff events and by the Partners matching staff financial donations. Examples include The Biggest Morning Tea and NAIDOC Week.

FB Rice staff and their families are involved in community volunteering programs and the staff have one day per year of paid community volunteering leave. One recent example is the 'So They Can' annual dinner volunteering opportunity which was advertised on our intranet.

'So They Can' have received financial support from FB Rice for a number of years and they spoke about their work at a whole firm event in 2021.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • Funding and donations

NON LEGAL VOLUNTEERING

NON-PROFIT BOARD SUPPORT

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Student tutoring and mentoring • Community volunteering

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections

LEGAL PRO BONO

STRATEGY PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

The FB Rice group is formally governed by the Executive Board consisting of the Managing Partner and three other elected Partners operating under formally delegated authority. The Firm has a documented Corporate Governance Policy that details Governance and leadership roles.

As part of their induction, all new employees are taken through the values and code of conduct for FB Rice. This is further instilled through the formal Continuing Professional Education program.

CODE OF CONDUCT /RISK MANAGEMENT

COMPLAINTS & GRIEVANCE MECHANISM | **RISK MANAGEMENT PLAN** | **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

[www](#)

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE



FPA Patent Attorneys
Headcount: 74 (FTE)
Floor Area: 817m2
Number of Offices: 2

FPA Patent Attorneys (FPA) is an independent, top-tier, Australian based, private incorporated registered attorney firm.

With over 70 staff in Melbourne and Sydney our primary focus is on two areas of intellectual property, patents and designs.

We are the only Intellectual Property firm in Australia with this degree of specialisation. Our clients truly value the deep expertise that our attorneys are known for.

In all that we do, our values of excellence, collaboration, care and trust underpin our work with our clients and with each other.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

FPA is committed to supporting our employees through health and wellbeing initiatives. Our programs include access to information through a number of channels including external guest speakers to present on a range of topics focused on employee wellbeing. We have provided additional supports for employees preparing to take Parental Leave which has included access to specialist parental leave coaching. Many of our employees and leaders participate in Mental Health First Aid training and we currently have 18 certified Mental Health First Aid Officers. We have also provided Health and Wellbeing training to our Leadership team. We recognise that a great workplace culture is built and reinforced by all employees and have set a goal for all individuals to contribute to building a collaborative culture. Access to flexible work arrangements is an important enabler for people at every stage of the employment lifecycle. In addition to a comprehensive range of flexible working options including working from anywhere (WFA) globally, we offer employees 4 days mental health and wellbeing leave as well as birthday leave. We are re-trialling our compressed working fortnight initiative to improve upon challenges previously raised by employees and if successful, can offer improved work-life balance, flexibility and autonomy.

GENDER EQUALITY POLICY PUBLISHED

40% FEMALE PARTNERS **44% FEMALE LEGAL STAFF** **89% FEMALE NON-LEGAL STAFF** **80% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day
- Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias
- Internal D&I committee
- Equal pay controls
- Showcasing gender diversity experiences

INCLUSIVE WORKPLACE

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I committee
- Membership - DCA
- Training - Awareness and unconscious bias
- Training - LGBTQ+ awareness
- Wear it Purple Day
- Internal LGBTQ+ committee
- Gender pronouns promotion

FLEXIBLE WORKPLACE

18.0 WEEKS PAID PARENTAL LEAVE **18.0 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** **100%**

INITIATIVES:

- Flexible work hours
- Altered start and finish times
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Purchased leave
- Career breaks
- Subsidised childcare
- Phased retirement
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- Beyond Blue program
- R U OK? program
- Black Dog Institute program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Training - Mental health awareness and management
- External mental health programs hosting
- Domestic violence support strategy
- Mental health First Aid officers

PHYSICAL WELLBEING

INITIATIVES:

- Ergonomics program
- Proactive health checks
- Flu vaccinations
- Internal exercise sessions
- Gym memberships
- Team events
- Massages
- Wellness awareness and promotion
- Subsidised health insurance
- Onsite fruit and healthy catering
- Ergonomics program - offsite
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Over the last two years, FPA has reduced the overall footprint of our Australian offices by 40%. Our priorities were two fold, to minimise our environmental impact and to deliver on our design vision of 'Nurturing Connections'. To achieve these goals, we have directed our efforts to reducing our environmental footprint, whilst providing our staff with a 'working from office' environment built specifically to enhance collaboration, support ergonomic needs and uphold our ESG pillars. In selecting the locations of our new offices, we were careful to ensure close proximity to multiple forms of public transport to minimise the need for travelling to work by car. Our Green Team has focussed on various initiatives throughout the year, including supporting the National event of Ride 2 Work Day, National Recycling Week and Earth Hour. We have supported a team member with individual and gift matched donations when participating in the last ever Oxfam Walk and also in the Annual Nature Walk Challenge. Now that we have addressed the primary area of our office environmental footprint, we continue to focus on recycling efforts, other ways in which we can all contribute to sustainability initiatives, caring for the environment and living our ESG statement.



CLIMATE ACTION

IMPROVEMENT TARGET IN DEV'T **ACTION PLAN IN DEV'T** **POLICY IN DEV'T**

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Energy efficient refits undertaken
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Earth Hour
- Ride to Work Day
- End of trip facilities
- NABERS Energy Rating
- Efficient building and lighting automation

GROSS EMISSIONS 376t - 5.1t per employee

BUILDINGS 6.5% (0.03t/m²) 0% 0.05% 25t (6.6%)

TRAVEL 0% 93% (47 employees) 0.66% (0.02t/employee) 351t (93%)

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS 376t - 5.1t per employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:

- World Environment Day
- Office green teams

RECYCLING OFFICES

100% 100% 80% 100%

% office availability

PAPER USAGE

102% recycled paper 98% recycled content

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification
- Follow me printing
- Recycled paper purchase specification

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

FPA continues to support our people to build further their awareness and understanding of First Nations culture and shared history. We offer self-paced online learning programs that provide information about the traditions and living cultures of the Aboriginal and Torres Strait Islander people. For NAIDOC week this year, we invited Aboriginal leader, Karen Milward to speak to employees, reflecting on the theme of NAIDOC Week 2024, the work being undertaken by Kinaway, the Aboriginal Chamber of Commerce in Victoria, and links between the work our people do at FPA and the Aboriginal and Torres Strait Islander community. The precinct of our two offices in each of Melbourne and Sydney have a strong focus on community and connection to support and encourage participation of tenants and individuals. We recognise the opportunity to have a positive impact through social procurement when engaging with social ventures. When gifting employees with flowers on special occasions, we chose to work with Beautiful Bunch Flowers, a floral social enterprise dedicated to supporting young refugee and migrant women to 'bloom'. Our catering providers include SisterWorks a social enterprise supporting refugee and asylum-seeking migrant women through work and entrepreneurship.



INDIGENOUS RECONCILIATION

INITIATIVES:

- Cultural awareness training
- NAIDOC Week
- Internships and employment
- Volunteering and secondments

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- Paid volunteer time
- Blood donations
- Student tutoring and mentoring
- Community volunteering
- Arts support

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program
- Matched funding for employee donations
- Internal appeals and collections
- External charity events and appeals

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

WWW Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

As a subsidiary of QANTM Intellectual Property, FPA adheres to a regular cadence of both monthly and quarterly Board reporting. The Management Risk Committee (MRC) has been established to provide assurance that risk analysis and management processes are effective, compliant and applied appropriately to critical decisions and to make recommendations for necessary changes when they are not. The MRC reports regularly to the Audit Risk Compliance Committee. The QANTM WHS Committee continues to meet monthly, with representatives from across the Group. The role of this Committee is to act as a peak body to recognise WHS related issues and assist with developing strategies for communication, support and action. The WHS Committee reports into the People, Remuneration and Culture Committee on a monthly basis, providing both qualitative and quantitative data and recommendations. In this last year, there has been a strong focus on sanctions which has been reinforced with group wide Sanctions Compliance training for all staff. This is to ensure that all staff have a sound understanding of sanctions regulations and requirements. By educating our staff, we are working to make sure they can identify and properly handle any sanctions-related issues that may arise in the course of their work.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY **CODE OF CONDUCT TRAINING** **COMPLAINTS & GRIEVANCE MECHANISM** **RISK MANAGEMENT PLAN** **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

MODERN SLAVERY PROGRAM **FEDERAL LEGISLATION PARTICIPATION**

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE



Gadens
Headcount: 634 (FTE)
Floor Area: 7,833m²
Number of Offices: 4

Gadens is a leading, independent Australian law firm with offices in Adelaide, Brisbane, Melbourne and Sydney. We have over 100 partners and 670 staff across Australia.

Our vision is to be recognised as a leading Australian law firm, and help people achieve their purpose in a complex world. Our culture includes our values, and our values reflect the essence of the firm they underpin everything we do and guide our daily behaviour. We promote individuality and diversity while instilling pride in the firm and are committed to equality in the workplace.

Gadens recognises that our enduring success requires economic growth that both protects and promotes social equity and ecological sustainability. We strive to create a culture where the principles of sustainability and sound corporate responsibility are embraced and lived by our people every day. We seek to make a difference in the world by contributing to the development of the communities in which we live and work. We are committed to giving back, and our people participate in projects that make a difference. We recognise the importance of fostering sustainable communities, minimising our impact on the environment and taking responsibility for our environmental footprint.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Gadens' people programs align with our strategic intent of being an employer of choice. Priority areas are:

• **Flexibility:** We recognise that our people need to achieve an effective balance between work and other commitments, and that a flexible workplace is essential to attracting and retaining high performing people. We have a number of policies and initiatives in support of this aim.

• **Inclusion and diversity:** We engage with staff to create an environment that promotes individuality and diversity. Our Indigenous Intern Program has been operating for over 15 years, and we are part of the CareerTrackers program.

• **Health and wellbeing:** Our wellbeing initiatives support a healthy and balanced lifestyle, providing opportunities for staff to mentally and physically unwind through a range of activities.

• **Learning and development:** Our L&D Framework has been designed to deliver focused, career-long L&D to improve skills at all levels and support career progression. This covers technical and business skills training, and support for education assistance.

• **Corporate social responsibility:** We maintain a culture of sustainability and sound corporate responsibility. We assist the communities in which we live and work, enhance access to the legal system and embrace social responsibility.

GENDER EQUALITY **POLICY**

39% FEMALE PARTNERS **56% FEMALE LEGAL STAFF** **74% FEMALE NON-LEGAL STAFF** **58% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment
- Internal D&I networks or committees • Equal pay controls • DCA major sponsor

INCLUSIVE WORKPLACE **POLICY** **DIVERSITY** **POLICY**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias
- Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • Training - LGBTQ+ awareness
- Gender pronouns promotion • Gender affirmation policy

FLEXIBLE WORKPLACE **POLICY** **30 WEEKS PAID PARENTAL LEAVE** **30 WEEKS SECONDARY CARER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave
- Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING **POLICY** **STAFF SURVEYS**

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING **POLICY** **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Team events • Wellness awareness and promotion • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics program - offsite
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Sustainability and Social Impact is one of the firm's key strategic pillars. Gadens has also adopted the United Nations Sustainable Development Goals framework and pledged to reach Net Zero by 2030.

Our Melbourne and Sydney Offices are certified as Carbon Neutral by Climate Active.

Gadens aims to be recognised as an environmentally responsible business that respects the environment and communities in which it operates. We believe our commitment to managing our operations in an environmentally sustainable manner will maximise value for the firm and all our stakeholders. We are committed to minimising adverse environmental impacts and reducing our environmental footprint by continually reviewing operations and improving the efficiency of our natural resource consumption.

Our initiatives are focused around:

- Achieving net zero emissions.
- Reducing our power consumption and minimising energy use.
- Reducing paper usage or only using carbon neutral, acid-free paper from farmed trees.
- Moving towards a more electronic way of working across the firm.
- Making environmentally sustainable procurement decisions and ensuring our key, discretionary suppliers are adopting sustainable business practices wherever possible.

CLIMATE ACTION **GHG** **GHG** **ACTION PLAN** **POLICY**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • National Greenhouse and Energy Reporting (NGERS) compliant reporting
- Teleconferencing facilities and training • Policy on flight offsets
- Earth Hour • Ride to Work Day • End of trip facilities • Climate Active Program • NABERS Energy Rating • Climate Active - Carbon Neutral
- Efficient building and lighting automation • Renewable Electricity
- Voluntary Carbon Offsets • Energy audits in previous two years

GROSS EMISSIONS
73t - 0.11t per employee

BUILDINGS **0% 0% 1.0%** **0.75t 1.0%**

TRAVEL **0% 99% 0%** **72t 99%**

GREEN ENERGY **100% 100%** **CARBON OFFSETS**

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT **POLICY**

INITIATIVES:

- CitySwitch Green Office

RECYCLING OFFICES **100% 100% 99%** **% office availability**

PAPER USAGE **40,527 0% 0%**

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

As a law firm, Gadens has a privileged and professional standing that confers a responsibility to contribute to the betterment of our community. This includes our professional and ethical responsibility to enhance access to the legal system, assisting disadvantaged and marginalised people and embracing the concept of corporate social responsibility.

Gadens is a signatory to the Australian Pro Bono Centre's National Pro Bono Target, which encourages lawyers to subscribe to a voluntary target of 35 hours of pro bono work per annum. We are committed to meeting or exceeding this target across the firm.

The key priority areas that form the basis of our pro bono program are:

- Indigenous Australians
- Refugees and asylum seekers
- Mental health

We partner with community legal centres including: Arts Law, IARC, ASRC, Moonee Valley Legal Service, Womens Legal Service and the Mental Health Legal Service.



INDIGENOUS RECONCILIATION **POLICY** **RAP** **INNOVATE** **ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment
- Scholarships and student mentoring • Affirmative ATSI procurement
- Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Indigenous Business Month
- CareerTrackers participation

NON LEGAL VOLUNTEERING **PROGRAM** **NON-PROFIT BOARD SUPPORT** **42% PARTICIPATION IN NON LEGAL VOLUNTEERING**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Secondments to NFPs • Skilled volunteering program • Community volunteering • Arts support
- CPD for community sector lawyers

CHARITABLE GIVING **PROGRAM** **CORP. GIVING**

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO **STRATEGY** **PUBLISHED** **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Gadens has an Operational Risk Management and Compliance Framework that is underpinned by our values and prescribes our approach to corporate governance, risk management and compliance with legal and regulatory requirements. The framework incorporates extensive business continuity and disaster recovery protocols.

Our interaction with clients, contractors and suppliers is guided by this framework. For each decision that is made, we undertake an analysis of the likelihood and impact that a particular risk or group of risks may have on the firm's operations, and ensure that mitigating controls and / or actions are put in place to minimise the likelihood of occurrence or impact. In support of our actions, we have policies and procedures in place that govern the firm and ensure our compliance with all relevant laws.

Our Operational Risk Management and Compliance Framework covers the following areas:

- Governance and Ethics,
- Workplace Health and Safety (WHS),
- Quality,
- Sustainability,
- Procurement, and
- Business Continuity.

Our Boards and Executive Management Teams operate within the above governance framework and are accountable for their respective areas of responsibility. Equity and other partner meetings are held as required.

CODE OF CONDUCT /RISK MANAGEMENT **POLICY** **CODE OF CONDUCT TRAINING** **COMPLAINTS & GRIEVANCE MECHANISM** **RISK MANAGEMENT PLAN**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT **POLICY** **BOTH CURRENT AND NEW SUPPLIERS** **MODERN SLAVERY PROGRAM** **FEDERAL LEGISLATION PARTICIPATION**

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Community development • Indigenous inclusion • Gender equality
- Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption
- UN Global compact and SDGs

SUSTAINABILITY REPORTING **REPORT** **AUSTRALIAN LEGAL SECTOR ALLIANCE** **PROMOTED**

REPORTING COVERS:

- Standalone ESG/ sustainability report • Standalone environmental sustainability report

2024 AusLSA SUSTAINABILITY PROFILE

Listen. Engage. Solve.



Gilchrist Connell
Headcount: 235 (FTE)
Floor Area: 3,064m²
Number of Offices: 5

Gilchrist Connell is a leading Australian insurance sector law firm. We operate across Australia and regularly assist clients with claims in New Zealand, Asia, Europe, US and the London market, as well as global insurers participating in multi-national insurance programs. We advise our insurer clients on complex coverage issues and we act in the defence of claims against insureds across all classes of general insurance. We also provide employment, WHS, corporate and commercial advice, and front-end solutions to businesses, including the insurance sector, at all stages of their life cycle. In 2023 Gilchrist Connell was named Insurance Specialist Firm of the Year by Australasian Law Awards. Gilchrist Connell views socially responsible behaviour as a moral obligation, good business practice, and are committed to continuous reduction in our carbon footprint. Core to our approach are our everyday operating practices, such as:

- fair and equitable employment
- sound day-to-day financial management
- responsible and fair treatment of all employees, suppliers, clients, and stakeholders
- prudent governance
- consistent contribution to industry and professional bodies
- generous contribution of pro bono services to the community
- career development opportunities and support for talented young professionals
- enlightened management practice.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We are driven by achieving our strategic ambitions and business objectives through a culture of inclusion and innovation. We deliver a high-performing, values-led workplace that provides professionally rewarding career opportunities, genuine work-life balance, and an authentic, inclusive, and safe working environment.

Our Inclusion Committee champions our efforts through education, activities, and ongoing policy reviews. Our comprehensive wellbeing program, available to both employees and their families, supports individuals through various life circumstances and helps maintain physical, mental, and financial fitness. We get personal when it comes to career development and support our people to set goals and pursue continuous learning with access to just in time learning modules, live webinars, external and post graduate learning programs and individual mentoring and coaching.

We encourage giving back through pro bono work, volunteering, and impactful community giving. Recognised for four consecutive years by Australasian Lawyer as an Employer of Choice, we are proud to also be a certified Great Place to Work and Family Friendly workplace. Recently, the WGEA recognised us as an Employer of Choice for Gender Equality. We remain committed to continuously improving all our people programs, ensuring a supportive and inclusive environment for everyone.

GENDER EQUALITY POLICY

46% FEMALE PARTNERS
60% FEMALE LEGAL STAFF
94% FEMALE NON-LEGAL STAFF
63% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees
- LNSW Charter - Advancement of Women • Equal pay controls • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion

FLEXIBLE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE
8.0 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave
- Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave • Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Team events
- Wellness awareness and promotion • Onsite fruit and healthy catering
- Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We are committed to managing and reducing our impact on the environment. Gilchrist Connell's Executive endorsed an EMS for the firm using the AusLSA framework in 2023. Since then the firm has published its Environmental Policy, established a Sustainability Committee and local action groups, and has developed an Environmental Management Plan setting clear measurable goals as the firm's progresses on its journey toward net zero.

Consistent with law firms throughout Australia, we have identified that our greatest impact on greenhouse gas emission is through electricity use and business flights/transport. We are implementing measures to reduce these impacts.

We have remodelled our policy as to what is necessary travel. We are transitioning to green energy providers and engaging with building management on sustainability initiatives wherever possible.

We have incorporated a number of 'business as usual' environmentally responsible practices across our offices including appropriate recycling of all paper, cardboard, aluminium, steel, plastic and glass materials and e-waste, use of recycled paper, defaulting to a paper-less document management system, and investing in energy efficient technologies.

Our Pro Bono practice has been providing background advocacy support for a climate based charity providing reviews on just transition for Australian workers and research on climate refugees.

CLIMATE ACTION POLICY

GHG SCI. BASED 2030 INT. DEV'T
GHG IMPROVEMENT TARGET
ACTION PLAN PUBLISHED ✓
POLICY PUBLISHED ✓

INITIATIVES:

- Telecommuting • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • End of trip facilities • Efficient building and lighting automation • Forced computer shutdown • Renewable Electricity

GROSS EMISSIONS
 311t - 1.3t per employee

BUILDINGS
 29% 0.03t/m² 0% 0.15% 91t 29%

TRAVEL
 0% 69% 1.6% 220t 71%

GREEN ENERGY
 26% 0% **CARBON OFFSETS**

NET EMISSIONS
 311t - 1.3t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- Office green teams
- CitySwitch Green Office

RECYCLING OFFICES

100% 60% 20% 100%
 % office availability

PAPER USAGE POLICY

2,814 70%
 tpa/employee recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro Bono Principal Jilly Field, Lawyers Weekly Pro Bono Partner of the Year 2023, leads a practice aimed at addressing unmet legal needs for communities facing marginalisation. Our Pro Bono Strategy and Values Statement are based in Care Ethics, literacy in systemic injustice and developing realistic responses to complex social issues. In FY24 we exceeded the Australian Pro Bono Target with an average of 38 hours per year per lawyer with a 65% participation rate.

Through our program - The Systemic Reform Project - our lawyers have prepared almost 3200 hours of unbranded advocacy materials on social justice issues for front line lawyers. Topics included the criminalisation of coercive control, financial abuse, sexual consent, poverty response and infringements reform.

Our lawyers volunteer at legal advice clinics including the Mental Health Legal Centre, Baptist Care Homeless Clinic, Marrickville Legal Centre, and Western Sydney Employment Clinic.

Our Pro Bono Principal and Associate are on part time secondment to a Community Legal Centre focused on providing family law support for First Nation communities. We provide pro bono commercial legal support for NFPs and First Nation Organisations. Our lawyers are engaged in an ongoing cultural competency mentoring program with CALM Mediators and Griffith University.

INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Cultural awareness training • National Reconciliation Week • Pro bono support
- Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Skilled volunteering program • Community volunteering
- CPD for community sector lawyers

CHARITABLE GIVING

INITIATIVES:

- Firm donation program • Internal appeals and collections • External charity events and appeals

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Gilchrist Connell strictly complies with all relevant legislation, regulations and corporate governance guidelines, and ensures ethical corporate behaviour in accordance with our values across all aspects of our business.

Overseen by our Head of Risk and Compliance the firm's operations are assessed bi-annually against a Risk Management framework in line with ISO 37001, supported by a Business Continuity plan that protects the interest of the firm and its stakeholders should a disruptive event occur. The firm is ISO 27001 certified, an internationally recognised standard ensuring effective and ongoing best practice in securing our information systems. This certification continues Gilchrist Connell's track record of being at the forefront of innovation, following its collaboration with Morae Global Corporation to be the first law firm in Australia to leverage Litera Foundation Firm Intelligence platform; and partnering with Thomson Reuters as a first in Australia to move to their Elite 3E Cloud practice management system.

We have refined and improved our processes for the identification and management of Modern Slavery risks in our supply chain, supported by the firm's involvement in the AusLSA Modern Slavery Co-Lab.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

INITIATIVES:

- Both current and new suppliers
- Modern Slavery Program

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING REPORT

2024 AusLSA SUSTAINABILITY PROFILE



Hall & Wilcox
Headcount: 1,015 (FTE)
Floor Area: 10,019m²
Number of Offices: 8

We are a leading independent Australian law firm, delivering outstanding legal services to corporate, public sector and private clients, both Australian-based and those offshore doing business in Australia.

Our purpose is to enable our clients, our people and our communities to thrive. Our success depends upon the success of our clients, our people, and the communities in which we live.

We're renowned for our Smarter Law approach. Smarter Law means we look beyond the status quo to think differently and find solutions. Smarter Law includes enabling technology, challenging business models, innovative pricing and creative resourcing. We work with clients across sectors who lead, challenge and reshape their own industries. We build strong and enduring client relationships. Clients tell us they value our commerciality, our responsive and personal service and our interest in their business and industry.

We have a long-established international team with the expertise and experience to support our large number of existing international clients and Australian clients operating in the global economy.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Hall & Wilcox is committed to creating a workplace that is welcoming, inclusive and supportive. Ongoing development of our people is a key priority. We are committed to building and supporting a learning culture which features structured learning and development programs aligned to the firm's strategy, creating a high performance learning culture. This includes supporting our people to work in a hybrid working environment to flexibly manage their professional, personal and family life, health and wellbeing. We advocate a holistic approach to wellbeing to support our people both in and outside the workplace. Our pro bono practice and our engagement with not-for-profit community groups, individuals and charities helps to support this approach. We run a coordinated pro bono practice that acknowledges the time spent by our people on pro bono matters. Recognising that there is a compelling unmet need for these legal services in our community, we encourage and give full credit for pro bono work to everyone at the firm.

GENDER EQUALITY POLICY

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women • Equal pay controls • DCA major sponsor • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • Pride March • Mardi Gras • Midsumma • InterFirm events

FLEXIBLE WORKPLACE POLICY

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • Beyond Blue program • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We are passionate about doing the right thing. In our decision-making we consider what is right for our planet and seek to minimise our environmental footprint.

We are a signatory of the UN Global Compact and we are committed to implementing, and advising clients on implementing, the 10 UN Global Compact principles. This includes taking a precautionary approach to environmental challenges, undertaking a variety of initiatives to promote greater environmental responsibility and adopting environmentally friendly technologies in our offices.

To achieve this goal, work has commenced on our Board endorsed target of developing and certifying our Net Zero target and strategy against the Science Based Targets initiative corporate standard no later than 2025.

Since FY12, we have achieved a 46% reduction in our per FTE carbon emissions, and in FY'24 we have achieved a 20% reduction in our per FTE paper consumption compared to FY'23.



CLIMATE ACTION POLICY

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • Ride to Work Day • End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets • Energy audits in previous two years

GROSS EMISSIONS
956t - 0.94t per employee

BUILDINGS
5.0% 0% 1.2% 59t 6.2%

TRAVEL
0.02% 93% 0.92% 896t 94%

GREEN ENERGY
87% 100% CARBON OFFSETS

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day • Office green teams

RECYCLING OFFICES

% office availability

PAPER USAGE POLICY

INITIATIVES:

- Green accredited paper purchase specification • Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We provide access to justice via pro bono work and promote the improvement of human rights in the areas of housing, employment and education through the Hall & Wilcox Community Fund. We provide mentorship to students from disadvantaged schools through the Australian Business and Community Network (ABCN), and support the right to self-determination with career opportunities through our First Nations Pathway Program and assisting First Nations businesses, guided by our Reconciliation Action Plan. In FY24 we exceeded the National Pro Bono Target, achieving 38.3 hours per lawyer. In total, we undertook over 21,500 hours of pro bono work.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Indigenous Business Month • Supply Nation Membership • CareerTrackers participation

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Blood donations • Student tutoring and mentoring • Community volunteering • Arts support • CPD for community sector lawyers

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

The Hall & Wilcox Board of Partners (Board) is responsible for firm strategy, firm governance, firm clients, firm performance and risk management. The Board discharges its responsibility for risk management via the firm's Board Risk Subcommittee. Responsibility for individual risks is allocated in accordance with the firm's Risk Register, which is maintained by the COO and the General Counsel. The Risk Register allocates responsibility for business continuity risk to the COO, as regards physical risks to building and equipment, and to the Director - Technology, as regards technology risk. The firm's Executive Leadership Team (ELT) is responsible for collaborating in leading the firm and its practices. The ELT is responsible for managing firm operations. Responsibility for managing individual firm policies that govern the conduct of firm personnel is allocated primarily to the relevant Corporate Services director/manager. Each policy will be overseen by either the Board or the ELT, in conjunction with the relevant firm committee (if applicable), depending on the subject matter of the policy

CODE OF CONDUCT /RISK MANAGEMENT

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices • Fair consumer and competition practices • Community development • Indigenous inclusion • Gender equality • Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption • UN Global compact and SDGs

SUSTAINABILITY REPORTING REPORT

REPORTING COVERS:

- Standalone ESG/ sustainability report • Standalone environmental sustainability report • Website - ESG targets and performance information • Website - Environmental sustainability targets and performance information • Website - ESG commitments information • Website - Environmental sustainability commitments information • UN Global compact and SDGs

2024 AusLSA SUSTAINABILITY PROFILE



Hicksons Lawyers
Headcount: 224 (FTE)
Floor Area: 3,400m²
Number of Offices: 2.0

Hicksons Lawyers (Hicksons) is a commercial law firm who assist government, organisations and individuals throughout Australia and in Asia to create sustainable value by delivering legal and commercial advice, services and solutions. Our breadth of expertise is reflected in our diverse practice groups and complemented by our industry and sector focus. We work across geographies with smart technology to keep connected to our clients. We have two office locations; Sydney and Newcastle.

We pride ourselves on our energy and authenticity to drive client solutions, attract and develop talent and serve our broader community. With over 70 years in practice, we are visionary thought leaders who have harnessed our history and experience, emerging as a market leading advisory business.

Our legal and business advisory services span across various sectors, the firm assists its clients within the areas of commercial disputes, property, planning, construction, health, general insurance, workplace relations, wills and estates, migration assistance and workers insurance. The advisory practice includes advising C-suites through 'better boards', HR advisory services, migration and strategic negotiations. The firm services the community through its offering of pro-bono services, student sponsorships, traineeships and commitment to sustainable business practices.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Part of the firm's growth strategy is a program of continuous improvement, to 'Be our Best'. It is underpinned by the firm's value sets of Excellence, Respect, Integrity and Responsibility which are embedded into the firm through strong leadership and people programs. The firm prides itself on fostering an environment which creates client solutions, attracts and develops talent and serves the broader community.

The firm promotes organic growth, providing education systems, training and development to support internal progression, and enhance engagement. Senior leaders play a crucial role in preserving the culture by way of encouraging an open-door policy, presenting in regular forums, participating in business updates and internal committees.

Performance and recognition are supported by policies, systems and practices to enable employees to reach their full potential. The people strategy is an end-to-end solution, including selection, acquisition, on-boarding, development, performance monitoring, progression and success planning, all of which form part of the firm's talent management model.

In addition to a number of people programs, HR practices include providing mentoring support, employee assistance programs, employee benefits program and learning and development opportunities to ensure people are supported to be their best. The detail of these programs are transparent and readily accessible.

GENDER EQUALITY

55% FEMALE PARTNERS
66% FEMALE LEGAL STAFF
82% FEMALE NON-LEGAL STAFF
80% FEMALE SENIOR PROMOTIONS

INITIATIVES:
 • International Women's Day • Employer of Choice for Gender Equality • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • Equal pay controls • Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

INITIATIVES:
 • Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • Training - Awareness and unconscious bias • Staff Surveys - D&I • Gender pronouns promotion

FLEXIBLE WORKPLACE

16.0 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
16.0 WEEKS PAID PARENTAL LEAVE SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:
 • Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Purchased leave • Career breaks • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:
 • Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting • Mental health office champion

PHYSICAL WELLBEING

INITIATIVES:
 • Ergonomics program • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Hicksons proudly maintains office spaces at One International Towers in Barangaroo and Darby Plaza in Newcastle.

The Barangaroo precinct, including Tower One, boasts numerous prestigious certifications and ratings. These include Climate Active, WELL International, Active Score "Gold", NABERS, and Green Star. The building is also recognized for its waste management and recycling programs, with comprehensive reporting and Australian Government Carbon Neutral Certification. Tower One is equipped with cutting-edge smart building infrastructure, featuring occupancy and environmental sensors.

Darby Plaza, a newly constructed smart building operational since June 2022, is actively developing its greenhouse gas emissions policy and carbon offset strategies. It currently implements water recycling and power reduction initiatives for non-essential equipment, with plans to transition to 100% green power.

Both office locations are committed to sustainability, participating in annual NABERS reporting through the NSW Department of Planning, Industry and Environment. The Sydney office has achieved an impressive 6/6 rating and is ranked 1 out of 27 tenants for the lowest energy intensity in Tower One. Both offices are equipped with advanced lighting and movement sensors, as well as timed air conditioning systems, reflecting our dedication to energy efficiency and environmental stewardship.

CLIMATE ACTION

GHG SCI. BASED 2030 INT. DEV'T
GHG IMPROVEMENT TARGET
ACTION PLAN PUBLISHED
POLICY PUBLISHED

INITIATIVES:
 • Telecommuting • National Greenhouse and Energy Reporting (NGERs) compliant reporting • Teleconferencing facilities and training • ECO-Buy • Earth Hour • End of trip facilities • NABERS Energy Rating • Climate Active - Carbon Neutral • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets

GROSS EMISSIONS 162t - 0.72t per employee

BUILDINGS 62% 0.03t/m² 0% 0.22% 100t 62%

TRAVEL 3.3% 0.24t/employee 34% 1.1% 0.009t/employee 61t 38%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS 162t - 0.72t per employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:
 • World Environment Day • CitySwitch Green Office

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

INITIATIVES:
 • Paperlite office program • Follow me printing
PAPER CERTIFICATION:
 • Other Certifications

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Hicksons is dedicated to advancing its CSR strategy, through a range of initiatives aimed at making a positive impact to the community and the legal industry. Our key efforts include:

- Providing pro-bono legal services and acting on behalf of NFP organisations and volunteering at the University of Newcastle Legal Clinic.
- Offering sponsorships to students from disadvantaged backgrounds.
- Partnering with institutions such as Western Sydney University, Neuroscience Research Australia, and the NSW Government to deliver traineeship programs.
- Supporting Indigenous students through sponsorships and career opportunities provided by CareerTrackers and the Nanga Mai Awards.
- Endorsing the NSW Premier's Hicksons Lawyers Health, Education, and Wellbeing Scholarship.
- Committing to the NSW Police Legacy and sponsoring the NSW Police Legacy Child Safety Handbook.
- Our Graduate Program which focuses on cultivating the next generation of leaders and fostering their professional growth.

Hicksons actively participates in various organization-led initiatives, including STEPTember, R U OK? Day, Jeans for Genes Day, and Australia's Biggest Morning Tea, reflecting our support for important social causes. The firm demonstrates involvement through contributions on social media and hosting events to engage staff and clients. We are continually exploring new opportunities to deepen our involvement and enhance our contributions toward meaningful change.

INDIGENOUS RECONCILIATION

INITIATIVES:
 • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Pro bono support • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING

INITIATIVES:
 • NFP Boards • Organised staff volunteering • Student tutoring and mentoring • Secondments to NFPs • Community volunteering

CHARITABLE GIVING

INITIATIVES:
 • Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Hickson's governance structure is the cornerstone of its business model, deeply rooted in the firm's culture and values. Our model emphasizes four strategic pillars: client development, attracting and retaining top talent, delivering exceptional services and solutions, and achieving operational excellence. To realize our strategic goals and vision, we implement a variety of programs and initiatives aligned with these pillars. Hickson is dedicated to continuous improvement and the creation of sustainable value. The firm is guided by a Board of Directors and supported by the Managing Partner and Chief Operating Officer. Additionally, several board-appointed committees, including those for Risk and Compliance, Remuneration, and Finance, play crucial roles in ensuring our success.

CODE OF CONDUCT /RISK MANAGEMENT

INITIATIVES:
 • CODE OF CONDUCT TRAINING
 • COMPLAINTS & GRIEVANCE MECHANISM
 • RISK MANAGEMENT PLAN
 • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:
 • BOTH CURRENT AND NEW SUPPLIERS
 • MODERN SLAVERY PROGRAM
 • FEDERAL LEGISLATION PARTICIPATION

SUPPLIER STANDARDS COVER:

- Human rights • Fair labour practices • Fair consumer and competition practices • Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORTING COVERS:
 • Standalone ESG/ sustainability report

2024 AusLSA SUSTAINABILITY PROFILE



HOLDING REDLICH

Holding Redlich
Headcount: 445 (FTE)
Floor Area: 13,021m²
Number of Offices: 10

Holding Redlich's reputation for delivering excellent results has developed over 60 years, with our roots dating back to the late 1950's. We are a large commercial law firm, having consistently grown due to our unwavering commitment to our clients. We provide tailored solutions, underpinned by the very best legal thinking and expert industry knowledge. We support our commitment to providing innovative commercial legal advice with resources and expertise across offices in Melbourne, Canberra, Sydney, Brisbane and Cairns. Our firm has a particular focus in key areas of practice, each sector harnessing their own specialist team of trusted legal advisors and senior lawyers. We act for some of Australia's largest companies, high profile clients, corporations, Government and statutory authorities, providing our clients with strategic solutions. We are accustomed to providing advice to Government and significantly, have become a firm of choice for Government at all levels - Federal, State and local. With extensive experience in our key practice areas and legal project management, our clients can be confident that we know what works (and what doesn't) and have the systems in place to move quickly, reduce risk and provide value for money.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At Holding Redlich, we are committed to creating a diverse and inclusive workplace in which our people can thrive. We understand that diversity and inclusion is critical in enabling an environment in which our people feel fully supported in all aspects of their work life, which enhances the likelihood of talent retention, and ultimately the provision of high-quality services to our clients. The People and Development team, in conjunction with the leadership team and the firm's partners, are responsible for the creation and implementation of the diversity and inclusion initiatives that support the firm including initiatives around employee well-being, work performance and gender equality. Our median total remuneration gender pay gap is currently 2.1%, well below the industry average of 22.9%. We are particularly proud to have been named as an Employer of Choice for Gender Equality for the 16th consecutive year. This is an important recognition of our firm's ongoing and unwavering commitment to diversity and equality. Only 114 other organisations have met the criteria for the citation, which becomes more stringent each year, continuously raising the bar in terms of what it means to be a leading employer in this area.



GENDER EQUALITY POLICY

PUBLISHED

39% FEMALE GENDER EQUITY TARGET
74% FEMALE PARTNERS
82% FEMALE LEGAL STAFF
69% FEMALE NON-LEGAL STAFF
69% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality • Male Champion of Change • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment
- Internal D&I networks or committees • LSNSW Charter - Advancement of Women • Equal pay controls • Women on Boards

INCLUSIVE WORKPLACE POLICY

PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness • Trans Awareness Week • Pride March • Mardi Gras • InterFirm events

FLEXIBLE WORKPLACE POLICY

PUBLISHED

26 WEEKS PAID PARENTAL LEAVE
4.0 WEEKS SECONDARY CARER
93% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals
- Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

PUBLISHED

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Training - Mental health awareness and management
- Domestic violence strategy

PHYSICAL WELLBEING POLICY

PUBLISHED

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Team events
- Massages • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Holding Redlich aims to improve our sustainability impact by implementing achievable and practical programs and policies to reduce our impact on the environment in all aspects of the firm's operations. We have developed and implemented a formal environmental sustainability plan that demonstrates our commitment to environmental sustainability, waste reduction, and promotes the procurement of products containing recycled content. It includes the purchase of office supplies, fit-out materials, electronic equipment, and any other products or services where recycled content can be utilised. We work collaboratively to build the capacity of our suppliers, staff and other stakeholders to improve their sustainable practice. Further, we will implement training, education and communication materials to enhance the delivery of these strategies, employee understanding of circularity and waste optimisation, and the overall waste management system. This plan underscores Holding Redlich's dedication to the highest ethical standards and environmental performance.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Teleconferencing facilities and training • Earth Hour
- End of trip facilities • NABERSs Energy Rating • Efficient building and lighting automation

GROSS EMISSIONS
807t - 1.8t per employee

BUILDINGS
 78% 0.05t/m² 0% 0.31% 633t 78%

TRAVEL
 0.009% 0.27t/employee 21% 0.78% 174t 22%

GREEN ENERGY
0% 0% **CARBON OFFSETS**

NET EMISSIONS
807t - 1.8t per employee

ENVIRONMENTAL MANAGEMENT POLICY

PUBLISHED

RECYCLING OFFICES

100% 100% 100% 100%
% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

14,247 100%
t paper recycled content

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

The three main components of Holding Redlich's community work are its pro bono program, workplace giving program and work with First Nations peoples. The firm's pro bono program is an integral part of its work and culture in fulfilling its commitment to human rights and social justice. The work performed through our pro bono program covers a number of areas of law and groups of people, including refugees, First Nations peoples, women and youth at risk, elder abuse, the arts, the environment, and charitable organisations. The Holding Redlich Social Justice Fund (workplace giving program) receives individual contributions from partners and staff, with all individual contributions being matched by the firm. The Fund makes donations to our charity partners, and currently focuses on supporting vulnerable young people, women experiencing family violence and First Nations peoples. Holding Redlich recognises that we have a responsibility to take genuine action to engage in and promote reconciliation. The firm's Reflect RAP provided a framework for supporting the national reconciliation movement. We completed our Reflect RAP and continue our reconciliation work alongside First Nations peoples and organisations. As a firm, we are committed to respecting cultures, building relationships and creating opportunities for First Nations peoples.



INDIGENOUS RECONCILIATION POLICY

PUBLISHED

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Pro bono support • Volunteering and secondments
- Collaboration for reconciliation • Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

PUBLISHED

INITIATIVES:

- NFP Boards • Organised staff volunteering • Community volunteering
- CPD for community sector lawyers

CHARITABLE GIVING PROGRAM

PUBLISHED

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals

25% PARTICIPATION IN CORPORATE GIVING

LEGAL PRO BONO POLICY

PUBLISHED

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Our legal practice is governed by laws, regulations and the common law. Our Client Commitment Charter outlines our commitment to provide high quality service in all interactions with our clients without discrimination. Our Quality Assurance Framework ensures we provide the highest quality and updated advice to meet risk management requirements. Our Risk Management Committee is responsible for managing the firm's risk profile, including the identification, assessment and prioritisation of the firm's strategic, legal and operational risks and key risk indicators. Our Executive Committee and management team manages the firm's sustainability program including monitoring our supply chain for risks related to modern slavery within our operations and supply chains, and actions to address them. We require all major suppliers to agree to our Supplier Code of Conduct. Our policies ensure our staff have safe and flexible working environments, with our Diversity and Inclusion Committee encouraging a workplace where all our people feel included. We have been awarded by the Australian Government's Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality for the 16th consecutive year.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

PUBLISHED

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Fair consumer and competition practices • Community development
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING POLICY

PUBLISHED

REPORTING COVERS:

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2023 AusLSA SUSTAINABILITY PROFILE



Hunt & Hunt
Headcount: 137 (FTE)
Floor Area: 4,509m²
Number of Offices: 4

Established in 1929, Hunt & Hunt is a vibrant national law firm that delivers tailored legal advice to clients throughout Australia. Our broad client base includes not-for-profit organisations, large and small businesses, government (federal, state and local), major insurance firms and private clients. Today, our firm has a strong national footprint with 35 partners and approximately 250 professionals who strive to deliver the highest quality legal services. We are a founding, and the only Australian member of Interlaw, an international network of quality monitored, corporate, commercial and independent law firms spanning more than 150 cities globally. This enables us to provide our clients with direct access to specialty expertise in local jurisdictions and assistance navigating the legal, cultural and language individualities which occur when working across countries.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our people epitomise our culture at Hunt & Hunt. Our values of trust, teamwork, excellence, innovation and passion are the bedrock of everything we do. These values are a solid base on which we can continue to nurture and grow a culture that is inclusive, friendly, fun, collaborative, open and positive. We respect the values of our employees, providing conditions of work above industry standard and equal opportunities for all. Our employees thrive through training, developing their intellectual capacity for their greater benefit and quality of life. We are not your usual law firm - a high percentage of our staff have flexible working arrangements at all levels of the firm. We focus on our employees' health and wellbeing, in particular their mental health. We have a series of programs around our health and wellbeing program to assist our employees with this and we promote and encourage our staff to maintain a healthy work life balance. We recognise and value the differences that make each of us unique. Through encouraging and promoting diverse ways of thinking, and by embracing a culture of inclusion, we will attract and retain the best people and enable them to perform to their full potential.

GENDER EQUALITY

POLICY PUBLISHED

32% FEMALE PARTNERS **56% FEMALE LEGAL STAFF** **81% FEMALE NON-LEGAL STAFF** **100% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • LNSW Charter - Advancement of Women • Equal pay controls • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE

POLICY PUBLISHED **DIVERSITY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • LCA Diversity and Inclusion Charter • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Gender affirmation policy

FLEXIBLE WORKPLACE

POLICY PUBLISHED

16.0 WEEKS PAID PARENTAL LEAVE PRIMARY CAREER **2.0 WEEKS SECONDARY CAREER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Religious and ceremonial leave • Purchased leave • Career breaks • Bonus leave • Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED **STAFF SURVEYS**

INITIATIVES:

- Beyond Blue program • R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Wellness awareness and promotion • Onsite fruit and healthy catering • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

At Hunt & Hunt, following sustainable practices means more than token gestures. We have many practices in place to reduce our impact on the environment, and through our local environment committees we continually strive to deepen this commitment. In fact, we regard sustainability as a key element of Hunt & Hunt's responsibility as a business leader. We are committed to integrating sustainable business practices in our work culture and empowering our people to take personal ownership of the firm's and their individual environmental impact. We understand the threat that climate change poses to the international landscape, both economically and environmentally. As an organisation, we look to opportunities to reduce and offset the energy demands of our practice and encourage our staff to engage in activities which also aid this, such as promoting the use public transport through fee subsidies. We also encourage the development of adaptation strategies to reduce the effects of global warming on our environment, and ensure our business activities are proactively responding to this risk.

CLIMATE ACTION

POLICY IN DEV'T

INITIATIVES:

- Telecommuting • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities • Efficient building and lighting automation

GROSS EMISSIONS
47t - 0.35t per employee

BUILDINGS 89% 0% 0.11% 42t 89%

TRAVEL 0.36% 8.7% 1.5% 5.1t 10.7%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS
47t - 0.35t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED **ENV. MANAGEMENT SYSTEM (EMS) IN DEV'T**

RECYCLING OFFICES

100% 75% 75% 75%
% office availability

PAPER USAGE

8,392 employees 0% recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification • Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro bono work is a vital part of our firm's culture. Hunt & Hunt encourages and supports its people to use their skills to help those who have limited resources, or who can't access legal assistance when they need it. Hunt & Hunt provides pro bono services to a number of charities. Our recent pro bono work includes acting for disability discrimination complainants, participating in ethics review committees for health organisations, and sitting on boards for not-for-profit organisations. We are also signatories to the National Pro Bono Target, an initiative of the Australian Pro Bono Centre. We aim to select partners, suppliers and consultants who generate positive outcomes for, and build stronger communities. This includes a commitment to engaging with enterprises that are indigenous or women owned.

INDIGENOUS RECONCILIATION

POLICY IN DEV'T **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Paid volunteer time • Blood donations • Student tutoring and mentoring • Secondments to NFPs • Skilled volunteering program • Community volunteering • Arts support • CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

All of our work is quality driven. Our internal quality assurance policies and procedures deliver the highest possible legal product and continuous improvement via our three-pronged approach to ensuring high service levels and performance standards.

- Quality people - to ensure we recruit, motivate, train, develop and retain high performing lawyers and support staff.
- Quality service - to ensure our service standards, matter management processes and approach to client relationship management is at the industry forefront.
- Quality outcomes - to ensure our advice, documentation and representation is first-class.

Our centralised matter management process ensures consistency. This eliminates errors and creates a clear work flow for each matter, contributing to the high quality of our work. Processes in place ensure our advice is always of the highest quality with a strong mentorship program in place, with respective partners reviewing work prior to its distribution to clients. We believe in regularly conducting feedback sessions with our clients, to improve efficiencies and service delivery, as well as regular formal reporting on matters, including progress and costs to date.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

CODE OF CONDUCT TRAINING **COMPLAINTS & GRIEVANCE MECHANISM** **RISK MANAGEMENT PLAN** **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY **NEW SUPPLIERS** **MODERN SLAVERY PROGRAM**

- SUPPLIER STANDARDS COVER:**
- Human rights • Environmental impacts • Fair labour practices • Indigenous inclusion • Gender equality • Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption

2024 AusLSA SUSTAINABILITY PROFILE

K&L GATES

K&L Gates
Headcount: 442 (FTE)
Floor Area: 13,859m²
Number of Offices: 4

K&L Gates is a fully integrated global law firm with 48 offices located in key capital cities and world commercial and financial centres across five continents.

Locally, we have over 280 lawyers based in Melbourne, Sydney, Brisbane and Perth where our lawyers collectively have a deep knowledge of the Australian legal marketplace across a wide spectrum of industries. Our broad platform offers clients local market knowledge and access to both national and international capabilities with the objective of meeting our clients' local and global requirements. At K&L Gates, we are continually dedicated to providing exemplary client service and excellent technical advice, using innovation and best practice to drive value for our clients. Additionally, we strongly promote and support workplace diversity, professional excellence, opportunities for work balanced careers, community service and pro bono work. Each one of these values is integral to our firm's organisational structure and success, and they are acknowledged and reinforced through the daily actions and teamwork of everyone within the firm.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our Employee Value Proposition 1. We believe our culture is unique - reflecting our people as being down to earth, collaborative, socially responsible and with a strong work ethic. 2. We recognise the individual needs and differences each person brings to the firm. Our aim is to create a supportive culture which fosters an environment where everyone can work to their full potential. 3. We recognise that mental health is a major issue within the legal industry and we've adopted the following health and wellbeing initiatives to support our employees and partners: - enhanced Australian Parental Leave Policy which includes: -- increasing paid parental leave for primary carers to 26 weeks and for secondary carers to 6 weeks -- reducing the current 12 month eligibility period to immediate eligibility upon commencement of employment - a firm funded Employee Assistance Program - health & wellbeing initiatives such as sporting and social events, wellness subsidy and fruit for all staff - regular training on mental health and wellbeing topics - participation in initiatives: R U OK? day, domestic and family violence prevention month, Movember, and International Women's Day.

GENDER EQUALITY POLICY

22% FEMALE PARTNERS
50% FEMALE LEGAL STAFF
62% FEMALE NON-LEGAL STAFF
58% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women • Equal pay controls • DCA major sponsor • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Internal D&I networks or committees • Membership - DCA • LCA Diversity and Inclusion Charter • Training - Awareness and unconscious bias • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • InterFirm events • Stonewall top Global Employer

FLEXIBLE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
5.0 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Environmental sustainability is a core value of K&L Gates. We are committed to minimising the impact of our business activities on the environment by adhering to sustainable and ethical work practices and setting and monitoring carbon footprint targets. To demonstrate this commitment, we have in place a standards based environmental management system that incorporates guidance from international standard ISO 14001 Environmental Management Systems and a Plan to Net Zero Emissions. The Australian offices of K&L Gates environmental sustainability policy was developed in 2011. To meet the requirements of our own environmental policy, an environmental management system was implemented in 2012. As a professional services firm, our primary or core carbon footprint is attributable to energy and paper use. We work closely with all our landlords to improve our footprint, within the buildings we occupy. In addition we incorporate environmental sustainability into our procurement practices and we have tracked energy usage and paper usage across an 14 year period and reported usage, trend analysis and measurement against set targets to reduce our footprint over time. As an international firm with complex multi-jurisdictional matters and active management, the remainder and majority of our footprint is attributable to travel.

CLIMATE ACTION POLICY

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • Ride to Work Day • End of trip facilities • NABERSs Energy Rating • Efficient building and lighting automation

GROSS EMISSIONS
2,507t - 5.7t per employee

BUILDINGS
 23% 0.04t/m² 1.9% 618t 0.18% 25%

TRAVEL
 0% 75% 1,890t 0% 75%

GREEN ENERGY
 0% 0% **CARBON OFFSETS**

NET EMISSIONS
2,507t - 5.7t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- Follow me printing

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

INITIATIVES:

- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro bono and community service provide an invaluable contribution to the community and particularly to those who otherwise cannot afford such services. K&L Gates believes that providing pro bono service is a vital element of every lawyer's professional responsibility. The firm also has a long tradition of its lawyers providing community service. Thus, the firm's policy is to strongly encourage its lawyers and staff to undertake a meaningful level of pro bono and community service in areas of their choice and interest. Consistent with this policy, the firm is a signatory to the Law Firm Pro Bono Challenge and has committed to make good faith efforts to provide pro bono services at a level equal to or greater than 3 percent of its annual billable hours. In 2023, our firm donated more than 40,000 hours to pro bono cases. We also celebrate National Pro Bono Day annually and recognise those who have performed more than 50 hours of pro bono service per year.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Affirmative ATSI procurement • Pro bono support • Collaboration for reconciliation • Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- Organised staff volunteering • Blood donations • Community volunteering

CHARITABLE GIVING PROGRAM

17.0% PARTICIPATION IN CORPORATE GIVING

INITIATIVES:

- Workplace giving • Matched funding for employee donations • Internal appeals and collections

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

At K&L Gates, everyone regardless of role, is responsible for good governance, and committing to the firm's environmental, social and governance (ESG), goals and objectives, which are interwoven throughout all levels of our practice. Our governance frameworks and processes are overseen by the Management Committee (which includes the Managing Partner, Australia and Practice Area Leaders (PALs) for our nine primary practice areas, and Administrative Partners from most of our offices). There is an Executive Committee which advises the Management Committee on issues relating to strategic positioning and integration. At a local level, we have an Australian Board, which meets regularly and is made up of Practice Area Leaders, Practice Group Coordinators, other heads of group (including the Deputy Chief Operating Officer, Australia and the Deputy Chief Financial Officer, Australia). The Australian Board oversees the management of the Australian operations. At the core of our operations are overlapping systems and processes that incorporate risk and quality management, audit, assurance, as well as the specific initiatives and activities underpinning our environmental and social goals and objectives. Key principles include alignment of our principles with the prevailing standards of specialist topic areas, ethical standards and incremental innovation and improvement.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- Code of Conduct Training • Complaints & Grievance Mechanism • Risk Management Plan • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- Modern Slavery Program • Federal Legislation Participation

SUSTAINABILITY REPORTING REPORT

REPORTING COVERS:

- Standalone ESG/ sustainability report • Standalone environmental sustainability report • Website - ESG commitments information

2024 AusLSA SUSTAINABILITY PROFILE



King & Wood Mallesons
Headcount: 1,795 (FTE)
Floor Area: 32,288m²
Number of Offices: 5

Recognised as one of the world's most innovative law firms, King & Wood Mallesons offers a different perspective to commercial thinking and the client experience. With access to a global platform, a team of over 3,000 lawyers in 26 locations around the world works with clients to help them understand local challenges, navigate through regional complexity, and to find commercial solutions that deliver a competitive advantage for our clients. As a leading international law firm headquartered in Asia, we help clients to open doors and unlock opportunities as they look to Asian markets to unleash their full potential. Combining an unrivalled depth of expertise and breadth of relationships in our core markets, we are connecting Asia to the world, and the world to Asia. We take a partnership approach in working with clients, focusing not just on what they want, but how they want it. Always pushing the boundaries of what can be achieved, we are reshaping the legal market and challenging our clients to think differently about what a law firm can be.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

As a top tier law firm, KWM works actively to improve legal and justice systems to build more respectful and stronger workplaces and communities, where diversity, inclusion and wellbeing are valued. We recognise these are key to business performance, client satisfaction and building stronger communities. Importantly, they also enable us to deliver on our human rights and workplace safety obligations.

Our diversity and inclusion work seeks to dismantle barriers traditionally faced by many diverse people in working in the law. We use an innovative intersectional approach which recognises that people have multiple identities which can compound their experience of discrimination and disadvantage. By applying an intersectional lens, we are streamlining system reform and creating a more understanding and respectful workplace.

We also prioritise mental health and wellbeing as a means of maintaining sustainable high performance. We want to enable our people to look after themselves and one another – physically and mentally. This is a key component of our People Value Proposition – Learn. Master. Lead.

We recognise that diversity, inclusion and wellbeing are inextricably linked and interdependent, so we offer a suite of policies, supportive processes, resources and tools that complement one another, and are embedded into KWM's culture and systems.

GENDER EQUALITY

POLICY PUBLISHED

35% FEMALE PARTNERS | **55% FEMALE LEGAL STAFF** | **73% FEMALE NON-LEGAL STAFF** | **58% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Pay Equity Ambassador • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LNSW Charter - Advancement of Women • Equal pay controls • Showcasing gender diversity experiences

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum • Membership - Pride in Diversity • Training - LGBTQ+ awareness
- AWEI survey • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Mardi Gras • Midsumma • Gender affirmation policy • InterFirm events • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE | **26 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** | **99%**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Subsidised child care • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management
- Salary continuance • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Gym memberships • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

KWM has a board-approved Climate Change & Sustainability strategy in place for 2022-2024. Under this strategy we have implemented an AEMS-certified Environmental Management System that includes an Environmental Management Plan containing details of all initiatives to reduce the firm's environmental impacts. The plan focuses on KWM's highest impact activities including energy use and business travel, and contains control measures such as:

- energy efficiency, staff behaviour-change and various reduction initiatives
- policy development in areas such as sustainable procurement and business travel.

KWM is Certified Carbon Neutral (under Climate Active) from FY22 and has near and long-term net-zero targets validated by SBTi in line with the goals of the Paris Agreement. We are also using 100% renewable electricity in all Australian tenancies from 2024.

KWM's environmental policy can be found on our website.



CLIMATE ACTION

GHG SCI. BASED 2030 TARGET | **GHG IMPROVEMENT TARGET** | **ACTION PLAN PUBLISHED** | **POLICY IN DEV'T**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • National Greenhouse and Energy Reporting (NGERs) compliant reporting • Specify energy efficient appliances
- Teleconferencing facilities and training • Earth Hour • End of trip facilities • Climate Active Program • NABERSs Energy Rating • Climate Active - Carbon Neutral • Efficient building and lighting automation
- Forced computer shutdown • Renewable Electricity • Voluntary Carbon Offsets • Energy audits in previous two years

GROSS EMISSIONS
3,850t - 2.1t per employee

BUILDINGS
25% 0.03t/m² | 0.47% | 0.59% | 994t 26%

TRAVEL
0% | 71% 1.5t/employee | 3.2% 0.07t/employee | 2,856t 74%

GREEN ENERGY
45% | 100% | **CARBON OFFSETS**

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED | **ENV. MANAGEMENT SYSTEM (EMS)** | **AEMS CERTIFIED**

INITIATIVES:

- World Environment Day • Office green teams

RECYCLING OFFICES

100% | 100% | 100% | 100% | % office availability

PAPER USAGE

570,210 550/employee | 0% recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification • Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We work together with our communities to create lasting change.

We understand that building real and sustained generational change starts with our local communities. It is only by bringing our collective voices together, listening to and learning from community, that we can have open conversations about the issues that matter.

We're committed to building and sustaining deep, genuine, long-term, and trusted partnerships with community-led organisations, emerging leaders, and respected advocates.

Developing stronger partnerships with community enables us to focus more holistically on the outcomes, needs, opportunities, and challenges as defined by communities. We recognise as a firm that we're on a journey of continuous learning and that we don't always know what is best, so we listen to the voices of community to guide us to the answers.

Our Pro Bono & Social Impact Plan focuses on strengthening communities where young people thrive. Our work closely aligns with the Sustainable Development Goals, the Uluru Statement from the Heart, the National Agreement on Closing the Gap, and other significant frameworks. Through our trusted partnerships, we seek to strengthen communities via pro bono, our Fairer Futures programs, giving & grants, and volunteering.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP STRETCH ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Supply Nation Membership

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Blood donations • Student tutoring and mentoring • Secondments to NFPs • Skilled volunteering program • Arts support • CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING | **34% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED | **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Risk is a major focus within the firm to ensure that we safeguard our ability to provide a high level quality service to our clients at all times. We have a dedicated Risk Group who oversees the day to day management of risk. The Risk Group is overseen by the Global Head of Risk and the Risk Committee which is a sub committee of our Board. The Global Head of Risk regularly reports to the firm on the current and potential risk issues, promoting awareness and transparency of risks faced across office network globally and informs the focus of our internal risk management training. Our Risk Management Policy is based on ISO 31000 - Risk Management Principles and Guidelines.

ABOUT SUPPLIER PROGRAMS

King & Wood Mallesons has a commitment to developing and implementing sustainable business practices to minimise our environmental impact. We require our suppliers to demonstrate their commitment to the environment and to work with us to reduce the environmental impact of the commercial relationship. In the same way we work with our clients to produce sustainable outcomes.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training • Complaints & Grievance Mechanism • Risk Management Plan • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

MODERN SLAVERY PROGRAM | **FEDERAL LEGISLATION PARTICIPATION**

SUSTAINABILITY REPORTING

REPORT

REPORTING COVERS:

- Website - Environmental sustainability targets and performance information • Website - Environmental sustainability commitments information • CDP Reporting

2024 AusLSA SUSTAINABILITY PROFILE



The Lantern Legal Group
Headcount: 91 (FTE)
Floor Area: 2,991m²
Number of Offices: 2

The Lantern Legal Group Pty Ltd is the parent company of the law firms trading as Harwood Andrews and Sladen Legal.

We take an approach that is client driven and collaborative and work in partnership with our clients to ensure the advice and service we provide is specific to individual needs.

We have a team of 160 talented individuals who work both full time and part time including principals, special counsel, lawyers and professional service managers who work collaboratively to ensure the best outcomes for our clients across their business and personal legal needs.

We are committed to not only operating for the benefit of shareholders, but also for the benefit of the environment, the community and our people.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We value the different skills, knowledge and perspective our people bring. We proudly provide an inclusive culture that fosters a strong sense of purpose and meaning where our people can THRIVE. Our people first culture celebrates diversity and our people bring us together through their differences, shared values, purpose and goals. Our working environment is challenging, diverse, rewarding and fun. We place a strong emphasis on continuous improvement and investing in our people. We offer:

- Morning teas
- Social events which includes drinks after work, end of financial year party, end of year party celebrations.
- Employee assistance program which provides access to confidential external professional counselling for our people and their immediate families;
- Mental Health qualified First aid officers;
- Regular webinars on mental health issues;
- Paid parental leave
- Salary continuance insurance and Group Life Insurance.
- Superannuation consultations;
- Free flu vaccinations;
- Corporate discounts including legal services and health insurance
- Fruit boxes delivered every week;
- Discounted health insurance;
- Breakfast supplies in the kitchen;
- Birthday cakes

We support learning through CPD meetings which includes- external webinars. Career Path and Study Leave.

GENDER EQUALITY POLICY

GENDER EQUITY TARGET

43% FEMALE PARTNERS **55% FEMALE LEGAL STAFF** **40% FEMALE NON-LEGAL STAFF** **50% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Equal pay controls

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • LCA Diversity and Inclusion Charter
- Training - Awareness and unconscious bias • Training - LGBTQ+ awareness

FLEXIBLE WORKPLACE POLICY

12.0 WEEKS PAID PARENTAL LEAVE PRIMARY CARER **2.0 WEEKS SECONDARY CARER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Career breaks • Adjusted KPIs after absences
- Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP
- Mental health first aid training and support • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting
- Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Flu vaccinations • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering
- Life & TPD insurance • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

The Lantern Legal Group is very aware that our daily operations affect the environment.

Where possible we continue to reduce our energy usage and water usage. We have a firm-wide target set to reduce our electricity usage, this is monitored on-line through the Power Cor website and in Excel spreadsheets. All our offices have water saving devices. We have recycling procedures in place for cardboard, paper, polystyrene, batteries and Nescafe pods as well as other commingled rubbish. The confidential document destruction service shreds then pulps the paper for recycling. E waste goes to a local not for profit group where their teams dismantle electronic equipment for recycling.

There is an ongoing operational need to use paper, but this does not mean that we can't reduce the amount of printing that we do. Our printers have a default setting for double sided printing, unless the user makes the conscious decision for single sided. Printers also default to black and white. We receive invoices electronically instead of using the AusPost service where possible. Our staff who regularly commute between our 2 main offices in Geelong or Melbourne, use V-Line public transport in preference to driving their own or company vehicles.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Energy efficient refits undertaken • Teleconferencing facilities and training • End of trip facilities • Efficient building and lighting automation

GROSS EMISSIONS
4.7t - 0.05t per employee

BUILDINGS

- 0% 0% 18.0%
- 0t/m² 0.84t 18.0%

TRAVEL

- 0% 82% 0%
- 0t/employee 3.8t 82%

GREEN ENERGY

- 0% 0%

CARBON OFFSETS

NET EMISSIONS
4.7t - 0.05t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

2,545 99%

INITIATIVES:

- Follow me printing

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We are committed to change and ensuring that we have a positive impact on the environment and the communities in which we work and live.

We see it as our responsibility to use our knowledge and expertise to better the community, which is why we provide substantial pro bono services to charities and not for profits. Our people actively give back by participating as members of boards and committees in the not-for-profit sector, allowing them to grow professionally and personally while making a real difference where it is needed most.

We invest in meaningful partnerships that better the community in a range of sectors including children's health, disability, business, sport and tourism. We believe collaboration is key to enhancing the community, and are proud to work with our partners to help them achieve their desired outcomes. Community starts in your own backyard, which is why we strive to build a positive workplace where our people can flourish and achieve their full potential.



INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Pro bono support

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Student tutoring and mentoring • Community volunteering • Arts support

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections

LEGAL PRO BONO POLICY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

All Principals, senior management team members and leaders within the firm are responsible for assisting the firm to meet its community, social and environmental goals.

We will continue to advance community, social and environmental consciousness across the firm. This will include: - Continuing our pro bono program - Providing our talents and services to community organisations by sitting on their boards of management and/or committees. - Promoting our corporate social responsibility and environmental policies across the firm. - Benchmarking our resource and energy use through AusLSA or similar organisations. In particular, our pro bono program and commitment to community organisations will seek to benefit disadvantaged sectors of the communities in which the firm practices. The Board will oversee the implementation of this aspect of our strategy across the firm, including by incorporating as appropriate review in principal, senior management team and lawyer performance reviews.

To the extent possible, we will attempt to measure the outcomes both for the firm and the community of our engagement. This may include seeking feedback from our employees and the community regarding our community, social and environmental performance

CODE OF CONDUCT /RISK MANAGEMENT POLICY

INITIATIVES:

- CODE OF CONDUCT TRAINING
- COMPLAINTS & GRIEVANCE MECHANISM
- RISK MANAGEMENT PLAN
- BCP OR ERP

2024 AusLSA SUSTAINABILITY PROFILE



Macpherson Kelley
Headcount: 229 (FTE)
Floor Area: 5,750m²
Number of Offices: 4

Macpherson Kelley is a national commercial law firm that partners with clients to achieve their business goals through practical advice they can confidently act on. We operate from 4 offices in Sydney, Brisbane, Melbourne, Dandenong and through our network in the Pacific and beyond.

Founded in 1905, Macpherson Kelley boasts a rich legacy. Over the years we have consistently adapted to the changing legal and business landscape, staying ahead of the curve to provide our clients with the best possible service.

At Macpherson Kelley each of our lawyers operate nationally however provide a local presence which is felt amongst the diverse organisations we work with. On any given day around the country, you'll find us at work in the business community, advocating for our clients' growth and prosperity, supporting industry innovation and looking for the best people to join our growing team.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At Macpherson Kelley we live by our values: talk straight, better each day, play as a team.

We are committed to inclusive and diverse workplaces driven by our policies and strategies which are supported through employee engagement across the firm. We are committed to providing flexible working arrangements, including paid parental and fertility leave. We recently established our Gender Equality Action Plan to drive societal change and advance gender equality from within.

Our Wellness+ program allows our employees access to initiatives that encourage physical and mental well-being. We support the growth of our people through the Macpherson Kelley Business School, focusing on building capacity through training and development (both personal and professional) across all levels of the firm.

In recognition of our commitment to our people being our strongest advocates, we have been recognised by Australasian Lawyer as an Employer of Choice in 2023 and 2024.

GENDER EQUALITY

POLICY PUBLISHED

36% FEMALE PARTNERS | **61% FEMALE LEGAL STAFF** | **75% FEMALE NON-LEGAL STAFF** | **62% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • Host or lead external programs and/or forums
- Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment
- Internal D&I networks or committees • Equal pay controls
- Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- LCA Diversity and Inclusion Charter • Training - Awareness and unconscious bias
- Staff Surveys - D&I • Training - LGBTQ+ awareness • Wear it Purple Day
- Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness
- Gender pronouns promotion

FLEXIBLE WORKPLACE

POLICY PUBLISHED

20 WEEKS PAID PARENTAL LEAVE PRIMARY CARER | **4.0 WEEKS PAID PARENTAL LEAVE SECONDARY CARER** | **100% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems
- Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave
- Career breaks • Phased retirement • Adjusted KPIs after absences
- Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support
- Training - Mental health awareness and management
- External mental health programs hosting • Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING

INITIATIVES:

- Ergonomics program • Flu vaccinations • Internal exercise sessions
- Team events • Massages • Wellness awareness and promotion
- Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Macpherson Kelley has an ongoing commitment to improve and expand our firmwide environmental strategy.

Each of our offices is equipped with state-of-the-art IT and video conferencing equipment, allowing us to collaborate with clients and employees across different geographical areas, reducing travel requirements.

Fifty per cent of our current office spaces are in carbon-neutral buildings, we are also focusing on and prioritising the following programs:

- Waste recycling and separation systems, including office waste, hardware and electronics
- Increased purchasing of green power across all offices and the implementation of energy reduction strategies, including forced computer shutdowns and efficient lighting automation
- Continuous reduction in paper usage across all our offices, including the ongoing commitment to the Paper Lite Office program

In FY23 we transitioned 40% of our electricity consumption to Greenpower and in FY24 that number increased to 95%. We intend to expand our environmental strategy and monitor best practice in reducing our environmental footprint.

CLIMATE ACTION

INITIATIVES:

- Green Star rated buildings 4-6 star • Energy efficient refits undertaken
- Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities • NABERS Energy Rating
- Efficient building and lighting automation • Forced computer shutdown
- Renewable Electricity

GROSS EMISSIONS
194t - 0.85t per employee

BUILDINGS
5.6% 0.002t/m² | 0% | 1.7% | 14.3t 7.3%

TRAVEL
0% | 90% 0.7t/employee | 2.0% 0.02t/employee | 180t 93%

GREEN ENERGY
97% | 0% | **CARBON OFFSETS**

NET EMISSIONS
194t - 0.85t per employee

ENVIRONMENTAL MANAGEMENT

POLICY IN DEV'T

RECYCLING OFFICES

100% 100% 75% 75%
% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program • Follow me printing

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral • Other Certifications
- PEFC Australian Forestry standard

4,137 t/employee | 36% recycled content

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At Macpherson Kelley, we value our role in contributing to positive community impact.

Our community engagement is driven by our ongoing partnerships with community organisations and relationships developed through the Macpherson Kelley Foundation (MKF). MKF was established in 2016 as a vehicle for a strategic and inclusive approach to community giving.

Charitable contributions from Macpherson Kelley and our workplace giving program has enabled MKF to donate approximately \$464,000 to community organisations. This has occurred through our annual grants program, and targeted fundraising activities which have supported several one-off appeals for national and worldwide health and humanitarian crises.

In FY24, approximately 59% of our employees contributed to our workplace giving program, with Macpherson Kelley matching through charitable contributions and resourcing. This engagement demonstrates a workplace culture that values our commitment to positive outcomes for the communities in which we live and work.

To advance our community engagement we promote various volunteer opportunities to our employees who can access a paid volunteer leave day each year. In 2024 we successfully participated in the Lifeblood Blood Drive as part of our Volunteering program.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Scholarships and student mentoring
- Funding and donations

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Student tutoring and mentoring
- Community volunteering

CHARITABLE GIVING

PROGRAM CORP. GIVING | **59% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals

LEGAL PRO BONO

STRATEGY IN DEV'T

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

www Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Macpherson Kelley has a corporate structure, with governance, risk and compliance resting at or driven from the Board. The Board consists of 5 members: 3 Executive and 2 Non-Executive.

Day to day management of the legal firm subsidiary is undertaken by an Executive team of a National Managing Principal Lawyer, COO, CIO, CFO, CPO, and 4 Managing Principal Lawyers representing each of our offices.

The group is independently audited annually.

We have robust controls, policies and procedures covering ethics, conduct, bullying & harassment, wellbeing, inclusion, complaints handling. These are supported through induction and ongoing training programs.

Business continuity plans and crisis management system are constantly being reviewed and developed. Our values drive a team based, open and supportive culture.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABILITY REPORTING

www | **AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**

2024 AusLSA SUSTAINABILITY PROFILE



McInnes Wilson Lawyers
Headcount: 324 (FTE)
Floor Area: 4,663m²
Number of Offices: 6

McInnes Wilson Lawyers is a leading national law firm with a wealth of experience across a range of sectors. Established in 1975, our full-service firm has grown to a practice of 52 principals and 272 staff located in Brisbane, Maroochydore, Canberra, Sydney, Melbourne and Adelaide.

Operating for over 49 years, our clients include various private and publicly listed Australian and international organisations, federal, state and local governments and government departments, large domestic and international companies, and private clients.

We are proud of our history of building robust and enduring client relationships. Earning and maintaining clients' trust and respect is integral to everything we do and is embedded within the firm through our guiding principles, which dictate that:

- professional integrity is paramount
- relationships come before profit
- honesty and integrity before self
- fairness and respect are afforded to all
- actions speak louder than words - what we do is more important than what we say we will do.

Active listening and working collaboratively with our clients enable us to deliver solutions aligned with their objectives and strategic direction. We strive to be a "provider of choice" that clients find easy and reliable to work with.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

McInnes Wilson Lawyers has a progressive focus on developing and supporting its workforce and has created a culture and work environment in which our employees are stimulated to reach their full potential both at work and in their personal life. The firm encourages every employee to proactively be part of a learning organization and is committed to enhancing our people's capabilities through the facilitation of various development programs and initiatives. These include professional and technical training such as our internal Continuing Legal Education sessions, a mentoring program to enable and guide entry level Solicitors, supervised workplace experience for Law Graduates and our leadership development program for the firm's current and future leaders. The firm fosters a safe and healthy workplace and continues to invest in ways to support the changing lifestyle needs of its people. Through our Livewell program, employees have access to educational seminars, health checks and employee assistance programs to improve and maintain their health and wellbeing, both physically and psychologically.

GENDER EQUALITY POLICY PUBLISHED ✓

29% FEMALE GENDER EQUITY TARGET PARTNERS
62% FEMALE LEGAL STAFF
93% FEMALE NON-LEGAL STAFF
57% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • Training - Gender awareness unconscious bias
- Internal D&I networks or committees • Equal pay controls
- Showcasing gender diversity experiences • Women on Boards

INCLUSIVE WORKPLACE

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability
- Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Pro bono support • Training - LGBTQ+ awareness • Gender affirmation policy • InterFirm events

FLEXIBLE WORKPLACE

13.0 WEEKS PAID PARENTAL LEAVE PRIMARY CAREER
4.0 WEEKS SECONDARY CAREER
92% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Unpaid leave • Carer's leave • Study leave
- Volunteering leave • Religious and ceremonial leave • Domestic violence leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- Minds Count -TJMF Guidelines • Beyond Blue program • R U OK? program
- Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Team events • Massages • Wellness awareness and promotion
- Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

McInnes Wilson Lawyers is passionate about making a positive difference to the environment. In supporting this passion and commitment, the firm has developed a sustainability action plan which aims to guide and support the firm's sustainability agenda. The firm's sustainability action plan is closely aligned to our core business strategy and provides a framework for understanding and managing environmental impacts. The following initiatives and programs have been executed:

- Use of sensor lighting and technology to reduce our energy consumption
- Server virtualisation technology
- Teleconference equipment to reduce the need for travel
- Weekly collection and recycling of paper, cans, plastics, steel and aluminium
- Use of 'earth friendly' cleaning products and consumable goods
- Recycling of toner cartridges and electronic waste
- Use of recycled paper or sustainably sourced paper
- Electronic filing and automated work flow systems

McInnes Wilson Lawyers will continue to measure, monitor and regularly review our sustainability initiatives in order to report on environmental performance. This will ensure we continue to achieve our primary goal of reducing carbon emissions.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour
- End of trip facilities • NABERSs Energy Rating • Efficient building and lighting automation • Renewable Electricity

GROSS EMISSIONS
281t - 0.87t per employee

BUILDINGS
 77% 0.05t/m² 0% 0.32% 218t 77%

TRAVEL
 1.0% 19.4% 2.2% 64t 23%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS
281t - 0.87t per employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 17.0% 34%
 % office availability

PAPER USAGE

INITIATIVES:

- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We are a signatory to the National Pro Bono Resource Centre's Aspirational Target of 35 hours of pro bono work per lawyer per year. In FY24 we provided 4,422 hours of pro bono work and delivered over 318 hours free of charge of training in business and legal skills, predominantly to SMEs. LawFlix, our on-demand streaming services platform, is publicly available and houses 85 hours of educational content. Another achievement in the pro bono space was building a new outreach legal clinic in collaboration with 4 Voices, a charity supporting women in need.

We operate a Corporate Social Responsibility (CSR) Program which demonstrates our commitment to supporting local communities. Our mission is to give back to our community by helping others on their path to better health through impactful community engagement and support. Some of the local charities and not-for-profits we support include the Brain Injury Foundation, Ronald McDonald House Charities, Queensland Public Interest Law Clearing House, and various other charities and NFPs. We also encourage staff to make a weekly donation as part of our casual dress Fridays, where different charities benefit from the funds raised and providing a means for staff to support worthwhile causes.

INDIGENOUS RECONCILIATION

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations
- Supply Nation Membership

NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Blood donations • Secondments to NFPs • Community volunteering

CHARITABLE GIVING

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving
- Internal appeals and collections • External charity events and appeals
- Host external charity events

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

McInnes Wilson Lawyers Executive Management Committee provides leadership and governance to all external and internal activities related to sustainability strategies, goals and initiatives consistent with the firm's strategic direction. Internal governance consists of the CEO and Heads of Departments strategic approach on sustainability issues, workforce development and professional standards, to provide necessary support for creating and establishing appropriate processes that are important for achieving our strategic objectives. Governance activities include systematic verification of the effectiveness of our quality management system by undertaking internal and external audits and analysing performance data, statutory and regulatory commitments. Regular management reviews ensure that our quality management system is adequate and effective, towards achieving our sustainability goals. Progress towards achieving these goals are benchmarked with key performance indicators. McInnes Wilson Lawyers ensures that our policies are understood, implemented and maintained throughout all levels of the firm through a variety of regular training, induction programs and electronic distribution of our policy statements.

CODE OF CONDUCT /RISK MANAGEMENT

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- Both Current and New Suppliers

SUPPLIER STANDARDS COVER:

- Fair labour practices • Fair consumer and competition practices
- Indigenous inclusion • Gender equality • Modern Slavery

2024 AusLSA SUSTAINABILITY PROFILE



McCullough Robertson
Headcount: 347 (FTE)
Floor Area: 5,874m²
Number of Offices: 3

McCullough Robertson is a leading Australian independent law firm with industry specialists combining legal expertise with deep industry knowledge and foresight.

With offices in Brisbane, Sydney and Canberra, the firm provides innovative, relevant and commercial legal solutions to major corporate, government and high net worth individuals across Australia and internationally.

Established in 1926, the firm's major focus areas are the resources and renewables, food and agribusiness, technology, telecommunications, infrastructure, real estate, and government sectors.

We use deep industry knowledge and foresight, combined with technical excellence, to provide the best possible outcomes for all who work with us.

We are entrenched in our communities and take great pride in what can be achieved when you put people first.

We are passionate champions of our business, we celebrate diversity and we look for sustainable solutions.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our firm's strategy underscores the critical importance of our people and our collective goals. Central to this is our people strategy, which aligns with our purpose of Unlocking Success. Together. We are aligned to enhancing the employee and partner experience, emphasising development and opportunities through improved delegation skills and increased technical training. Our culture is our unique advantage, and our engagement initiatives focus on celebrating this culture while building expertise. We understand that retaining employees who embody our values is essential to achieving success and delivering exceptional service to our clients. Our strategy outlines the path for growth and retention, offering every employee opportunity to get involved and face new challenges and we continue to evolve through ideas and input from across the business ensuring that everyone has a voice.



GENDER EQUALITY

POLICY PUBLISHED

32% FEMALE PARTNERS | **62% FEMALE LEGAL STAFF** | **73% FEMALE NON-LEGAL STAFF** | **69% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • LCA Diversity and Inclusion Charter
- Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees
- LSNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day • Membership - Out for Australia • Internal LGBTQ+ networks or committees
- Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • Pride March • Mardi Gras • Gender affirmation policy • InterFirm events • AWEI award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

18.0 WEEKS PAID PARENTAL LEAVE | **6.0 WEEKS PRIMARY CARER** | **83% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks • Subsidised child care • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Bonus leave • Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Minds Count -TJMF Guidelines • Beyond Blue program • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management • Salary continuance
- External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics program - offsite • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

McCullough Robertson's environmental initiatives are coordinated by an Environmental Committee made up of the Chief Operating Officer, Chief People Officer, lawyers, support staff including IT representatives. The key responsibilities of the Environmental Committee are: providing prioritisation and recommended next steps for ideas to be worked on by environmental teams endorsing processes to be followed by each environmental team to investigate, analyse and implement ideas; determining information requirements for each type of idea e.g. investment budget, business case determinants, risks and internal and external resources; establishing metrics to track progress by environmental teams and the environmental program overall; and oversight of appropriate communications and engagement activities to ensure all staff are kept informed and involved.

CLIMATE ACTION

IMPROVEMENT TARGET IN DEV'T | **ACTION PLAN IN DEV'T** | **POLICY IN DEV'T**

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • ECO-Buy • Policy on flight offsets • Earth Hour
- Ride to Work Day • End of trip facilities • NABERS Energy Rating
- Efficient building and lighting automation • Renewable Electricity
- Voluntary Carbon Offsets

GROSS EMISSIONS
616t - 1.8t per employee

BUILDINGS
27% 0% 0.95% 172t 28%

TRAVEL
0% 71% 1.4% 444t 72%

GREEN ENERGY 32% 27% **CARBON OFFSETS**

NET EMISSIONS
450t - 1.3t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

17,167 16.1%

INITIATIVES:

- Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • Other Certifications • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Our strategy includes pro bono work, partner and staff donations and scholarships, sponsorships, staff community activities, fundraising and volunteering. Our areas cover: Access to justice and community arts; Health and mental health; Diversity and inclusion; and Sustainability. Examples of our programs and activities include supporting new and start-up non-profit and community based entities, governance and training for new and existing organisations and supporting indigenous organisations and programs. We also encourage our lawyers to take up board roles with community organisations. We have signed up to Pro Bono Australia's Aspirational Target. Our activities include: establishing charitable entities, corresponding tax concession endorsement advice, employment relations, intellectual property, privacy, and property. As a founding member of the Queensland Public Interest Law Clearing House (now known as LawRight), we accept pro bono matters referred through a number of its clinics and also support Arts Law, Justice Connect and the Fair Work Commission Workplace Advice Service. We have established a number of long term partnerships with community organisations, which provide our staff with opportunities to get involved in tangible ways.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP INNOVATE ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Indigenous Literacy Day

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time
- Secondments to NFPs • Skilled volunteering program
- Community volunteering

CHARITABLE GIVING

PROGRAM CORP. GIVING | **90% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

- Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections
- External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED | **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

We adopt a corporate leadership model with senior management responsibility resting with the Executive Committee and Joint Managing Partners (JMPs). The Executive (four equity partners, one of whom is the Chair) sets the strategic direction and reviews performance. The JMPs are responsible for day to day management, implementing the strategic plan and managing financial performance. Industry Groups coordinate our market facing approach and report to the Executive. Our Chief Operating Officer and Chief People Officer work with the Executive and JMPs and are responsible for the Business Support Services functions. Our committees report to Executive: Ethics - assess and manage potential conflicts of interest and ethical issues; Risk - monitor claims, complaints, risk management program outcomes and other risk issues, identify trends, implement strategies to minimise risk and continuously improve our risk management systems; Diversity and inclusion - review and change work practices to make McCullough Robertson a competitive and desirable place for all staff and where professionals can develop their careers; Innovation - consider, approve, prioritise and drive implementation of innovation projects and ideas; and Legal Environmental Action Forum - develop sustainability policy and goals to reduce our environmental footprint and raise environmental awareness.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices • Fair consumer and competition practices • Community development • Indigenous inclusion • Gender equality • Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption • UN Global compact and SDGs

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE



MinterEllison
Headcount: 2,366 (FTE)
Floor Area: 35,979m²
Number of Offices: 7

MinterEllison is a leading Australian law firm providing legal and consulting services throughout Australia. We develop innovative commercial solutions with our clients and our purpose is to create sustainable value with our clients, our people and our communities.

The MinterEllison Partnership provides a full range of corporate and commercial legal services to clients which span private, not for profit and Government sectors across various industries. In addition to our core legal services, MinterEllison operates a number of complementary businesses, including MinterEllison Flex: addressing temporary legal and related resourcing needs; MinterEllison Services Pty Ltd: supporting our internal operations and MinterEllison Consulting Pty Ltd: offering technology, cyber security, risk and regulatory, ESG, Education and Legal Optimisation services.

Our values include excellence in all its forms, curiosity and innovation to help solve complex challenges for our clients and our business, and working collaboratively with each other and our clients to uphold the highest standards of professionalism, ethics and integrity. MinterEllison recognises the importance of strong Environmental, Social and Governance standards and practices and this is reflected in our approach to all elements of our operations and supply chain.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our people ambition is to focus on sustainable high performance by building the capability, behaviours and mindsets necessary to deliver for our clients and each other, now and in the future. Our people programs are tailored to different roles and recognised for excellence, as demonstrated by the Financial Times Award for Innovation in People and Skills for our CTC Program. We are recognised by peers as leading edge in our industry in digital skills development, as we seek to enable our people to be adaptive and responsive to future challenges.

At MinterEllison, we champion inclusion. We do this because our diversity in all its forms is critical to delivering on our ambitions and an inclusive workplace environment enables us to leverage this key capability.

We want all of our people to feel they belong at MinterEllison. We want our people to participate fully in the life of the firm and to perform at their best. We understand that to achieve this, everyone must feel equally included, valued, respected and recognised. Our clients' most complex problems required nuanced multi-disciplinary solutions. Diversity of skills, perspectives and expertise helps us find those solutions.



GENDER EQUALITY

POLICY PUBLISHED

36% FEMALE PARTNERS **62% FEMALE LEGAL STAFF** **69% FEMALE NON-LEGAL STAFF** **70% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day
- Employer of Choice for Gender Equality
- Male Champion of Change
- Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias
- Gender sensitive promotion and recruitment
- Internal D&I networks or committees
- Equal pay controls
- Showcasing gender diversity experiences
- Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED **POLICY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Membership - DCA
- LCA Diversity and Inclusion Charter
- External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias
- Membership - Aust Network On Disability
- Staff Surveys - D&I
- Managing Partners Diversity Forum
- Membership - Pride in Diversity
- Training - LGBTQ+ awareness
- AWEL survey
- IDAHOBIT
- Wear it Purple Day
- World Aids Day
- Internal LGBTQ+ networks or committees
- Pro bono support
- External LGBTQ+ programs hosting
- Training - LGBTQ+ awareness
- Gender pronouns promotion
- Trans Awareness Week
- Pride March
- Mardi Gras
- Midsumma
- Gender affirmation policy
- InterFirm events
- AWEL award

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE **26 WEEKS SECONDARY CARER** **92% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Religious and ceremonial leave
- Purchased leave
- Career breaks
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Minds Count -TJMF Guidelines
- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting
- Domestic violence strategy

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Gym memberships
- Team events
- Wellness awareness and promotion
- Subsidised health insurance
- Life & TPD insurance
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

In 2022 MinterEllison committed to transitioning our own operations with a target of NetZero scope 1, 2 and 3 emissions by 2030, and an interim target for all our offices to operate on renewable electricity by 2025.

A key milestone on our path to NetZero 2030 was achieving our initial Climate Active certification in July 2023 with our current Climate Active Certification awarded in early 2024. This certification reflects that we are a carbon neutral organisation with a clear, actionable emissions reduction strategy in place. While Climate Active certification is an important milestone, we have begun the work necessary to set science-based reduction targets to truly decarbonise and drive down our reliance on carbon credits enabling us to reach practical NetZero.

MinterEllison is recognised for its leadership in advising clients on climate change and the transition to a low-carbon economy. We continue to use our expertise in this area to support our clients across all industries in that transition. Our Emissions Reduction Strategy is aligned with our Responsible Business Statement and ensures that all aspects of our operations focus on sound environmental practices, minimising use, and where possible maximising re-use of resources.



CLIMATE ACTION

GHG SCI. BASED 2030 INT. DEVT **GHG IMPROVEMENT TARGET** **ACTION PLAN PUBLISHED** **POLICY PUBLISHED**

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Energy efficient refits undertaken
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Policy on flight offsets
- Earth Hour
- End of trip facilities
- Climate Active Program
- NABERS Energy Rating
- Climate Active - Carbon Neutral
- Efficient building and lighting automation
- Forced computer shutdown
- Renewable Electricity
- Voluntary Carbon Offsets

GROSS EMISSIONS

2,707t - 1.1t per employee

BUILDINGS 27% 0.02t/m² 0.04% 1.1% 762t 28%

TRAVEL 0% 69% 3.2% 1,945t 72%

GREEN ENERGY

66% 100% **CARBON OFFSETS**

NET EMISSIONS 0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- World Environment Day
- Office green teams

RECYCLING OFFICES

100% 100% 86% 86%

% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- Other Certifications
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Our Pro Bono and Community Program is a fundamental and integrated component of the Firm's ESG strategy and initiatives. This synergy extends to our endeavours in nurturing Diversity & Inclusion, Health & Wellbeing, Sustainability, and fulfilling our commitments outlined in our RAP. These collective efforts serve to engage our people but also foster a deeper connection with our broader sustainability initiatives, ensuring a holistic approach to creating a meaningful and positive impact.

Our Program focuses on five strategic pillars to deliver tangible benefits to our community partners through engaging our people and our clients to deliver sustainable, positive social impact: Human Rights and Access to Justice, Homelessness including Domestic and Family Violence, Empowering Young People, First Nations empowerment and Reconciliation and Social Enterprise and Sustainable Finance.

In FY24, we contributed 67,000 hours of pro bono legal services to individuals and community organisations delivering critical community services and driving systemic change. In addition to our legal pro bono work, our people were involved in professional volunteering, mentoring, fundraising and charitable giving.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED **RAP STRETCH ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan
- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Internships and employment
- Scholarships and student mentoring
- Affirmative ATSI procurement
- Pro bono support
- Volunteering and secondments
- Collaboration for reconciliation
- Funding and donations
- Indigenous Business Month
- Supply Nation Membership

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Student tutoring and mentoring
- Secondments to NFPs
- Skilled volunteering program
- Community volunteering
- CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program
- Workplace giving
- Matched funding for employee donations
- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

MinterEllison recognises the importance of strong Environmental, Social and Governance standards and practices and this is reflected in our approach to all elements of our operations and supply chain. This commitment underpins our organisational purpose and values. The principles of responsible and sustainable business set out in the UN Global Compact are important to MinterEllison. Our Procurement Compliance Standards (Standards) reflect these commitments.

Our ESG framework is centred on ensuring our responsible business policies and practices set the context for sustainable supply chain management. Our approach to governance across the firm is grounded by our focus and commitment to accountability and transparency, again a reflection of our core values.

With a strong commitment to continuous improvement and a preparedness to undertake the work necessary to minimise the risk of Modern Slavery in our operations and supply chain, we outline in our Modern Slavery Statement our firm's current approach, and future commitments to understanding, identifying, addressing and transparently reporting on our Modern Slavery risks.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights
- Environmental impacts
- Fair labour practices
- Fair consumer and competition practices
- Community development
- Indigenous inclusion
- Gender equality
- Modern Slavery
- Diversity and Inclusion
- Fraud bribery & corruption

SUSTAINABILITY REPORTING

REPORT AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

REPORTING COVERS:

- Standalone ESG/ sustainability report
- Standalone environmental sustainability report
- Website - ESG targets and performance information
- Website - Environmental sustainability targets and performance information
- Website - ESG commitments information
- Website - Environmental sustainability commitments information

2024 AusLSA SUSTAINABILITY PROFILE



Moray & Agnew
Headcount: 664 (FTE)
Floor Area: 11,888m²
Number of Offices: 7

Moray & Agnew is a leading national law firm of over 800 people, including over 110 partners. We serve our domestic and international clients from offices in Sydney, Melbourne, Brisbane, Canberra, Newcastle, Perth and Cairns. Built on a solid history in insurance law, client demand has guided our growth into commercial litigation & dispute resolution, construction & projects, corporate & commercial, government, property & development, and workplace legal services. We are an established law firm able to leverage the best of our heritage brand with evolving best practice to consistently deliver service excellence for our clients. We pride ourselves on the breadth and diversity of our long established client base, at the same time recognising that our clients have their own specific needs and obligations. Our collaborative approach and commitment to understanding our clients' specific interests inspires close and trusted relationships. Our clients rely on our capability and dependability, but they value our distinctive personality and progressive culture. Moray & Agnew is committed to being a good corporate citizen and this impacts everything we do in relation to our people, our clients, our community and our environment.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Moray & Agnew is committed to creating a workplace that fosters teamwork, trust and respect. We support employee development through training and promotion pathways including our new national learning and development program for Graduate Lawyers.

We value employee individuality and promote inclusion through adoption of flexible working arrangements and a hybrid working model. We are committed to equal opportunity, with a comprehensive Diversity and Inclusion policy, employee reference groups (LGBTIQ+, Aboriginal and Torres Strait Islander, Gender, Parents & Caregivers and Health & Wellbeing) a Reconciliation Action Plan and as signatory to the Law Council of Australia Diversity and Inclusion Charter. Moray & Agnew also promotes gender equality, with the fourth highest percentage of female Partners, according to the AFR Law Partnership Survey July 2024, and as a signatory to the LIV Charter for the Advancement of Women. Moray & Agnew is also certified as a Family Inclusive Workplace and Breastfeeding Friendly Workplace and is liaising with researchers on mature age worker initiatives.

Moray & Agnew also strongly advocates for health and wellbeing in the workplace with corporate deals on health insurance, fitness and wellness products, a team of Mental Health First Aiders, EAP services, vicarious trauma training and as a signatory to the Minds Count Best Practice Guidelines.

GENDER EQUALITY

Category	Percentage
Partners	47% FEMALE
Legal Staff	57% FEMALE
Non-Legal Staff	84% FEMALE
Senior Promotions	62% FEMALE

INITIATIVES:

- International Women's Day
- LCA Diversity and Inclusion Charter
- Equitable briefing pledge (e.g. CommBar/LCA)
- Training - Gender awareness unconscious bias
- Internal D&I networks or committees
- LSNSW Charter - Advancement of Women

INCLUSIVE WORKPLACE

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- LCA Diversity and Inclusion Charter
- Training - Awareness and unconscious bias
- Membership - Pride in Diversity
- Internal LGBTQ+ networks or committees
- Gender pronouns promotion
- Mardi Gras

FLEXIBLE WORKPLACE

Category	Percentage
Primary Carer	18.0 WEEKS PAID PARENTAL LEAVE
Secondary Carer	4.0 WEEKS PAID PARENTAL LEAVE
Return to Work after Parental Leave	98%

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Religious and ceremonial leave
- Purchased leave
- Career breaks
- Phased retirement
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- Minds Count -TJMF Guidelines
- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Training - Mental health awareness and management
- Mental health office champion

PHYSICAL WELLBEING

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Gym memberships
- Massages
- Wellness awareness and promotion
- Subsidised health insurance
- Onsite fruit and healthy catering
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Moray & Agnew's goal is to further our commitment to ensuring our operations and processes minimise negative effects on our environment. Our business has a small environmental footprint and our Environmental Policy is part of our broader corporate sustainability framework and approach which aligns with the AS ISO 20400:2018 Guideline on Sustainable Procurement. We have a holistic strategy for environmental management and whenever possible, operate with a circular economy approach, according to environmentally conscious measures that:

- minimise the use of resources and maximise re-use, including recycling where possible
- conform to all aspects of sustainable energy usage
- minimise the consumption of energy, water, paper and other material inputs
- minimise business-related travel at all times for both internal meetings and, where possible, for settlements, conferences and mediations, and
- minimise the generation of waste.

We encourage our employees to remain highly mindful of the environmental impact of the resources used and to lessen Moray & Agnew's environmental footprint by improving efficiency and increasing productivity. We carry out annual in-house audits to determine compliance with our waste elimination and reduction of CO₂ emissions plan. Climate change and energy efficiency targets are set following audits of our usage.

CLIMATE ACTION

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Energy efficient refits undertaken
- Specify energy efficient appliances
- Teleconferencing facilities and training
- End of trip facilities
- NABERS Energy Rating
- Efficient building and lighting automation
- Renewable Electricity

GROSS EMISSIONS

555t - 0.84t per employee

Category	Percentage	Value
BUILDINGS	83% (0.04t/m ²)	466t
TRAVEL	1.9% (0.1t/employee)	89t
GREEN ENERGY	0%	0%
CARBON OFFSETS	0.62%	16.0%

NET EMISSIONS

555t - 0.84t per employee

RECYCLING OFFICES

Category	Percentage
100%	100%
15.0%	40%

% office availability

PAPER USAGE

Category	Percentage
40,133	26%

INITIATIVES:

- Paperlite office program
- Follow me printing
- Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Moray & Agnew is committed to being a model corporate citizen, and to making a meaningful contribution to positive outcomes for the broader community in which we operate. A commitment to achieving sustainable corporate and social outcomes is central to how the firm conducts business and is a principal element in our delivery of legal services. The delivery of pro bono legal services is a high priority for the firm. We have been a signatory of the Australian Pro Bono Centre's National Pro Bono Target since 2011 and regularly provide pro bono legal assistance to vulnerable members of the community, charities, not-for-profits and social enterprises. As part of our ongoing commitment to pro bono, we continue to expand our pro bono practice and have several full-time lawyers employed solely to do pro bono work, including a number who have been seconded to Community Legal Centres. One of the many CSR initiatives Moray & Agnew actively supports in our community relates to the Cerebral Palsy Alliance (CPA). The firm has had an association with the CPA for a number of years, supporting the Cerebral Palsy Alliance Research Foundation and in particular the Australian Congenital Cytomegalovirus Register (ACMVR). The firm provides a substantial donation towards the cost of two research assistants to help establish and maintain the ACMVR which ensures research-based, clinical practice is implemented to protect children from lifelong disability and assists with the identification of strategies to aid in the prevention of Cerebral Palsy. Moray & Agnew also supports 'STEPtember', Australia's leading health and wellness fundraising event.

INDIGENOUS RECONCILIATION

INITIATIVES:

- Reconciliation Action Plan
- NAIDOC Week
- Internships and employment
- Scholarships and student mentoring
- Pro bono support
- Volunteering and secondments

NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Blood donations

CHARITABLE GIVING

INITIATIVES:

- Charitable foundation
- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Moray & Agnew has a well-defined responsibility framework for governance and regulatory compliance within the firm, which includes the work of our managing partners, leadership and management teams. As part of this we have documented decision making processes and authorities which include the identification, control and monitoring of risks. These are embedded in Moray & Agnew's management, operations, practices, and culture. Our programme encompasses our commitment to strategic priorities and includes client service excellence, ethical conduct, legal professional obligations, business continuity, operational risk and assurance. We also have a Risk Management Committee (RMC) which is tasked with identifying, mitigating, and managing all forms of risks. The RMC, reports to the firm's National Executive, and in consultation with the National Managing Partner is responsible for business continuity and compliance.

CODE OF CONDUCT /RISK MANAGEMENT

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

SUPPLIER STANDARDS COVER:

- Environmental impacts
- Indigenous inclusion
- Modern Slavery

SUSTAINABILITY REPORTING

2024 AusLSA SUSTAINABILITY PROFILE



Mullins Lawyers
Headcount: 88 (FTE)
Floor Area: 1,870m²
Number of Offices: 1

Mullins is a leading independent Queensland law firm offering a unique work environment that truly cares for its people and provides genuine career development and advancement opportunities.

We are an innovative and dynamic firm with over 80 staff that acts for an impressive group of clients performing high-quality legal work across a range of commercial practice areas.

We have a culture that embraces a collaborative environment with a genuine work-life balance.

Mullins heavily supports the industries and communities in which we operate, this is done through charitable donations, sponsorships, and pro bono work.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Mullins is dedicated to fostering an inclusive and diverse workplace environment within our firm and the wider business and local community. Our Diversity and Inclusion Policy underscores our commitment to creating a workplace that celebrates diversity and promotes inclusion. This policy applies to all partners, employees, contractors, consultants, volunteers, and casual workers, ensuring everyone feels valued and respected.

We firmly oppose any form of discrimination, harassment, vilification, or victimisation, and actively promote a culture of respect and tolerance. Diversity encompasses a wide range of characteristics, including age, ethnicity, gender, ability, cultural background, and sexual orientation, fostering an environment where individuals can thrive regardless of differences.

Our initiatives include equitable recruitment practices, participating in the Law Council of Australia's Equitable Briefing annual reporting, internal gender equity targets, ongoing training, flexible working arrangements, and engagement with external organisations to promote diversity and inclusion.

GENDER EQUALITY POLICY

INITIATIVES:

- International Women's Day
- Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums
- Internal D&I networks or committees

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- External D&I programs and/or forums hosting
- Wear it Purple Day
- Gender pronouns promotion

FLEXIBLE WORKPLACE POLICY

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Phased retirement
- Adjusted KPIs after absences
- Domestic violence leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- R U OK? program
- Psychological support/ EAP
- Training - Mental health awareness and management
- Domestic violence strategy

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Flu vaccinations
- Internal exercise sessions
- Gym memberships
- Team events
- Onsite fruit and healthy catering

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Mullins is committed to identifying opportunities to reduce the environmental impact of its operations and implementing initiatives that have a positive impact on the environment. The firm's actions are guided by a commitment to the Sustainability Development Goals (SDGs) developed and adopted by the United Nations in 2015. Alignment to the SDGs supports us in both ensuring our sustainability policy is purpose-driven and reporting on our actions in language that is consistent with a common global framework.

In 2022 we commissioned a carbon audit of the firm's operations by Katestone Environmental Pty Ltd which provided a baseline on current greenhouse gas emissions and energy consumption as well as informing carbon offset and renewable energy decisions.

This audit has informed our; carbon reduction targets, carbon offset choices, energy reduction targets and renewable energy choices (noting the building we occupy as a tenant has achieved a 6.0 star NABERS Energy rating (including GreenPower), a 4.0 star Water rating, and a 3.5 star Waste rating.

Our environmental initiatives include a net carbon emission target, paper lite program, staff education and support, carbon neutral firm travel target, comprehensive recycling program, social impact and opportunities, governance impact and working towards obtaining a Climate Active Certification.

CLIMATE ACTION

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- National Greenhouse and Energy Reporting (NGERs) compliant reporting
- Teleconferencing facilities and training
- Earth Hour
- End of trip facilities
- NABERS Energy Rating
- Efficient building and lighting automation
- Energy audits in previous two years

GROSS EMISSIONS	163t - 1.9t per employee			
BUILDINGS	97% 0.09t/m ²	0%	0.20%	159t 98%
TRAVEL	0%	0.84% 0.02t/employee	1.6%	3.9t 2.4%
GREEN ENERGY	0%	0%	CARBON OFFSETS	
NET EMISSIONS	163t - 1.9t per employee			

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification
- Follow me printing

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Mullins Lawyers is committed to giving back to the community in which we operate. We do this in several ways including providing pro bono legal services, engaging local suppliers for goods and services we purchase and supporting local charities and communities in need.

Our Charities Committee oversees the firm's formal charity activities and meets four times a year to identify opportunities to give back to the community. This includes selecting a yearly charity to support, which is put forward by staff across the firm.

Throughout the year the firm encourages staff to participate in workplace-based activities to support and raise funds for the selected yearly charity, these activities include breakfast clubs, raffles, casual dress days and chocolate box sales. These donations are presented to a charity representative at the Annual Christmas Day of Giving.

In addition to our selected annual charity, the firm supports a number of national well-being and charity days during the year. The fundraising activities and internal presentations are led by the Diversity and Inclusion Committee.

INDIGENOUS RECONCILIATION POLICY

INITIATIVES:

- Cultural awareness training
- NAIDOC Week
- Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Paid volunteer time
- Blood donations
- Community volunteering

CHARITABLE GIVING PROGRAM

INITIATIVES:

- Internal appeals and collections
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

At Mullins Lawyers (Mullins) we recognise the crucial role that governance and sustainability play in shaping a better future for our clients, employees, and the community in which we operate. Our commitment to these principles is deeply ingrained in our values and operations. As a result, we have developed a comprehensive approach to governance and sustainability that guides our priorities and actions.

The firms' priorities have been focused on ethical and transparent practices, diversity and inclusion, environmental responsibility, and community engagement.

To reinforce our commitment to these priorities, we established robust guiding policies. Our Environmental, Social and Governance Committee, comprising equity partners, oversees the implementation and enforcement of our sustainability and governance policies. This committee ensures that our actions align with our values and are consistently integrated into our operations.

CODE OF CONDUCT /RISK MANAGEMENT

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

2024 AusLSA SUSTAINABILITY PROFILE



Sparke Helmore Lawyers
Headcount: 872 (FTE)
Floor Area: 13,302m²
Number of Offices: 9

We have come a long way since our doors opened in the Hunter in 1882, evolving and expanding our capabilities and services to reflect the changing landscape and needs of our clients. Yet some things remain constant - our ability to collaborate and deliver results. Working together effectively lies at the heart of everything we do and achieve, whether it's with our clients, people, suppliers, or communities in which we serve.

As a truly national, award-winning firm, we cover six core areas of law - Commercial Insurance, Corporate & Commercial, Government, Property Environment & Finance, Insurance Statutory Lines and Workplace - with more than 30 specialised areas of expertise. We're more than 850 people strong across nine offices, servicing an enviable client base of Australian and global organisations.

Our collective vision and shared values guide and inspire how we work at Sparke Helmore. It's what unites us - and enables us - to grow, transform, lead and connect with one another.

As a corporate citizen, we are responsible for and committed to supporting work practices, policies, and initiatives that contribute positively to the welfare of our people and the social fabric of our society.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our people programs focus on supporting our firm vision; to be a market-leading Australian professional services business that our clients choose for outstanding people, legal expertise and our ability to connect. This vision guides everything we do. We take pride in our values-driven culture and see it as a differentiator for our clients and our people. Our most recent firm wide engagement survey revealed strong engagement across the firm. Our comprehensive learning framework defines clear development pathways focusing on building capabilities across legal skills and knowledge; commercial acumen and leadership to sustain and grow high performing teams and deliver great client service. We invest in leadership skills to uphold a standard of excellence for people managers, to facilitate collaboration and encourage strong contributions from all. We review and align our people processes and systems to ensure we attract top talent, facilitate high performance and embed values-based behaviour. We place strong emphasis on diversity and inclusion so that we can harness the benefits of diverse thinking styles, skills, and experiences. We continue to embed workplace flexibility of all dimensions, health and wellbeing initiatives, attractive and equitable rewards and benefits, and facilitate mentoring, networking and career development opportunities for all.

GENDER EQUALITY POLICY

42% FEMALE PARTNERS
69% FEMALE LEGAL STAFF
81% FEMALE NON-LEGAL STAFF
65% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Employer of Choice for Gender Equality
- Pay Equity Ambassador
- Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums
- Female advancement, mentoring and coaching
- Internal D&I networks or committees
- LSNSW Charter - Advancement of Women

INCLUSIVE WORKPLACE

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Membership - DCA
- External D&I programs and/or forums hosting
- Membership - Aust Network On Disability
- Staff Surveys - D&I
- Membership - Pride in Diversity
- Training - LGBTQ+ awareness
- IDAHOBIT
- Wear it Purple Day
- Internal LGBTQ+ networks or committees
- Pro bono support
- External LGBTQ+ programs hosting
- Training - LGBTQ+ awareness
- Gender pronouns promotion
- Mardi Gras
- InterFirm events

FLEXIBLE WORKPLACE POLICY

20 WEEKS PAID PARENTAL LEAVE
6.0 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE
96%

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Purchased leave
- Career breaks
- Phased retirement
- Adjusted KPIs after absences
- Domestic violence leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- R U OK? program
- Psychological support/ EAP
- Mental health first aid training and support
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting
- Domestic violence strategy

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Team events
- Massages
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Life & TPD insurance
- Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

To further our commitment to a sustainable future, we have developed an Environmental Management System with AusLSA which has been externally certified. In this process we updated our Environmental Policy, created an Environmental Impacts Register and an Environmental Management Plan for the next two years. An Environmental Steering Committee and Environmental Working Group have been established to drive and monitor actions, and implement the initiatives identified in the Environmental Management Plan. Local Green Committees will be formed to drive initiatives, educate and change behaviour at a local office level. The firm's Environmental Management Plan focuses on reducing our environmental footprint through reducing electricity consumption, paper consumption and waste to landfill, and reviewing our supply chain policies and procedures.

CLIMATE ACTION

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Energy efficient refits undertaken
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Policy on flight offsets
- Earth Hour
- End of trip facilities
- NABERS Energy Rating
- Efficient building and lighting automation
- Renewable Electricity
- Energy audits in previous two years

GROSS EMISSIONS

820t - 0.94t per employee

BUILDINGS

- 37% 0.02t/m²
- 0%
- 1.2%

TRAVEL

- 2.9%
- 58% 0.24t/employee
- 0.88% 0.009t/employee

GREEN ENERGY

53%
0%
CARBON OFFSETS

NET EMISSIONS
820t - 0.94t per employee

ENVIRONMENTAL MANAGEMENT POLICY

INITIATIVES:

- 21,114 2.2t/employee
- 82% recycled content

RECYCLING OFFICES

100% 100% 44% 67%
% office availability

PAPER USAGE

INITIATIVES:

- Paperlite office program
- Follow me printing

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified
- NCOS Certified Carbon Neutral
- Other Certifications
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We provide non-legal support to local not-for-profit organisations and charities through our Community Program, as well as pro bono legal advice through our Pro Bono Practice. The focus of these programs is to have a positive impact on our local communities and build local connections.

Through our dedicated Pro Bono Practice, we provide free legal assistance to disadvantaged individuals, as well as eligible not-for-profit and charitable organisations and social enterprises, allowing them to extend on their capacity to make a difference. In FY23/24, we provided 17,599 hours of pro bono legal assistance.

Pro bono legal work is highly valued by the firm and every lawyer is encouraged to participate in our Pro Bono Practice. In 2013, we signed up to the voluntary National Pro Bono Target of an average of 35 pro bono hours per lawyer, per year, which is a target we exceed each year. In FY23/24, we completed an average of 40.1 hours per lawyer.

Through our Community Program, we provide donations, fundraising and volunteering opportunities for our staff. For many years now, our staff have enjoyed volunteering to make dinner for families through the Meals from the Heart program at their local Ronald McDonald House chapter.

INDIGENOUS RECONCILIATION

INITIATIVES:

- Reconciliation Action Plan
- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Pro bono support
- Funding and donations
- Supply Nation Membership

NON LEGAL VOLUNTEERING

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Paid volunteer time
- Blood donations
- Student tutoring and mentoring
- Skilled volunteering program
- Community volunteering

CHARITABLE GIVING

INITIATIVES:

- Firm donation program
- Workplace giving
- Matched funding for employee donations
- Internal appeals and collections
- External charity events and appeals

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Sparke Helmore is a national partnership and law firm. The firm's governance arrangements are set out in a Partnership Deed. The partners elect a Board responsible for the overall direction and strategy of the firm, and the Board in turn appoints a number of Board subcommittees to assist, including the Audit and Risk Committee. The partners elect a National Managing Partner (NMP) to manage the day to day operation of the partnership and the partnership business consistent with the strategy and direction set by the Board. The NMP is advised by an Executive Committee which includes National Practice Group Leaders. In addition, there are local office managing partners and client relationship partners. The firm has policies and procedures in place to promote good governance, including a risk management framework, compliance programs, ethical business practices (including fraud and corruption management) and is advised by our Head of Internal Legal and Risk. These measures aim to ensure good governance processes and risk management are at the forefront of everyday decision-making at all levels within the firm, and to assist mitigating potential fraudulent or corrupt business practices.

CODE OF CONDUCT /RISK MANAGEMENT

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

INITIATIVES:

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights
- Environmental impacts
- Fair labour practices
- Fair consumer and competition practices
- Community development
- Indigenous inclusion
- Gender equality
- Modern Slavery
- Diversity and Inclusion

2024 AusLSA SUSTAINABILITY PROFILE

STANTON & STANTON

Stanton & Stanton
Headcount: 20 (FTE)
Floor Area: 6,564m²
Number of Offices: 1

At Stanton & Stanton, we go beyond the law with a deep understanding of the food and beverage, wine, agribusiness, real estate and projects, and water sectors. We offer specialist commercial and legal advice tailored to our client's business needs. Navigating the law on our clients' behalf, we achieve the best commercial and legal outcomes for them. We go beyond our clients' immediate requirements to positively influence their sectors, businesses, and our workplace and profession. We have a genuine passion and commitment to community, sustainability, diversity and inclusion, pro bono, and being an excellent workplace for our employees and contractors. The success of our clients drives us, and we are passionate about working alongside like-minded businesses. Our core values that drive our business are respect, achievement and adding value. We treat our clients and stakeholders the same way we treat close friends, building long and lasting relationships based on mutual trust and understanding.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our core values of respect and achieving beyond expectations, underpin our workplace culture and people strategy, comprising of these key elements:

Excellence and inclusiveness: We promote a dynamic culture that fosters growth and individual success, creating an environment for high achievers. By integrating people programs into our overall business strategy, we ensure that excellence and inclusiveness are at the forefront of everything we do. **Supportive leadership:** Our leaders are committed to supporting our people throughout their career journey. This is achieved through regular weekly one-on-one feedback sessions and an educational seminar series, providing continuous guidance and development opportunities.

Evolving work environment: We constantly adapt to offer a respectful, flexible, and inclusive workplace. Our commitment to the advancement of women is reflected in our equal female/male ratio on our board and management team, demonstrating our dedication to diversity and equality.

Beyond standards: We strive to exceed industry norms in our approach to people management. By fostering a culture of continuous improvement, we ensure that our people exceed the standards, driving both personal and organisational success.

GENDER EQUALITY

POLICY PUBLISHED ✓

50% FEMALE PARTNERS
62% FEMALE LEGAL STAFF
75% FEMALE NON-LEGAL STAFF
100% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Training - Gender awareness unconscious bias
- LSNSW Charter - Advancement of Women
- Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED ✓

100% DIVERSITY

FLEXIBLE WORKPLACE

POLICY PUBLISHED ✓

0 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
0 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Volunteering leave
- Domestic violence leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- R U OK? program

PHYSICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- Flu vaccinations
- Internal exercise sessions
- Team events
- Onsite fruit and healthy catering

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We are committed to sustainability within our own operations, striving to reduce our environmental impact through energy efficiency, waste reduction, and responsible sourcing of office materials.

Stanton & Stanton has committed to the Government Climate Active Carbon Neutral certification. We are carbon neutral and measure our emissions in line with the federal government's Climate Active Standard. We fully offset our remaining emissions through the retirement of carbon offset units eligible under that standard. We aligned our carbon credit purchase with the United Nations Sustainable Development Goals. Investing only in credits that achieved the UN (SDG) certifications to further support people in need.

Following our Climate Active certification, we implemented an Emissions Reduction Strategy. An integral part focused on our office premises being 100% green-powered by 2030, we have since made big changes to achieve this within 2024. With a data driven approach we achieve tangible improvements that our staff feel empowered by and proud of.

In addition to our internal practices, we support clients in adopting environmentally responsible practices, including reducing waste, conserving water and energy, and sourcing sustainable ingredients. We advise on compliance with environmental regulations and help develop strategies that align with their sustainability goals.

CLIMATE ACTION

GHG SCI. BASED 2030
GHG IMPROVEMENT TARGET
ACTION PLAN PUBLISHED ✓
POLICY PUBLISHED ✓

INITIATIVES:

- Telecommuting
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Policy on flight offsets
- Climate Active Program
- Climate Active - Carbon Neutral
- Efficient building and lighting automation
- Forced computer shutdown
- Voluntary Carbon Offsets
- Energy audits in previous two years

GROSS EMISSIONS
86t - 4.3t per employee

BUILDINGS
 16.6% 0% 0.06%
 0.002t/m² 14.4t 16.7%

TRAVEL
 0% 83% 0.65%
 0t/employee 72t 83%

GREEN ENERGY 0%
CARBON OFFSETS 100%

NET EMISSIONS
0t - 0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED ✓

RECYCLING OFFICES

100% 100% 100% 100%
 % office availability

PAPER USAGE

162 t/employees
 0% recycled content

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At the core of our business is our commitment to our legal and client communities. An example of this is our partnership with the St Vincent's Curran Foundation whose quest is to deliver excellent healthcare for all people. St Vincent's Curran Foundation seeks to bridge government funding gaps for St Vincent's Hospitals and Facilities in New South Wales. At Stanton & Stanton we have been committed to enabling them to bring together their community benefits and raise awareness and funding.

Another example of our commitment to our client's community is our partnership with the Australian Women in Wine, a community that champions the work of women in the Australian wine community and advocates for gender equality across the sector. We are members of the Law Society of NSW Charter of Advancement of Women and strive for and maintain an equal female/male ratio on our board and management team.

We provide pro bono legal advice to Aboriginal Employment Strategy Limited, and the firm is committed to the National Pro Bono Target. Each lawyer of the firm provides 35 hours of pro bono legal advice each year to ensure our community has access to the legal advice needed.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED ✓

INITIATIVES:

- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Pro bono support

NON LEGAL VOLUNTEERING

NON-PROFIT BOARD SUPPORT

INITIATIVES:

- Organised staff volunteering
- Blood donations
- Community volunteering
- Arts support

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Charitable foundation
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED ✓
PRO BONO CENTRE TARGET

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[WWW](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

The firm's approach is centred around a focus of strengthening our internal and external governance structures, advancing transparency and prioritising ethical organisational practices. Accountability and ethical conduct are a focal point of all our programs and staff training. All employees are provided onboarding training and regular risk management training so they are familiar with our policies. We also achieve this by working closely with our management and external stakeholders to implement best practices by ensuring our policies and ways of working are constantly being reviewed and improved.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED ✓

CODE OF CONDUCT TRAINING
COMPLAINTS & GRIEVANCE MECHANISM

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

MODERN SLAVERY PROGRAM
FEDERAL LEGISLATION PARTICIPATION

SUSTAINABILITY REPORTING

REPORT
AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED ✓

REPORTING COVERS:

- Standalone environmental sustainability report

2024 AusLSA SUSTAINABILITY PROFILE



Swaab
Headcount: 97 (FTE)
Floor Area: 1,852m2
Number of Offices: 1

Swaab was established by Fredrick Swaab, in Sydney, Australia, in 1981 and has grown to become a haven for innovation, entrepreneurship, family business, small to medium enterprises, corporates, high-net-worth individuals and government clients. We hold a unique position in the market place, as a firm with both full-service Commercial and Family law offerings. Our success come from putting our people and clients first by living our values of: Commitment, Integrity, Excellence, Generosity of Spirit, Unity and Innovation. Our strong and enduring culture is the result of developing and nurturing long-term client relationships. Our Lawyers and staff have studied Law, Accounting, Arts, Biology, Broadcasting, Business, Communications, Conveyancing, Data Analytics, Economics, Education, Engineering, English Literature, Finance, Governance, Hospitality, Human Resources, Information Technology, Marketing, Management, Media, Music, Nursing, and Science to name a few.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We know service delivery is everything to our clients. At Swaab we pride ourselves in creating an environment where people want to come to work and be inspired to do great things. We have taken the time and care to build a community that genuinely supports each other, where our people are encouraged to grow and learn, and our successes are celebrated. Taking care of each other, having fun together, and working collaboratively to ensure we deliver the best service to our clients are at our core. We measure the impact of our people programs, culture and work experience through a yearly staff satisfaction survey. We recognise and reward staff in various ways through promotion, Swaab Superstar program (a quarterly program where staff can nominate fellow colleagues for an act that is in line with our firm values), a financial incentive scheme and other initiatives including staff events.

We have invested recently in the development of an EVP (employee value proposition) as well as the development of our leaders to help build leadership skills.



GENDER EQUALITY

POLICY

35% FEMALE PARTNERS
59% FEMALE LEGAL STAFF
75% FEMALE NON-LEGAL STAFF
50% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day
- Female advancement, mentoring and coaching
- Equal pay controls
- Showcasing gender diversity experiences
- Women on Boards

INCLUSIVE WORKPLACE

POLICY **POLICY**

INITIATIVES:

- Recruitment and promotion for D&I
- External D&I programs and/or forums hosting
- Staff Surveys - D&I
- Wear it Purple Day

FLEXIBLE WORKPLACE

POLICY

16.0 WEEKS PAID PARENTAL LEAVE
2.0 WEEKS SECONDARY CARER
0% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours
- Part time options
- Job sharing
- Remote working tools and systems
- Support for flexible working
- Time in lieu
- Unpaid leave
- Carer's leave
- Study leave
- Purchased leave
- Career breaks
- Phased retirement
- Adjusted KPIs after absences
- Sabbaticals
- Bonus leave
- Domestic violence leave
- Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines
- Beyond Blue program
- R U OK? program
- Black Dog Institute program
- Psychological support/ EAP
- Mental health first aid training and support
- Mental Health Awareness Week
- Resilience at Law
- Training - Mental health awareness and management
- Salary continuance
- External mental health programs hosting
- Domestic violence strategy
- Mental health office champion

PHYSICAL WELLBEING

POLICY

INITIATIVES:

- Proactive health checks
- Flu vaccinations
- Internal exercise sessions
- Gym memberships
- Team events
- Wellness awareness and promotion
- Onsite fruit and healthy catering
- Life & TPD insurance

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

A founding member of the Australian Legal Sector Alliance (AUSLSA), an industry-led association with a mission to work collaboratively to promote sustainable practices across the legal sector. Swaab is committed to our initiatives, both simple and complex, we have introduced stationery recycling drives, waste recycling, and reducing power usage through such initiatives as meeting room lighting reductions and utilities such as follow me print to avoid unnecessary printing. We continue to encourage a paper-lite approach and encourage digital documentation to reduce paper use.

CLIMATE ACTION

INITIATIVES:

- Telecommuting
- Green Star rated buildings 4-6 star
- Energy efficient refits undertaken
- National Greenhouse and Energy Reporting (NGERs) compliant reporting
- Specify energy efficient appliances
- Teleconferencing facilities and training
- Earth Hour
- Ride to Work Day
- End of trip facilities
- Climate Active Program
- NABERS Energy Rating
- Efficient building and lighting automation
- Forced computer shutdown

GROSS EMISSIONS
85t - 0.88t per employee

BUILDINGS
 88% 0% 0.45% 75t
 0.04t/m²

TRAVEL
 0% 10.4% 1.4% 10.0t
 0.02t/employee 0.01t/employee

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS
85t - 0.88t per employee

ENVIRONMENTAL MANAGEMENT

POLICY

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

5,195 0%

5.195 tpa/employee 0% recycled content

INITIATIVES:

- Paperlite office program
- Green accredited paper purchase specification

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral
- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We firmly believe that lawyers don't merely have a duty to the court and to their clients, we also have a duty to behave with the utmost integrity and humanity. This belief runs through everything we do. It's because we believe that actions speak louder than words that we do pro bono work, get involved in charity fundraising, promote social equity causes and do whatever we can to minimise our impact on the environment.

- Priorities include:**
- Minds Count Foundation
 - LifeLine
 - Tour de Cure
 - Leukaemia Foundation



INDIGENOUS RECONCILIATION

INITIATIVES:

- NAIDOC Week
- Pro bono support

NON LEGAL VOLUNTEERING

PROGRAM

INITIATIVES:

- NFP Boards
- Organised staff volunteering
- Blood donations
- Student tutoring and mentoring
- Secondments to NFPs
- Skilled volunteering program
- CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM

INITIATIVES:

- Firm donation program
- Charitable foundation
- Workplace giving
- Matched funding for employee donations
- External charity events and appeals
- Host external charity events

LEGAL PRO BONO

STRATEGY

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

www Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Swaab has a formal policy on sustainability. The five pillars of the firm's sustainability initiative are people, community, environment, pro bono and supply chain. Sustainability is regarded as an integral part of our business management practice. We are signatory to the Law Council's Diversity Equality Charter, Charter for the Advancement of Women and ISO 9001 certified.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

CODE OF CONDUCT TRAINING COMPLAINTS & GRIEVANCE MECHANISM RISK MANAGEMENT PLAN BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY

BOTH CURRENT AND NEW SUPPLIERS

SUPPLIER STANDARDS COVER:

- Human rights
- Environmental impacts
- Fair labour practices
- Fair consumer and competition practices
- Gender equality
- Diversity and Inclusion

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE



Thomson Geer
Headcount: 700 (FTE)
Floor Area: 13,073m²
Number of Offices: 6

Thomson Geer is a major Australian corporate law firm. We are trusted by companies, governments and institutions to act for their commercial and legal interests.

With more than 700 people, including over 150 partners, operating out of our offices in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, we are one of the 10 largest firms operating in Australia. Thomson Geer is a full service firm and many of the firm's practitioners are acknowledged as leading lawyers in their fields.

Thomson Geer provides a full range of corporate legal services to clients across the public and private sectors. As a full commercial firm, we are able to call on expertise in a wide variety of practice areas and provide our clients with comprehensive solutions for all their legal needs.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Thomson Geer's people are core to the success of our business. The law is an incredibly rewarding profession, but we recognise that it can also be demanding. For this reason, we aim to maintain an environment that is flexible, friendly, personable, collegial and professionally stimulating.

We firmly believe in equal opportunity, diversity and inclusion. It is inherent to the way we operate and is reflected in the firm's Diversity and Inclusion Statement. We are proud to participate in a number of initiatives to advance the interests of women, as well as being a member of the Australian Network on Disability and Diverse Women in Law.

Maintaining legal knowledge both broadly and in specific areas is of key importance. Thomson Geer delivers a comprehensive training and development program and all staff attend the various legal and non-legal seminars and courses on offer. We also support opportunities to undertake external study.

We also know that wellbeing has a significant impact on motivation, morale and performance at work. Our wellbeing@work program provides a range of resources and tools for our people so that they can maintain a healthy and balanced lifestyle.

GENDER EQUALITY

POLICY PUBLISHED

25% FEMALE PARTNERS **63% FEMALE LEGAL STAFF** **80% FEMALE NON-LEGAL STAFF** **75% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • Equitable briefing pledge (e.g. CommBar/LCA)
- Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Equal pay controls • Women on Boards

INCLUSIVE WORKPLACE

POLICY PUBLISHED

INITIATIVES:

- Recruitment and promotion for D&I • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability

FLEXIBLE WORKPLACE

POLICY PUBLISHED

26 WEEKS PAID PARENTAL LEAVE PRIMARY CARER **2.0 WEEKS SECONDARY CARER** **93% RETURN TO WORK AFTER PARENTAL LEAVE**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Purchased leave • Career breaks • Phased retirement • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Training - Mental health awareness and management

PHYSICAL WELLBEING

POLICY PUBLISHED

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Gym memberships • Team events • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Thomson Geer recognises its responsibility to make a meaningful commitment to minimise the impact of its operations on the environment and to use the resources consumed in delivering professional services to its clients in the most efficient way possible.

As with most professional services companies, our major environmental impacts occur through our everyday activities, which is why we have implemented a range of environment initiatives.

These include the implementation of a Less Paper Policy which has reduced our use of paper by over half, electronic correspondence and invoicing, default double sided printing, recycling, automatic sleep mode for computers, and sensor lighting.

We consider the environmental impact of our procurement of goods and services and seek to source legal and environmentally acceptable sources.

We consider the energy rating of the building as a part of our choice of new tenancy requirements. All of our offices are in at least a five star NABERS rated building.

CLIMATE ACTION

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Forced computer shutdown

Category	Value	Target
GROSS EMISSIONS	1,232t - 1.8t per employee	
BUILDINGS	44% 0.04t/m ²	44%
TRAVEL	0% 0.06t/employee	56%
GREEN ENERGY	0%	
CARBON OFFSETS	0%	
NET EMISSIONS	1,232t - 1.8t per employee	

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

43,900 20% recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification • Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At Thomson Geer, we understand the importance of giving back to our community. A broad and real understanding of issues faced by all members of the community, including those who cannot afford legal representation, increases development and awareness of our staff, make us well rounded and informed, and is of course the right thing to do.

Our firm provides pro bono legal advice to marginalised and disadvantaged groups across all States in which we operate. Our lawyers are encouraged to spend up to 100 hours per year on approved pro bono matters and receive financial credit for this time.

Thomson Geer is pleased to have formalised our commitment to advancing the interests of Aboriginal and Torres Strait Islander communities with the development of our first Reconciliation Action Plan. The RAP outlines activities already undertaken at the firm including procurement from Indigenous businesses, pro bono work, and supporting Indigenous community initiatives.

We are constantly looking for ways that we can connect our lawyers with pro bono and support opportunities that will utilise their skills to make a meaningful contribution to our local communities.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Affirmative ATSI procurement • Pro bono support • CareerTrackers participation

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

- NFP Boards • Organised staff volunteering • Blood donations • Student tutoring and mentoring • Secondments to NFPs • Community volunteering • CPD for community sector lawyers

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO

STRATEGY PUBLISHED **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[WWW](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Thomson Geer has an effective and pragmatic governance and risk management framework in place which is core to our operations.

The firm is led by the Chief Executive Partner who is responsible for the day to day leadership, administration and management of the partnership supported by the Executive Team. The firm's Board Committee is responsible for the broad strategic direction of the firm, higher level governance and risk management.

We have a suite of policies and practices across the firm which underpin how we operate, covering risk management, business continuity, information security, privacy, modern slavery, supplier management, and complaints management. Documented quality standards and firm values guide our practitioners in their everyday activities.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

CODE OF CONDUCT TRAINING COMPLAINTS & GRIEVANCE MECHANISM RISK MANAGEMENT PLAN BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY

BOTH CURRENT AND NEW SUPPLIERS MODERN SLAVERY PROGRAM FEDERAL LEGISLATION PARTICIPATION

SUPPLIER STANDARDS COVER:

- Human rights • Fair labour practices • Modern Slavery

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

2024 AusLSA SUSTAINABILITY PROFILE



Wotton Kearney
Headcount: 670 (FTE)
Floor Area: 5,985m²
Number of Offices: 6

Wotton Kearney is Asia Pacific's insurance & risk legal business.

Founded in 2002, WK has grown from two partners to 86 partners, over 450 lawyers and more than 750 staff across 10 offices in Australia, New Zealand and Singapore.

WK partners with forward thinking insurers and corporates to solve their greatest challenges. We are the 'go-to' firm in the region for the majority of local, global and London market insurers, as well as brokers and corporates, particularly with the more complex issues facing the market. We are highly regarded in the areas of complex property, energy and infrastructure claims, general liability (including product liability, property damage and public liability), and financial lines (including D&O, regulatory investigations and professional liability claims).

WK also has specialist teams in the areas of cyber, privacy and technology, government, healthcare, marine and transport, media and defamation, workplace and safety, as well as a dedicated commercial litigation and class actions offering.

More than just a law firm, we're a community of big thinkers, trail blazers and impactful humans that's committed to making a difference. Together, with our clients, our people and our communities, we're creating a legacy that redefines the world of insurance and risk. Together, we are greater.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

WK's people strategy guides activities geared to creating and maintaining a vibrant and inclusive workplace environment, where all employees have the opportunity to fulfil their potential, where individual contributions are valued and diversity is encouraged.

WK ensures equal opportunity through all hiring, promotion and development activities. With a high percentage of women in our workforce our key focus is on promoting diversity in leadership positions, in particular the proportion of women in senior roles.

The Gender Employee Network, tailored career mentoring program and leadership development courses have been established to champion women's professional advancement.

WK fosters a flexible environment - 98% of employees, including partners, work under a formal flexible arrangement. WK focus on exploring alternatives to traditional ways of working and invest heavily in technology which allows our staff to perform more efficiently and remain engaged regardless of where, when and how work is done. Established wellbeing programs (flu vaccinations and partnering with Black Dog Institute and RUOK) demonstrate our commitment to employees' physical and mental health.

Mental Health First-Aid Officers, Staff Partners and EAP provide a support network to assist employees in confidentially dealing with personal or workplace issues.

GENDER EQUALITY POLICY PUBLISHED ✓

42% FEMALE PARTNERS
62% FEMALE LEGAL STAFF
72% FEMALE NON-LEGAL STAFF
57% FEMALE SENIOR PROMOTIONS

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees

INCLUSIVE WORKPLACE PUBLISHED ✓

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness • Gender pronouns promotion • InterFirm events

FLEXIBLE WORKPLACE PUBLISHED ✓

26 WEEKS PAID PARENTAL LEAVE
8.0 WEEKS SECONDARY CARER
100% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Religious and ceremonial leave • Purchased leave • Career breaks • Adjusted KPIs after absences • Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING PUBLISHED ✓

INITIATIVES:

- R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • External mental health programs hosting • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING PUBLISHED ✓

INITIATIVES:

- Ergonomics program • Flu vaccinations • Team events • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

At WK we take seriously our role as a responsible global citizen. We have an active Environment & Sustainability Committee which helps drive our environmental initiatives and raise awareness of environmental and sustainability issues. We have an externally certified Environmental Management System to drive sustainability from within the firm. We have identified our firm's key environmental impacts (energy consumption, paper use, business travel, waste to landfill and sustainable products) and developed a detailed plan to address them.

Our firm Environmental & Sustainability Policy is externally published and we are now 'Paperlite', replacing paper with electronic alternatives.

We have carbon neutral certification.

We are committed to understanding and reducing our environmental impacts, promoting sustainability, and achieving continuous improvement in our environmental performance across the business.

In February 2023, Wotton Kearney was awarded a silver medal in recognition of sustainability achievement by EcoVadis, the world's largest and most trusted provider of business sustainability ratings.

CLIMATE ACTION ACTION PLAN IN DEV'T

INITIATIVES:

- Telecommuting • Green Star rated buildings 4-6 star • Teleconferencing facilities and training • Earth Hour • End of trip facilities • Climate Active Program • Climate Active - Carbon Neutral • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets

GROSS EMISSIONS 770t - 1.1t per employee

BUILDINGS 28% 0.04t/m² 0% 0.14% 213t 28%

TRAVEL 0% 0.07t/employee 70% 2.0% 557t 72%

GREEN ENERGY 0% 0% **CARBON OFFSETS**

NET EMISSIONS 770t - 1.1t per employee

ENVIRONMENTAL MANAGEMENT PUBLISHED ✓

INITIATIVES:

- World Environment Day

RECYCLING OFFICES

100% 100% 50% 33%
 % office availability

PAPER USAGE

6,851 Recycled tonnes 70% Recycled content

INITIATIVES:

- Paperlite office program • Green accredited paper purchase specification • Follow me printing • Recycled paper purchase specification

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

WK is committed to making a difference in people's lives through our pro bono and responsible business program - Community Footprint. We use our expertise to create a fairer and more inclusive society through our pro bono work and our community partnerships.

Reducing inequalities and ensuring no-one is left behind are integral to achieving the UN Sustainable Development Goals (SDGs). Our Community Footprint program focusses on SDG 5 Gender Equality, SDG 10 Reduced Inequalities, SDG 13 Climate Action, and SDG 16 Peace, Justice and Strong Institutions.

Supporting the rights of Aboriginal and Torres Strait Islander peoples is a priority of our program. Our pro bono efforts are focussed on removing systemic barriers to improve justice outcomes and improving access to the legal system.

We have formed long-term partnerships with charities across Australia and New Zealand to focus our advocacy, fundraising and volunteering efforts. We started a new partnership in FY23 with Indigenous Literacy Foundation to deepen our appreciation of Aboriginal and Torres Strait Islander peoples' languages, histories and cultures.

In 2023 we launched our Reflect Reconciliation Action Plan. Our RAP shows how we intend to stand with our First Nations people to build a better future for everyone.

INDIGENOUS RECONCILIATION PUBLISHED ✓

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week • National Reconciliation Week • Pro bono support • Volunteering and secondments • Funding and donations • Indigenous Literacy Day

NON LEGAL VOLUNTEERING PROGRAM VOLUNTEERING

INITIATIVES:

- NFP Boards • Organised staff volunteering • Paid volunteer time • Secondments to NFPs • Skilled volunteering program • Community volunteering • CPD for community sector lawyers

CHARITABLE GIVING PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals • Host external charity events

LEGAL PRO BONO PUBLISHED ✓

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

WK is committed to efficient, economical, ethical and environmentally sustainable practices. In 2023, WK was awarded a silver medal in recognition of sustainability achievement by EcoVadis. WK considers the ethical implications of our procurement activities and seeks to partner with suppliers that uphold the human rights of workers in their operations and supply chains and treat workers with utmost dignity and respect. More specifically, we require our suppliers to comply with our Supplier Code of Conduct to Address Modern Slavery.

WK actively works to ensure that we meet all requirements in areas where regulations guide our work. Our business relies on a range of specialist skills, including Legal, Financial, Information Technology, People and Supplier practices. All professionals within the business are responsible for maintaining licensing and professional accreditations as active practicing professionals. Across the business, we are also guided by relevant legislative and compliance frameworks that inform the policies and practices of the firm and the day to day work of our people.

CODE OF CONDUCT /RISK MANAGEMENT PUBLISHED ✓

INITIATIVES:

- Complaints & Grievance Mechanism • Risk Management Plan • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT PUBLISHED ✓

INITIATIVES:

- Both Current and New Suppliers • Modern Slavery Program • Federal Legislation Participation

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices • Modern Slavery

SUSTAINABILITY REPORTING REPORT PROMOTED ✓

REPORTING COVERS:

- Standalone ESG/ sustainability report

AusLSA REPORTING MEMBERS



AusLSA MEMBERS

- Addisons
- Allen & Overy
- Allens
- Ashurst
- Baker & McKenzie
- Barry Nilsson
- Bartier Perry Lawyers
- Carroll & O'Dea
- Clayton Utz
- Clyde & Co
- Coleman Greig
- Colin Biggers Paisley
- Corrs Chambers Westgarth
- Davies Collison Cave
- Dentons
- DLA Piper Australia
- FB Rice
- FPA Patent Attorneys
- Gadens
- Gilbert + Tobin
- Gilchrist Connell
- Hall & Wilcox
- Hickson's Lawyers
- Hunt & Hunt
- Jackson McDonald
- Holding Redlich
- K&L Gates
- King & Wood Mallesons
- Lander & Rogers
- Lawcover
- Macpherson Kelley
- Maddocks
- McCullough Robertson Lawyers
- McInnes Wilson Lawyers
- Minter Ellison
- Moray & Agnew
- Mullins
- Norton Rose Fulbright Australia
- Russell Kennedy
- Sparke Helmore
- Stanton & Stanton
- Swaab Attorneys
- The Lantern Legal Group
- Thomson Geer
- Wotton + Kearney

An additional two AusLSA Members submitted Environmental Reports for inclusion in our analyses of the sector but elected not to publish.

