

AUSTRALIAN
LEGAL SECTOR

ALLIANCE

PROMOTING SUSTAINABILITY

Australian Legal Sector Alliance Sustainability Insight 2022

Swaab

Firm Entry and Benchmarking Summary



Our Firm

Swaab

2022

About Our Firm

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 marketplace, as a firm with both full-service Commercial and Family law offerings. Our success comes 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 have studied Law, Media, Marketing, Science, Mathematics, Economics, and Nursing to mention a few. Most are awarding winning and accredited specialists with deep expertise in their chosen field of practice.

Firm Details

Question	2021 Response	2022 Response	2022 Benchmark	
Firm Name	N/A	Swaab		
Number of Employees	N/A	75	Lowest:	43
			Highest:	2,236
			Average:	504
Offices Floor Area	N/A	1,852	Lowest:	984
			Highest:	38,541
			Average:	9,814
Number of Offices	N/A	1		
Supporting files uploaded	N/A			

Person responsible for reporting

Name: John Hovelmann Jennings

Title: Head of Client Development & Brand

Email: jbh@swaab.com.au

User comments and notes

Nil

Our People

About People Programs

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

Question	2021 Response	2022 Response	2022 Benchmark
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User comments and notes

Nil

Gender Equality

Question	2021 Response	2022 Response	2022 Benchmark
Gender equality - Policy?	N/A	Yes	Yes 85% No 10% Currently in development 5% Not reported 0%
Gender equality policy - Published	N/A	No	Yes 69% No 29% In development 3% Not reported 0%
Gender equality - Managed	N/A	Yes	Yes 100% No 0% Not reported 0%
Gender equality - Managed by	N/A	Partner	Partner 51% Director or Manager 59% Committee 63%
Gender Equality - Programs	N/A	International Women's Day Female advancement, mentoring and coaching	International Women's Day 95%

		Equal pay controls	Employer of Choice for Gender Equality	49%
		Women on Boards	Pay Equity Ambassador	41%
			Male Champion of Change	17%
			Board Links Champion	7%
			LCA Diversity and Inclusion Charter	39%
			Equitable briefing pledge (e.g. CommBar/LCA)	56%
			Host or lead external programs and/or forums	61%
			Female advancement, mentoring and coaching	68%
			Training - Gender awareness unconscious bias	68%
			Gender sensitive promotion and recruitment	61%
			Internal D&I networks or committees	80%
			LSNSW Charter - Advancement of Women	44%
			Equal pay controls	63%
			DCA major sponsor	12%
			Showcasing gender diversity experiences	32%
			Women on Boards	24%
			UN Womens' Empowerment Signatory	2%
			Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words)	0%
Gender Equality - Targets	N/A	No	Yes	56%
			No	37%
			Not reported	7%
Gender profile - Partners	N/A	56% Male	Lowest:	35% Male
			Highest:	90% Male
			Average:	67% Male

Gender profile - Legal staff	N/A	41% Male	Lowest:	15% Male
			Highest:	64% Male
			Average:	42% Male
Gender profile - Non legal staff	N/A	11% Male	Lowest:	4% Male
			Highest:	40% Male
			Average:	21% Male
What proportion of all promotions of Senior Associate and Senior Manager and above were female in the last twelve months?	N/A	75% Female	Lowest:	0% Female
			Highest:	100% Female
			Average:	60% Female
(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area.	N/A	https://www.swaab.com.au/community		

User comments and notes

Nil

Flexible Working

Question	2021 Response	2022 Response	2022 Benchmark	
Flexible working - Policy	N/A	Yes	Yes	100%
			No	0%
			Not reported	0%
Flexible working policy - Published	N/A	Yes	Yes	46%
			No	51%
			In development	2%
			Not reported	0%
Flexible working - Programs and initiatives	N/A	Flexible work hours	Flexible work hours	100%
		Part time options	Part time options	100%
		Remote working tools and systems	Job sharing	98%
		Support for flexible working	Remote working tools and systems	100%
		Time in lieu	Support for flexible working	98%
		Unpaid leave	Time in lieu	95%
		Carer's leave	Unpaid leave	98%
		Study leave	Carer's leave	100%
		Purchased leave	Study leave	98%
		Career breaks	Volunteering leave	61%
		Phased retirement		

		Adjusted KPIs after absences	Religious and ceremonial leave	44%
		Sabbaticals	Purchased leave	85%
		Bonus leave	Career breaks	78%
		Domestic violence leave	Subsidised child care	15%
		Family and fertility leave	Phased retirement	59%
			Adjusted KPIs after absences	71%
			Sabbaticals	51%
			Bonus leave	37%
			Domestic violence leave	88%
			Family and fertility leave	56%
			School Holiday Programs	5%
			Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words	0%
Paid parental leave scheme	N/A	Yes	Yes	100%
			No	0%
			Not reported	0%
Parental scheme - Primary and secondary carers	N/A	Yes	Yes	100%
			No	0%
Parental scheme - Aspects	N/A	Paid leave for primary care giver	Paid leave for primary care giver	100%
		Paid leave for secondary care giver	Paid leave for secondary care giver	98%
		Additional leave without pay available	Additional leave without pay available	95%
Paid parental leave - Primary care giver	N/A	16	Lowest:	12
			Highest:	32
			Average:	19
Paid parental leave - Secondary care giver	N/A	2	Lowest:	2
			Highest:	26
			Average:	9
Maternity leave returns	N/A	75%	Lowest:	58 %
			Highest:	100 %
			Average:	90 %
(Optional Information) Please provide weblinks that are available to the public that provide additional information	N/A		https://www.swaab.com.au/community	

about your programs and commitments in this area.

User comments and notes

Nil

Diversity and Inclusion

Question	2021 Response	2022 Response	2022 Benchmark	
Diversity policy	N/A	Yes	Yes No Partial Currently in development Not reported	85% 7% 2% 5% 0%
Diversity policy - Published	N/A	No	Yes No In development Not reported	57% 40% 3% 0%
Diversity policy - Managed	N/A	Yes	Yes No Not reported	93% 7% 0%
Diversity policy - Managed by	N/A	Partner	Partner Director or Manager Committee	59% 68% 76%
Disability accessibility standards?	N/A	Yes	Yes No Currently in development Not reported	71% 20% 7% 2%
What kind of diversity and inclusion activities or programs does your firm engage in?	N/A	External D&I programs and/or forums hosting Training - Awareness and unconscious bias	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	71% 83% 61% 41% 51% 78% 20%

Staff Surveys - D&I	63%
Managing Partners Diversity Forum	20%
Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words)	0%

(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area. <https://www.meritas.org/>

User comments and notes

Nil

LGBTQ+ Inclusion

Question	2021 Response	2022 Response	2022 Benchmark
LGBTI inclusiveness - Policy	N/A	Yes	Yes 78% No 17% Not reported 5%
LGBTI inclusiveness policy - Published	N/A	No	Yes 56% No 41% In development 3% Not reported 0%
LGBTI inclusiveness - Managed	N/A	Yes	Yes 85% No 12% Not reported 2%
LGBTI inclusiveness - Managed by	N/A	Partner	Partner 54% Director or Manager 59% Committee 78%
LGBTI inclusiveness - Activities or programs	N/A	Wear it Purple Day	Membership - Pride in Diversity 49% Training - LGBTQ+ awareness 66% AWEI survey 37% IDAHOBIT 61% Wear it Purple Day 80% World Aids Day 29%

Membership - Out for Australia	7%
Internal LGBTQ + networks or committees	63%
Pro bono support	61%
LCA Diversity and Inclusion Charter	0%
External LGBTQ+ programs hosting	37%
Training - LGBTQ+ awareness	54%
Gender pronouns promotion	63%
Trans Awareness Week	22%
Pride March	15%
Mardi Gras	32%
Midsumma	17%
Gender affirmation policy	37%
InterFirm events	29%
AWEI award	29%
Stonewall top Global Employer	7%
Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words	0%

User comments and notes

Nil

Physical and Psychological Wellbeing

Question	2021 Response	2022 Response	2022 Benchmark	
Psychological well-being - Policy or strategy	N/A	Yes	Yes	88%
			No	10%
			Not reported	2%
Psychological well-being policy or strategy - Published	N/A	No	Yes	39%
			No	56%
			In development	6%
			Not reported	0%

Psychological well-being - Managed	N/A	Yes	Yes No Not reported	88% 7% 5%
Psychological well-being - Managed by	N/A	Partner	Partner Director or Manager Committee	44% 76% 46%
Psychological wellbeing - Programs or activities	N/A	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 Mental health office champion	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 Mental health office champion Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words)	51% 27% 100% 29% 98% 80% 66% 27% 68% 59% 44% 61% 46% 0%
Physical and psychological well-being - Monitoring	N/A	Yes	Yes No Currently in development Not reported	76% 15% 7% 2%
Physical health and well-being - Policy or strategy?	N/A	Yes	Yes No Not reported	80% 17% 2%
Physical health and well-being policy or strategy - Published	N/A	No	Yes No In development	39% 58% 3%

			Not reported	0%
Physical well-being - Managed	N/A	Yes	Yes No Not reported	85% 10% 5%
Physical well-being - Managed by	N/A	Partner	Partner Director or Manager Committee	44% 73% 51%
Physical well-being programs or initiatives	N/A	Proactive health checks Flu vaccinations Internal exercise sessions Gym memberships Team events Wellness awareness and promotion Onsite fruit and healthy catering Life & TPD insurance	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 Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words)	93% 63% 100% 66% 49% 83% 24% 85% 41% 90% 27% 27% 63% 0%

(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area.

<https://www.swaab.com.au/careers>

User comments and notes

Nil

Staff Development

Question	2021 Response	2022 Response	2022 Benchmark
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Staff development program	N/A	Yes	Yes No In development Not reported	98% 0% 2% 0%
Staff development program - Coverage	N/A	Partners Lawyers Business Support Staff	Partners Lawyers Business Support Staff	98% 98% 98%
Staff development program - Activities and initiatives	N/A	Coaching Mentoring Professional skills Internally delivered training programs Attending external training or seminars Substantive Law Personal development Technology training Internal policy training	Coaching Mentoring Professional skills Internally delivered training programs Attending external training or seminars Substantive Law Personal development Technology training Internal policy training Other (please specify, max 20 words)	95% 90% 100% 100% 100% 90% 98% 95% 98% 12%
Staff development program - Resourcing	N/A	Yes	Yes No In development Not reported	98% 0% 2% 0%

User comments and notes

Nil

Data Validation

Question	2021 Response	2022 Response	2022 Benchmark
I confirm that data validation has been completed for this section	N/A	Yes	Yes 100%

User comments and notes

Nil

Community

About Community Programs

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 equality causes, and do whatever we can to minimize our impact on the environment. Priorities include: • Minds Count Foundation • LifeLine • Tour de Cure • Leukaemia Foundation • Cancer Council • Gotcha4Life

Question	2021 Response	2022 Response	2022 Benchmark
(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area.	N/A	https://www.swaab.com.au/community	

User comments and notes

Nil

Legal Pro Bono

Question	2021 Response	2022 Response	2022 Benchmark
Pro bono - Strategy	N/A	Yes	Yes 90% No 7% In development 2% Not reported 0%
Pro bono Strategy - published	N/A	Yes	Yes 51% No 41% In development 8% Not reported 0%
Pro bono Managed	N/A	Yes	Yes 88% No 7% In development 5% Not reported 0%
Pro bono coordinator - Managed by	N/A	Partner	
Pro bono coordinator - Full-time or part-time role	N/A	Full-time	Full-time 50% Part-time 44%

			No coordinator or manager	0%
			Not reported	6%
Australian Pro Bono Centre Aspirational Target - Signatory	N/A	No	Yes	80%
			No	17%
			In development	2%
			Not reported	0%
Australian Pro Bono Centre Aspirational Target - Plan	N/A	No date currently set	Target currently met	41%
			Goal date has been set	15%
			No date currently set	44%

User comments and notes

Nil

Non Legal Volunteering

Question	2021 Response	2022 Response	2022 Benchmark	
Support for board positions of organisations for social and environmental good	N/A	Yes	Yes	88%
			No	5%
			Not reported	7%
Non legal volunteering - Support	N/A	Currently in development	Yes	80%
			Currently in development	10%
			No	10%
			Not reported	0%
Non-legal volunteering - Activities	N/A	NFP Boards	NFP Boards	80%
		Organised staff volunteering	Organised staff volunteering	83%
		Blood donations		
		Student tutoring and mentoring	Paid volunteer time	51%
		Secondments to NFPs	Charity events and appeals	0%
		Skilled volunteering program	Blood donations	51%
		CPD for community sector lawyers	Student tutoring and mentoring	56%
			Secondments to NFPs	34%
			Skilled volunteering program	32%
			Community volunteering	80%
			Arts support	22%
			CPD for community sector lawyers	32%
			Other programs not included above	0%

(please only include programs that are not covered in the broad categories above - max 20 words

Does your firm collect data on the levels of staff participation in non-legal volunteering?	N/A	No	Yes	20%
			No	37%
			In development	44%

User comments and notes

Nil

Corporate and Workplace Giving

Question	2021 Response	2022 Response	2022 Benchmark	
Corporate giving - Program?	N/A	Yes	Yes	88%
			No	12%
			Not reported	0%
Corporate giving - Activities	N/A	Firm donation program	Firm donation program	78%
		Charitable foundation	Charitable foundation	41%
		Workplace giving	Workplace giving	71%
		Matched funding for employee donations	Matched funding for employee donations	76%
		External charity events and appeals	Internal appeals and collections	90%
		Host external charity events	External charity events and appeals	73%
			Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words	0%
			Host external charity events	39%
Does your firm collect data on levels of staff participation in corporate supported giving programs?	N/A	Yes	Yes	29%
			No	46%
			In development	24%
Corporate sponsored giving - Employee participation	N/A	31%	Lowest:	3 %
			Highest:	90 %
			Average:	30 %

User comments and notes

Nil

Indigenous Reconciliation

Question	2021 Response	2022 Response	2022 Benchmark	
Indigenous reconciliation - Policy?	N/A	No	Yes	59%
			No	10%
			Currently in development	27%
			Not reported	5%
Indigenous reconciliation - Activities or programs	N/A	NAIDOC Week Pro bono support	Reconciliation Action Plan	59%
			Cultural awareness training	71%
			NAIDOC Week	80%
			National Reconciliation Week	73%
			Internships and employment	59%
			Scholarships and student mentoring	49%
			Indigenous employment and internship programs	0%
			Affirmative ATSI procurement	37%
			Pro bono support	78%
			Volunteering and secondments	39%
			Collaboration for reconciliation	41%
			Funding and donations	59%
			Indigenous Business Month	10%
			Indigenous Literacy Day	15%
			Supply Nation Membership	20%
			CareerTrackers participation	37%
Other programs not included above (please only include programs that are not covered in the broad categories above - max 20 words)	0%			

User comments and notes

Nil

Data Validation

Question	2021 Response	2022 Response	2022 Benchmark	
I confirm that data validation has been completed for this section	N/A	Yes	Yes	100%

User comments and notes

Nil

Environment

Environmental Management

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 to encourage everyone to reduce paper use.

Question	2021 Response	2022 Response	2022 Benchmark	
Environment -Policy?	N/A	Yes	Yes	80%
			No	10%
			Currently in development	10%
			Not reported	0%
Environment policy - Published	N/A	No	Yes	55%
			No	36%
			In development	9%
			Not reported	0%
Environment Policy - Includes supply chain impacts	N/A	Yes	Yes	67%
			No	9%
			In development	18%
			Not reported	6%
Environment - Managed	N/A	Yes	Yes	78%
			No	20%
			Not reported	2%
Environment - Managed by	N/A	Partner	Partner	34%
			Director or Manager	54%
			Committee	29%
Green office - Activities or programs	N/A	World Environment Day	World Environment Day	54%
			Office green teams	24%
			Sustainability Advantage (NSW)	5%
			CitySwitch Green Office	24%
			Other programs not included above (please only include programs that are not covered in the broad	0%

			categories above - max 20 words	
Environmental Targets	N/A	Yes	Yes No Not reported	66% 22% 12%
Environmental Management System (EMS)	N/A	No	Yes No Currently in development Not reported	27% 51% 17% 5%

User comments and notes

Nil

Climate Change Action

Nil

Question	2021 Response	2022 Response	2022 Benchmark	
Do you have a formally approved greenhouse gas emissions reduction policy?	N/A	No	Yes No In progress	29% 41% 29%
Who has the responsibility to oversee and implement the greenhouse gas emissions reduction policy and report back to the leadership team? (select all that are appropriate)	N/A	Director or Manager	Partner Director or Manager Committee	24% 39% 34%
Do you have a formally approved and resourced greenhouse reduction action plan?	N/A	No	Yes No In progress	17% 46% 37%
Does your firm have greenhouse gas emissions reduction targets?	N/A	No	Yes No In progress	22% 46% 32%
Renewable electricity generated onsite	N/A	0	Lowest: Highest: Average:	0 266,857 6,509
Renewable electricity generated onsite unit	N/A	kWh	kWh MJ GJ	100% 0% 0%

Carbon offset credits purchased	N/A	0	Lowest:	0
			Highest:	10,592
			Average:	1,026

What kind of greenhouse gas and energy reduction initiatives does your firm engage in?	N/A	Telecommuting	Green Star rated buildings 4-6 star	76%
		Green Star rated buildings 4-6 star	Energy efficient refits undertaken	49%
		Energy efficient refits undertaken	Telecommuting	71%
		National Greenhouse and Energy Reporting (NGERs) compliant reporting	National Greenhouse and Energy Reporting (NGERs) compliant reporting	17%
		Specify energy efficient appliances	Specify energy efficient appliances	44%
		Teleconferencing facilities and training	Teleconferencing facilities and training	85%
		Earth Hour	ECO-Buy	12%
		Ride to Work Day	Policy on flight offsets	12%
		End of trip facilities	Earth Hour	80%
		Climate Active Program	Ride to Work Day	24%
		NABERSs Energy Rating	End of trip facilities	83%
		Efficient building and lighting automation	Climate Active Program	17%
			NABERSs Energy Rating	51%
			Climate Active - Carbon Neutral	20%

User comments and notes

Nil



Carbon emission sources

Scope 1	Tonnes CO2e	Per employee	Per floor area
On-Site Combustion	0.00	0.0000	0.0000
Company Vehicles	0.00	0.0000	0.0000
Refrigerants	0.38	0.0050	0.0002
Scope 2	Tonnes CO2e	Per employee	Per floor area
Purchased Electricity	82.44	1.0992	0.0445
Scope 3	Tonnes CO2e	Per employee	Per floor area
Flights	7.91	0.1054	0.0043
Taxis	1.27	0.0169	0.0007
Hire Cars	0.00	0.0000	0.0000
Personal Vehicles	0.00	0.0000	0.0000

Electricity

Electricity Type	State	Consumption (kWh)
Purchased electricity (General)	NSW	91,601

Natural Gas

Gas Type	State	Consumption (MJ)
No data available.		

Domestic Air Travel

Seat Class	Distance (km)	Number of Flights
Economy	3,726	N/A
Business	0	N/A

International Air Travel

Seat Class	Distance (km)	Number of Flights
Economy	46,618	N/A
Business	0	N/A
First Class	0	N/A

Car Travel

Vehicle Type	Number of journeys	Distance (km)	Spend (AUD)
Taxi	N/A	6,082	N/A
Hire Cars	N/A	0	N/A
Company Cars	N/A	0	N/A
Personal Cars	N/A	0	N/A

Refrigerant Loss

Fridge Type	Number of Units
Bar Fridges/freezers	4
Standard Fridges/freezers	6
Commercial Fridges/freezers	0
Standalone Air Conditioning Units	0

Inhouse Paper Consumption

Paper size	Paper weight (gsm)	Paper purchased (reams)	Green label	% recycled content
A4	80	1,022	Paper category has No Environmental Certifications	0
A4	120	1	Paper category has No Environmental Certifications	0

Paper size	Paper weight (gsm)	Paper purchased (reams)	Green label	% recycled content
A3	80	18	Paper category has No Environmental Certifications	0

Outsourced Paper Consumption

No of impressions (sheets)	% of impressions that are printed double sided
38,718	3

Total Paper Consumption

Type	Paper Consumption (kg)
Ream consumption	2,643.24
Outsourced Printing	190.29
Total paper consumption	2,833.53

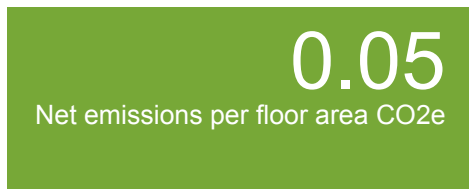
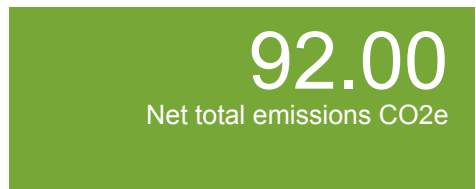


Waste

Waste type	Facilities available	Percentage of sites where available
Paper & cardboard recycling	Available	100
Comingles recycling	Not Available	
Organic waste treatment/recycling	Not Available	
e-Waste reuse or recycling	Available	100

Carbon mitigation activities

Activity	Tonnes CO2e
Emissions Avoided from Green Tariff Electricity	0.00
Voluntary carbon offsetting	0.00



Governance

About Governance Programs

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 have a sustainability committee comprised of partners and staff who take responsibility for each pillar of the sustainability initiative. We are signatory to the Law Council's Diversity Equality Charter, Charter for the Advancement of Women and Law9000 certified

Question	2021 Response	2022 Response	2022 Benchmark
(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area.	N/A	https://www.swaab.com.au/community	

User comments and notes

Nil

Sustainable Supply Chain Management

Question	2021 Response	2022 Response	2022 Benchmark	
Sustainable Supply Chain Management - Program?	N/A	Yes	In development	27%
			Yes	54%
			No	20%
			Not reported	0%
Sustainable Supply Chain Management - Application	N/A	To both existing and new suppliers and products	To new suppliers and products	9%
			To both existing and new suppliers and products	91%
Sustainable Supply Chain Management Coverage	N/A	Human rights Environmental impacts Fair labour practices Fair consumer and competition practices Gender equality Diversity and Inclusion	Human rights	44%
			Environmental impacts	44%
			Fair labour practices	39%
			Fair consumer and competition practices	22%
			Gender equality	29%
			Diversity and Inclusion	29%
	Indigenous inclusion	41%		
	Gender equality	44%		

			Sustainable development goals	0%
			Modern Slavery	46%
			Diversity and Inclusion	39%
			Fraud bribery & corruption	34%
			UN Global compact and SDGs	15%
			Other (please specify, max 20 words)	0%
Does your policy consider potential positive and negative downstream consequences that may arise from your services and products?	N/A	Yes	Yes	29%
			No	27%
			In development	37%
			Not Reported	7%
Does your firm have a formal program to manage the risks of Modern Slavery in our procurement?	N/A	In development	In development	32%
			Yes	56%
			No	12%
Does your firm plan to provide modern slavery statement under the Federal legislation?	N/A	No	Yes	46%
			No	29%
			In development	12%
			Not Reported	12%

User comments and notes

Nil

Code of Conduct

Question	2021 Response	2022 Response	2022 Benchmark	
Code of conduct in place	N/A	Yes	Yes	93%
			No	0%
			Currently in development	7%
			Not reported	0%
Code of conduct - Training?	N/A	Yes	Yes	90%
			No	5%
			Currently in development	5%
			Not reported	0%
Documented complaints and grievance mechanism	N/A	Yes	Yes	100%
			No	0%
			Not reported	0%

User comments and notes

Nil

Risk Management

Question	2021 Response	2022 Response	2022 Benchmark	
Risk management plan	N/A	Yes	Yes	90%
			No	7%
			Not reported	2%
Business Continuity Plan (BCP) or Emergency Response Plan (ERP)	N/A	Yes	Yes	90%
			No	0%
			Not reported	2%
			Currently in development	7%

User comments and notes

Nil

Sustainability Reporting

Question	2021 Response	2022 Response	2022 Benchmark	
Sustainability Reporting - Published	N/A	No	Yes	41%
			No	51%
			In development	5%
			Not reported	2%
Firms' AusLSA reporting - Promotion	N/A	Yes	Yes	39%
			No	29%
			In development	29%
			Not reported	2%

(Optional Information) Please provide weblinks that are available to the public that provide additional information about your programs and commitments in this area.

N/A

<https://www.swaab.com.au/community>

User comments and notes

Nil

Data Validation

Question	2021 Response	2022 Response	2022 Benchmark	
I confirm that data validation has been completed for this section	N/A	Yes	Yes	100%

User comments and notes

Nil