

LEGAL SECTOR
ENVIRONMENTAL
INSIGHT:
REPORT OF
AusLSA MEMBERS

2014



AUSTRALIAN
LEGAL SECTOR
ALLIANCE

PROMOTING SUSTAINABILITY

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This is the fifth Report from the Australian Legal Sector Alliance (AusLSA), which is produced annually and reports on the environmental performance of our reporting members. Throughout this report we will from time-to-time refer to "Executive Members". These are the eight member firms who established and lead AusLSA and who have reported each year since FY2010 and for which the largest data set exists.

FROM THE AusLSA CHAIR

We are pleased to have reached a five-year milestone at AusLSA with this year's report.

In this report, thirty-two of our 40 Members have reported on their environmental performance, one more than the last reporting period. It is particularly pleasing that across the sector, our continued focus on environmental impacts has resulted in a reduction of all of the environmental metrics that we monitor; emissions, electricity, travel and paper.

The changing face of the legal marketplace in Australia has continued to provide challenging times for law firms. Firms have had to adapt to these changes in order to keep their business models sustainable. This is apparent when looking at headcount, which has decreased by two percent when comparing firms that reported in both 2013 and 2014. When considering our Executive Member firms, this headcount decrease was nine percent.

The core principle of AusLSA is to collaboratively promote sustainability practices across our sector. To date, we have successfully focussed on the environmental elements of sustainability and collectively, our member firms have contributed to creating an industry-led body that is respected internationally.

We are now pleased to announce that the AusLSA Board has considered the further development of sustainability practices and propose to extend our reporting to include social and risk based metrics.

AusLSA proposes a three year phased approach to the development of these metrics and, as a start, we have asked our Executive Members to provide some additional information regarding people, community and supply chain processes which is included in this year's report.

In subsequent years we will ask those member firms who wish to participate to provide similar information about their firm and we will continue to expand this reporting over the coming years.

Issues such as diversity, pro bono support and workplace practices are all key to our respective firms' collective success. Our management and performance of these issues is also high on many of our major clients' pre-requisites, so the notion of us working collaboratively as a sector to enhance and report on these issues can only strengthen our positions.

S Stuart Clark
Chair, AusLSA
Partner, Clayton Utz

ABOUT AusLSA

An alliance of law firms promoting sustainable practices

The Australian Legal Sector Alliance ("AusLSA") is a growing alliance of Australian law firms that share a mission to work collaboratively to promote sustainable practices across the legal sector.

AusLSA provides a forum for Members to share their knowledge and experience of implementing sustainability initiatives. Working together with the AusLSA Executive, Members help to develop tools and resources that can assist all Australian law firms to implement more sustainable practices.

AusLSA is a company limited by guarantee operating as a not-for-profit enterprise.

The Executive Members

AusLSA is part of a global movement that includes the Legal Sector Alliance of England & Wales and the Law Firm Sustainability Network, based in the USA.

AusLSA was established in 2010 with a group of Executive Members: Clayton Utz, DLA Piper Australia, Henry Davis York, Jackson McDonald, Maddocks, McCullough Robertson, Norton Rose Fulbright Australia and Swaab Attorneys. These firms worked together to build the initial program framework, assisted by the Net Balance Foundation – the not-for-profit arm of Net Balance, a provider of sustainability advice, assurance and research.

CLAYTON UTZ



HENRY DAVIS YORK



NORTON ROSE FULBRIGHT



SWAAB



The AusLSA Principles

All AusLSA Members have committed to the AusLSA Principles:

1. Measuring, managing and reducing the environmental impact of their operations
2. Working with external stakeholders to reduce their indirect environmental impact
3. Integrating awareness of sustainability across their business
4. Working collaboratively to engage in the public debate on sustainability to develop, apply and promote best practice across the sector; and
5. Reporting on progress and being accountable.

Further information about AusLSA

is available on our website:

www.legalsectoralliance.com.au

A SNAPSHOT OF THIS YEAR'S PERFORMANCE

The environmental profile of the legal sector, as represented by the 32 reporting law firms, reveals considerable reductions in emissions from electricity, flights and travel, as well as total emissions, since last year. Paper use also continues a downward trend, with a 2% reduction.

Legal sector environmental performance FY2014



*only firms that reported in both 2013 and 2014

ELECTRICITY

Following the trend for previous years, we find that electricity is the main source of emissions in this reporting period and comprised 60% of all emissions from the reporting members (slightly less than in FY2013). There continues to be a wide range of variance in the relative proportion of electricity-based emissions between firms – from electricity emissions representing 35% of all emissions, up to 93%. This variation is likely caused by the variation in travel requirements between firms.

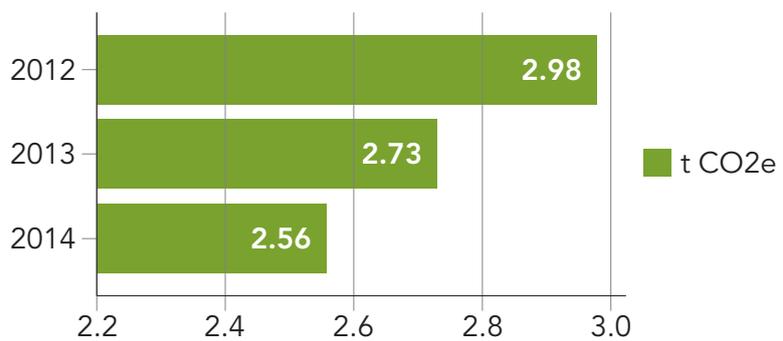
The good news is that firms are continuing to decrease their use of electricity. This year the average consumption of electricity across the reporting firms was 2.72 tonnes carbon dioxide equivalents (t CO₂e) per employee. When comparing only the firms that reported in both 2013 and 2014, we see a 9% decrease

in emissions from electricity per employee (from 2.92 t CO₂e to 2.66t CO₂e) in 12months, a total reduction of 6,081 t CO₂e, which is equivalent to¹:

- taking 1,200 cars off the road, or
- saving 14,000 barrels of oil, or
- growing 160,000 seedlings for 10 years!

It is pleasing, that for firms who reported in the past three years, we can see a collective reduction of 14% in electricity emissions per employee since FY2012. This analysis indicates that greater scrutiny of electricity use through the AusLSA reporting process encourages greater focus on the issue resulting in better performance.

ELECTRICITY - EMISSIONS PER EMPLOYEE



As we reported last year, it is unlikely that the reductions in emissions for electricity are related to headcount reductions, as it takes roughly the same amount of energy to operate office premises regardless of the number of occupants. More likely, the savings have been made by enhanced technology or more efficient building systems for those firms who have moved during the period.



¹ Greenhouse Gas Equivalency Calculator produced by the United States Environment Protection Agency - <http://www.epa.gov/cleanenergy/energy-resources/calculator.html>

BUSINESS TRAVEL

The second most significant source of emissions for reporting members overall came from business related travel. The reported data includes emissions from flights, taxis, hire cars, company vehicles and personal vehicles, but does not include employees' travel to and from work.

Travel, on average, accounted for 38% of carbon emissions in FY2014, which was 1% higher than last year. Amongst the reporting firms there is a wide range of variance in the relative proportion of travel-based emissions between firms – from travel representing 7% of all emissions, up to 64%. An increased proportion of emissions from travel appears associated with firms that have a legal practice with a national or global perspective.

Flying is the most common mode for business travel; on average, 96% of travel emissions are derived from flights. Firms with only one office or multiple offices within one state tend to use other modes of transport more frequently.

On average, in FY2014 1.82t CO₂e per employee was generated by business travel. This represents a decrease of 4% since last year (1.93 tCO₂e).

When considering only those firms that reported in both FY2013 and FY2014, all travel emissions, as well as emissions from flights only, decreased by 6%.

The Executive Members of AusLSA reported a 7.4% decrease in total emissions from travel, however when normalised to emissions per head, the Executive Members have actually increased travel by 2% due to an overall decrease in headcount of 9%.

The decrease in travel over the reporting period is most likely attributed to the downturn in the legal market putting pressure on travel from a costs perspective. Furthermore, the trend of reducing headcounts across the sector has distorted some of our analysis on a per head basis. These two external influences are accountable for a lot of the mixed messages in interpreting this year's data.

Travel will continue to remain an important part of doing business in law firms and while these reduced emissions are positive, firms should continue to reduce travel to minimise the impact that business travel has on staff and the environment as well as the bottom line.



PAPER

As a sector, our key deliverable is words, so despite best use of technology, we will always be a consumer of significant amounts of paper.

It is pleasing as a sector to be able to report that in the last year we have reduced our paper consumption per employee from 121.79kg to 119.63kg; a decrease of 2%. Since the commencement of reporting in FY2010, average paper use has decreased by 15%.

In the last year, the Executive Members have achieved a reduction of total paper used of 5.9%. In absolute terms, this is a saving of 37,850kg of paper or 7.6million pages. This represents a stack of paper nearly 750 metres high and saved approximately 100 trees.

While the Executive Members have reduced their total paper consumption, when assessed per employee, paper use actually increased by 3.8% from last year and across all Reporting Members, a solid trend of paper reduction has slowed this year.

Absolute paper reductions are likely to be a consequence of efficiency improvements combined with a downturn in the market - when we are less busy, we will produce less paper. Conversely paper

use per head seems to support a premise that overall firm workloads are being maintained but with fewer employees.

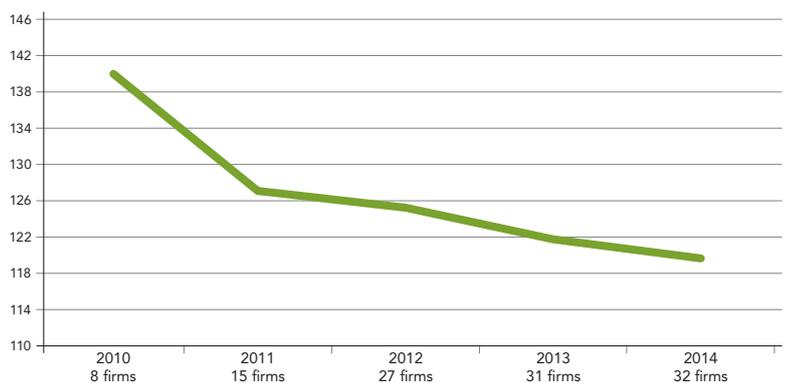
Despite attempting to analyse and justify the numbers, the adoption of mobile technology and the continued advancement of document management systems, electronic filing and choice of printing options are assisting us as a sector to continue to reduce this impact area.

A recent AusLSA survey on paper management practices revealed that nearly all firms encourage double-sided printing by setting printer defaults and increasingly firms are maintaining electronic matter files. However, only 10% of survey respondents have adopted the electronic file as the file of record. More firms are supplying staff with mobile devices, which over time, will inevitably encourage greater adoption of electronic documents.

The most significant barriers to more efficient paper practices identified in the survey were habit and a perception that clients and courts require paper-based documents.



PAPER USE



RECYCLING

The AusLSA Environmental Reporting Tool allows firms to indicate what recycling facilities are available in each of their offices. There are no volume metrics available here due to the difficulty of obtaining these from lessors, especially in multi-tenanted buildings.

It is pleasing to see that there has been an increase in member firm's offices that provide processes for the treatment, removal or recycling of all AusLSA measured waste streams. The chart below describes these waste streams and provides a comparison of firm averages with last year.

	FY2014	FY2013
e-waste removal	82%	80%
Glass recycling	97%	95%
Metal recycling	65%	63%
Organic waste treatment/removal	47%	36%
Paper & cardboard recycling	100%	100%
Plastic recycling	97%	95%

During the next year, AusLSA will be providing more information to member firms about the opportunities for recycling old office equipment and other bulky items that can be recycled or re-sold through a network of resellers.



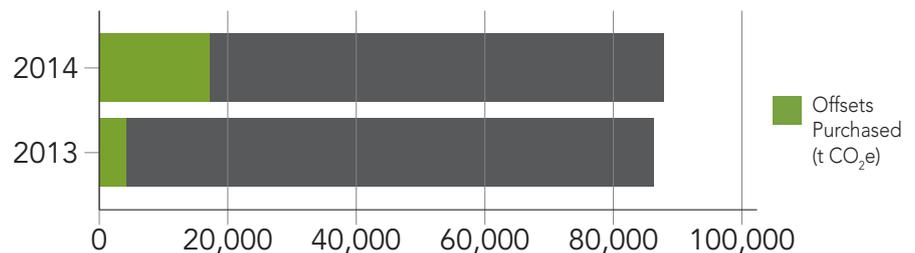
CARBON OFFSETTING

Offsetting can be a useful supplement to a law firm's environmental management strategy. Once firms have invested in good systems and processes to minimise emissions, offsetting can be a more cost effective mechanism to further reduce environmental impacts. However, 'cleansing our conscience' by simply buying carbon offsets defeats the longer term objective of efficient practice.

This year, the volume of carbon offsets purchased increased significantly due to one new national reporting firm who purchased a large quantity of offsets. The total number of tonnes of offsets (including 'green power') purchased by our member firms this year was 17,530, 280% higher than last year (4,615 tonnes in FY2013). The overall impact of this offsetting is to reduce the total carbon emissions from all Reporting Members by 20%, as well as providing significant investment in renewable energy and offsetting projects.

In total, 12 member firms have undertaken carbon mitigation activities, 8 chose green power and 7 chose purchased offsets, either through travel carbon credits or from certified resellers of Verified Carbon Standard (VCS) carbon credits. Three member firms opted for a combination of both green power and carbon credits. Three firms have reported that they are carbon neutral according to the scope of the AusLSA Reporting framework, and another has offset all of their electricity emissions.

OFFSETS PURCHASED (t CO₂e)



BENCHMARKING

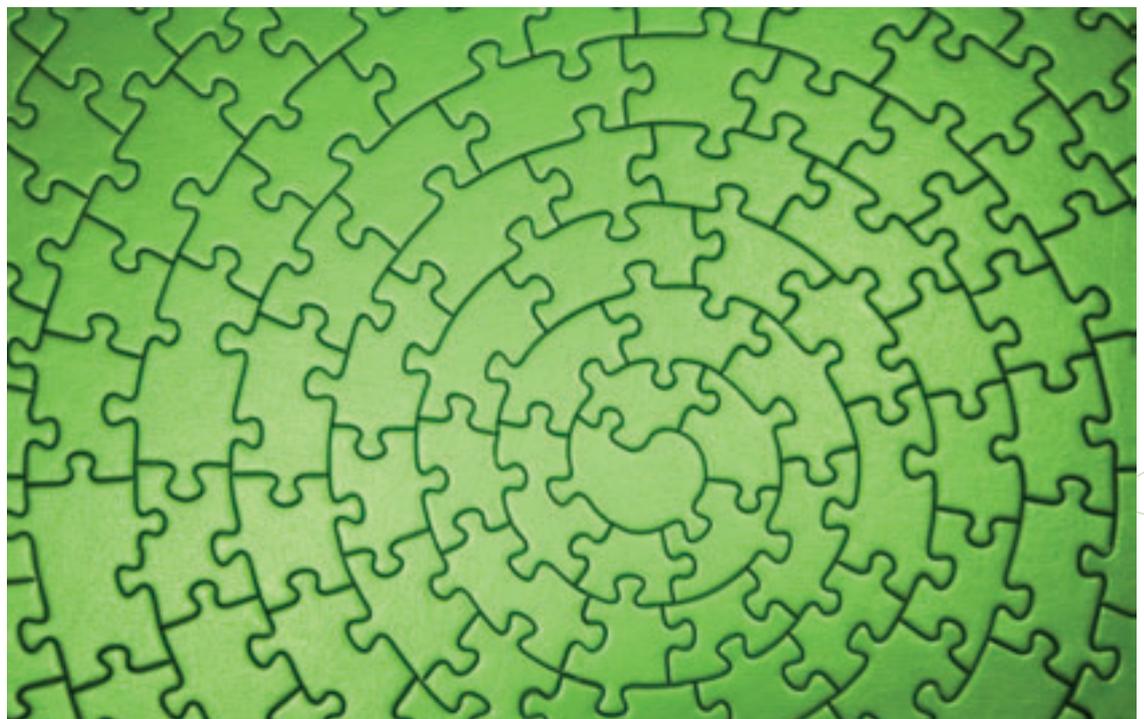
We now have three years of benchmarking data but the analysis is still impacted by changes in the number and type of participating firms. As the environmental footprint of firms is affected by a number of factors, including staff, the type of work they do, the number of offices they have, they states and countries in which they operate, we continue to advise caution in the use of these benchmarks.

However, it is interesting to note that paper use is largely unaffected by the size or spread of a firm; both average and lowest paper use are similar across the types of firms. Furthermore, each benchmarking category reveals a firm with significantly lower paper use than the average and this has become more consistent over time.

Alongside our analysis of paper management practices in law firms, we can surmise that some firms have successfully shifted more of their document management to electronic forms and have overcome the identified barriers. The AusLSA Environmental reporting and associated networking and knowledge sharing helps to establish and share new standards and norms of practice across the legal sector.

This year's benchmarks are published below and we see reductions in most of the reported metrics for single-state and two state firms, with mixed results for national and international firms, primarily distorted due to the drop in headcount.

BENCHMARKS 2014	SINGLE-STATE		TWO-STATE		NATIONAL		INTERNATIONAL	
NO. FIRMS	10		8		8		6	
	Lowest	Average	Lowest	Average	Lowest	Average	Lowest	Average
Headcount	70	164	102	286	258	890	776	1,261
Total CO₂ (CO ₂ e tonnes/head)	1.67	2.41	1.63	3.14	2.96	3.90	5.50	6.63
Electricity (CO ₂ e tonnes/head)	1.56	2.12	1.39	2.32	1.39	2.67	2.75	3.29
Flights (CO ₂ e tonnes/head)	0.05	0.23	0.17	0.75	0.50	1.15	2.12	3.17
Travel (CO ₂ e tonnes/head)	0.10	0.28	0.23	0.81	0.53	1.22	2.25	3.24
Paper Consumption (kg/head)	76.77	131.25	48.74	127.74	59.49	129.74	59.91	97.26



BROADENING OUR AGENDA

In his opening remarks about this report, the Chair of AusLSA mentioned that we are now expanding our reporting to include social and risk based information.

To date AusLSA has been concentrating on reporting and measuring our performance on environmental issues for law firms, but to create more complete sustainability reporting, we should consider the other pillars of sustainability, being social and governance issues.

Sustainability reporting allows an organisation to identify and acknowledge the risks of its operations on the environment, communities and people and then take steps to avoid or mitigate any negative impacts. It is one component of the developing standards of corporate governance. Triple-bottom line reporting, integrated reporting, Environmental Social and Governance (ESG) reporting and corporate responsibility are alternative ways of describing reporting that uses the same, or similar, principles. This year the Australian Stock Exchange introduced new reporting guidelines asking listed entities to include ESG metrics in their reports in line with developments in governance globally.

The value of sustainability reporting is to provide assurance to any significant stakeholders, such as clients, potential clients and staff that the business is aware of its impacts, is taking steps to address its impacts and is operating in a responsible way by being transparent and accountable. Increasingly clients are requiring law firms to provide detailed information on corporate responsibility and increasingly this information is being used to differentiate between suppliers.

AusLSA aims to enable law firms on this journey by providing robust, meaningful and appropriate sustainability reporting frameworks for the legal sector. In consultation with our members, we plan to develop our sustainability reporting over a three year period. This year we have asked our Executive Members to provide us with a qualitative overview of some of the material social and risk areas of their business for inclusion in this report.

It is not our intention to create a reporting burden for our members which duplicates existing programs, rather create a vehicle that brings the material issues in our sector together in a common form that fulfils sustainability reporting criteria as well as the demands for information from clients.



AusLSA EXECUTIVE MEMBER SUSTAINABILITY PROFILES

The AusLSA Sustainability Reporting Framework is being developed to align to existing sustainability reporting methodologies such as the Global Reporting Initiative and the UN Global Compact. Over the next few years, we plan to use this report to enable member firms to report on their full range of sustainability performance.

To do this, we have considered the AA1000 assurance principles which are

- Materiality
- Completeness
- Responsiveness

Materiality

Assessment of materiality - the identification of sustainability impacts, positive and negative, which are most important to the organisation - is a key step in Sustainability Reporting. As law firms share similar operational systems and structures, as well as business challenges, they also share many material sustainability impacts.

A key advantage in reporting on sustainability as a sector is the ability to be able to identify material issues for all law firms. AusLSA will continue to monitor and assess materiality for the legal sector.

This year, we have identified material impacts under three broad headings, People, Community and Supply Chain and have invited the Executive Members to provide a qualitative report on these issues.

People	Community	Supply Chain
Equal Opportunity	Pro Bono work	Procurement
Well-being	Non-legal voluntary work	Supplier Engagement
Diversity & Inclusion	Charitable giving	Client Engagement
Reconciliation	Scholarships	
Staff Engagement	Community Engagement	



Completeness

Australian law firms already understand many of their material social sustainability issues and increasingly are reporting their progress to organisations dedicated to these issues. AusLSA aims to consolidate this reporting to help law firms generate a sustainability profile that aligns with the developing expectations of clients and corporate governance. To this extent, this will demonstrate to external stakeholders that member firms have completely understood their material issues.

Responsiveness

The Social Sustainability profiles from the eight Executive Members reveal a number of material issues for the sector as a whole and demonstrate the responsiveness of these firms to those issues.

Gender

Across the board, these firms have implemented programs, strategies and policies to address gender balance, including:

- Measuring the ratio of men and women at various levels across the firm, including in partnership and leadership roles,
- Ensuring inclusivity and equal opportunity for all staff,
- Allowing for more flexible working practices (both formal and informally) and tracking the take-up of these opportunities,
- Mentoring and Career development programs,
- Training for staff in unconscious bias, and
- Setting targets for representation of women across the firm.

Well Being

Mental health has been a material issue in the legal sector for some time. In the past few years, firms have been open and honest in how they discuss issues in this area and have developed programs that educate and assist employees in understanding and dealing with mental health issues. All of our Executive Members have well-being programs and many have become signatories of the Tristan Jepson Memorial Foundation's Psychological Wellbeing: Best Practice Guidelines for the Legal Profession.

Pro bono

The legal sector has a long and proud history of contributing to the community through the provision of pro bono legal services. All the Executive Members have sophisticated and strategic pro bono programs. All are measuring (or planning to measure) their contributions of legal services and most are signatories to the National Pro Bono Aspirational Target. The provision of pro bono legal services is a time honoured intrinsic part of being a lawyer, and due to this, pro bono groups in law firms generally stand alone from community programs.

Community Engagement

All the Executive Members have community programs which include fundraising, workplace giving to support charitable organisations, scholarships and also provision of in-kind support and volunteer programs for their staff. Several of the firms have also established Reconciliation Action Plans and have implemented programs to support the indigenous community.

Supply Chains

It is commonplace for law firms to provide their clients and prospective clients with information on their commitment to Corporate Responsibility, but it appears it is not so common place for law firms to survey their suppliers. Several of the Executive Members indicated that they have adopted sustainability principles as part of their procurement processes and AusLSA hopes to encourage and assist all firms to more formally integrate sustainability into their purchasing policies.

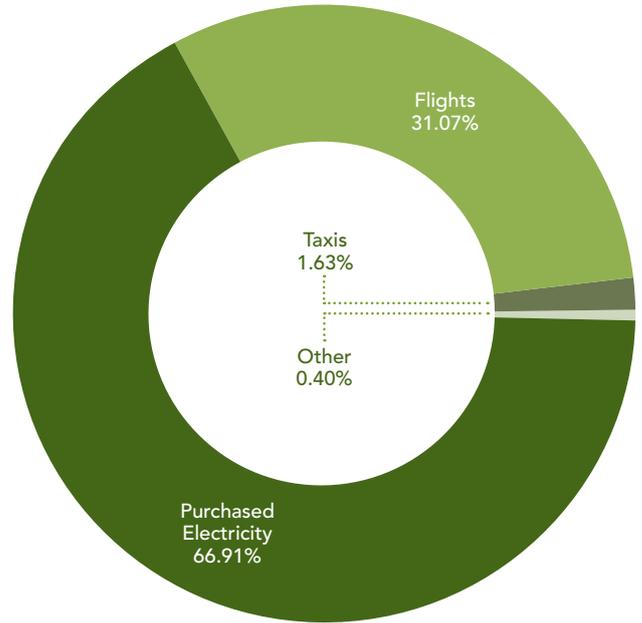
CLAYTON UTZ	
CONTACT	Kim Vella
CONTACT EMAIL	kvella@claytonutz.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,455
FLOOR AREA	46,234m ²

ABOUT THE FIRM

With 190 partners and over 1,400 employees across six offices in Australia, we have built a reputation for excellence in legal services. We have achieved this through our commercial approach and an intuitive understanding of our clients' needs, matched with optimum skills and outstanding client service. We have a broad base of domestic and international public and private sector clients who view Clayton Utz as their trusted adviser to support them in achieving commercial outcomes.

Clayton Utz is a leader across Australian law firms in Social Responsibility. Our Footprints environmental program commits us to environmental practices, including quantifying and auditing our emissions and embedding sustainability into our procurement practices.

Reflecting our ongoing commitment to reducing our environmental footprint, in 2014/15 we will implement the AusLSA Environmental Management System. This framework will enable a systematic approach to continuously identify, manage and reduce our environmental impact.



TOTAL GROSS EMISSIONS	6,762.36	t CO ₂ e
GROSS EMISSIONS PER HEAD	4.65	
GROSS EMISSIONS PER M² FLOOR AREA	0.15	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	7.50
	🚗 Company vehicles	0.00
	❄️ Refrigerants	15.64
SCOPE 2	💡 Electricity	4,524.55
	📊 Electricity per head	3.11
	📊 Electricity per m ² floor area	0.10
SCOPE 3	✈️ Flights	2,100.90
	🚖 Taxis	110.00
	🚗 Hire cars	1.13
	🚗 Personal vehicles	3.97
	📊 Total travel per head	1.52
	📊 Total travel per m ² floor area	0.05

NET EMISSIONS PER HEAD	4.65	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.15	

ABOUT ENVIRONMENTAL PROGRAMS

Once again this year, Clayton Utz has made a concerted effort to reduce our carbon footprint, with particular emphasis on reducing our electricity consumption and air travel. We are very pleased to have achieved these goals, with our energy consumption falling by 572 tonnes, our flights by 1,105 tonnes and our overall emissions by 1,675 tonnes.

Our paper consumption increased slightly due to a firm rebranding exercise. This required printing of new letterheads nationally and an increase in our outsourced printing by over 30%.

Since we began reporting to AusLSA in 2010, we are proud to have reduced our overall carbon emissions by almost 35%, and our overall paper consumption by almost 30%. In 2014/15, we will focus on encouraging our employees to engage with our environmental initiatives, and the implementation and certification of the AusLSA Environmental Management System.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	196,489.15	per head	per m ² floor area
Recycled paper	28.09%	Paper (kg)	135.04 4.25

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	67%	E-WASTE	67%
GLASS	67%	ORGANIC	33%

Pro Bono and Social Responsibility

Clayton Utz has celebrated many years of leadership in Pro Bono and Social Responsibility.

Pro Bono practice is a fundamental part of Clayton Utz. We provide pro bono assistance to low-income and disadvantaged people who cannot obtain Legal Aid, and to the not-for-profit organisations which support low-income and disadvantaged people.

During FY2015, we will pass the milestone of 500,000 pro bono hours since we formalised our Pro Bono practice in 1997. Clayton Utz is a foundation signatory to the National Aspirational Pro Bono Target, and has always exceeded the Target.

The Clayton Utz Foundation was established in 2003, and in that time has donated almost

\$7 million to community organisations that have a connection to the Firm. The Clayton Utz Foundation's focus is on addressing the core areas of disadvantage and access to justice, and it will actively target projects and not-for-profit organisations which have the potential to make a significant impact in these focus areas.

Clayton Utz' Community Connect community involvement program, also established in 2003, continues to utilise the resources of the Firm, and the skills and enthusiasm of our people, to assist community organisations. In 2014, the Firm supported 31 Community Partners nationally, providing a range of in-kind and volunteering assistance.

Clayton Utz has a solid tradition of supporting Indigenous Australians,

through providing assistance to Indigenous organisations as part of our Community Connect program, and acting for Indigenous clients as part of our Pro Bono practice. In 2010 we took the step of strengthening our commitment to Aboriginal and Torres Strait Islander people by developing a Reconciliation Action Plan formalising our commitment to reducing inequality between Indigenous and non-Indigenous Australians. In 2014, our Reconciliation Action Plan continues to turn good intentions into actions, creating meaningful opportunities for Aboriginal and Torres Strait Islander people in business, employment, education and training.

Gender Diversity

Clayton Utz values gender equality. We recognise that a diverse and inclusive workplace is good for business and not simply the right thing to do. It brings together different experiences and perspectives, helps to generate new ideas, creates more effective teams and relationships. It develops and retains the very best people and delivers higher engagement and enhanced leadership.

Gender diversity forms a key plank of our Firm strategy. This is underpinned by a range of policies, programs and initiatives.

Many are well-established and others are new or under development. In February 2014, our Diversity Council set a 'SMART' target of 35% of women in the partnership by 2025. This target was set based on rigorous analysis of the current percentage of women in our partnership (around 19%) and what we think is actually achievable rather than simply aspirational. We would hope to exceed the target.

The firm continues to drive initiatives through our networking program called Momentum, which offers a range of educational and

professional development opportunities for our people. Among the other initiatives we are exploring, are a formal process for identifying high-performing lawyers with partnership potential on a merit-based assessment and ensuring a high-level of participation amongst our female lawyers. We are also conducting unconscious bias training to help employees become more aware of biases that may act as barriers to better decision-making. This also includes understanding the importance of gender diversity and inclusion.

AusLSA ENVIRONMENTAL PROFILE 2014

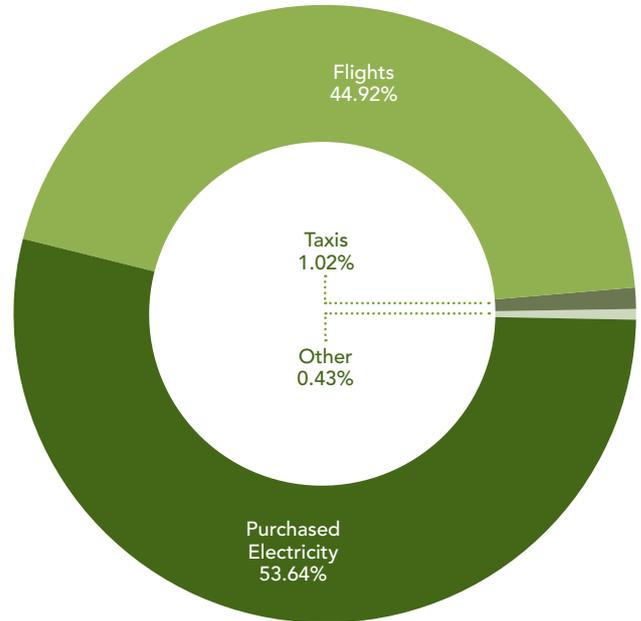


DLA PIPER AUSTRALIA	
CONTACT	Jeremy Bowick
CONTACT EMAIL	jeremy.bowick@dlapiper.com
REPORTING PERIOD	FY 2014
HEADCOUNT	776
FLOOR AREA	23,043m ²

ABOUT THE FIRM

In 2007, DLA Piper first introduced a Global Sustainability Initiative, providing the Firm with a strategic and integrated approach to managing the environmental impact of our business. In the same year, our approach enabled us to become the first law firm to achieve global certification to ISO 14001, the worldwide standard for environmental management that ensures we take account of our environmental impacts and live up to our commitment to operating in a responsible way. Now in our eighth year of certification, through our Global Sustainability Initiative, membership of key sector groups such as The UK and Australian Legal Sector Alliances and the sustained commitment of our people, we continually strive to reduce our environmental impact in four key areas: energy, waste, travel and sustainable procurement.

Whilst it is important to minimize our firm's environmental footprint, we feel that further significant impact on environmental sustainability can be delivered through the pro bono work we provide to environmentally focused charities and NGOs, and the legal advice we give clients relating to environmental best practice and climate change.



TOTAL GROSS EMISSIONS	4,265.10	t CO ₂ e
GROSS EMISSIONS PER HEAD	5.50	
GROSS EMISSIONS PER M² FLOOR AREA	0.19	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	15.58
SCOPE 2	💡 Electricity	2,287.63
	📊 Electricity per head	2.95
	📊 Electricity per m ² floor area	0.10
SCOPE 3	✈️ Flights	1,915.73
	🚕 Taxis	43.34
	🚗 Hire cars	0.00
	🚗 Personal vehicles	2.82
	📊 Total travel per head	2.53
	📊 Total travel per m ² floor area	0.09

NET EMISSIONS PER HEAD	5.50	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.19	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	70,429.78	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	90.76 3.06

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	20%

ABOUT ENVIRONMENTAL PROGRAMS

DLA Piper is committed to decreasing energy and paper consumption as well as reducing the amount of air travel. Our Sydney office has recently moved to new more space efficient premises which includes sensor lighting and other technologies designed to reduce power consumption.

We are rolling out electronic file management and follow me printing across the firm to reduce the firms consumption of paper.

All our offices have teleconferencing and video conferencing facilities which we utilise to communicate with colleagues and clients, both domestically and internationally, to limit the number of flights staff are taking.

We continue to expand our recycling programs in every office whenever we can. All of the above is part of the firm's overall commitment to limit its carbon footprint.



People

DLA Piper's diversity aim is to increase female representation in leadership.

As at 1 September 2014 DLA Piper in Australia has 20 percent female partner representation. Three out of four of our newly promoted partners this year were female, 55 percent of our promotions to Special Counsel were female and 53 percent of our promotions to Senior Associate were female.

In Australia, gender is analysed in our talent mapping process, which identifies talent based on potential and performance. Our

leadership team plays a critical role in driving and supporting the business case for promotion of female talent, particularly to partnership through individual support and sponsorship. All partners are included in unconscious bias training.

The leadership alliance for women (LAW) was launched in Australia this year as part of a global initiative to provide current and future leaders with opportunities to build valuable business connections, develop client relationships and strengthen leadership skills for future success.

Since its launch in May, we have run 14 events in Australia, with 270 clients in attendance.

In 2014 DLA Piper was awarded Best Mentoring Program of an International Law Firm by Euromoney Australasian Women in Business Awards. We currently have 51 mentoring relationships underway nationally, 72 percent of mentees are female. We also have a strong track record in supporting parents returning to work and provide flexible work arrangements. Our current retention rate of individuals returning from parental leave is 96 percent.

Community

In 2013, we donated over 207,000 hours of pro bono legal work globally, making us one of the largest providers of pro bono legal services in the world.

In Australia alone in the last 12 months, over 70% of all partners and staff took up a pro bono matter, volunteered for a community initiative, or both, providing over 34,000 hours of time in support of our communities and AU\$12 million worth of work for pro bono clients.

Our Australian lawyers currently do on average 72 hours of pro bono work per year, which is well above the target set by the National Pro Bono

Resource Centre of 35 hours of pro bono work per lawyer per year.

New Perimeter is our unique nonprofit organization, which enables our lawyers to work on high impact pro bono projects alongside their international colleagues, clients, nonprofit organisations, governments and academic institutions in developing and post-conflict countries.

Break into Law is DLA Piper's global initiative focused on removing barriers to careers within the legal sector for underrepresented young people. Improving equality, diversity

and inclusion within the legal profession is a significant priority for us.

Representative Australian matters include:

- Contract Law Training – Providing specialised, interactive and tailored contract law training for a number of NGOs and nonprofits across Asia Pacific, in partnership with our commercial client, Verizon.
- Pacific Islands Legal Skills Workshops – Providing legal skills workshops for a range of lawyers from various Pacific Island countries, in various locations.

Supply Chain

DLA Piper is committed to the highest standards of sustainable procurement throughout its extended supply chain and requires agreement to the DLA Piper Sustainable Procurement Policy from all those involved in the supply chain.

Our Sustainable Procurement Policy takes into account social, economic, ethical, environmental and anti-bribery and corruption factors when making procurement decisions.

The Policy exists for the purposes of promoting safe and fair working conditions and the responsible management of environmental and social issues in the DLA Piper supply chain. The Policy is divided into three sections that

cover: Human Rights, Environmental and Anti-Corruption standards.

The Policy is based on the following international standards:

- The Universal Declaration of Human Rights
- UN Global Compact Ten Principles
- UN Guiding Principles on Business and Human Rights
- The Fundamental Conventions of the International Labour Organisation (ILO).
- The Ethical Trading Initiative (ETI) Base Code

DLA Piper was also the first law firm to achieve ISO 14001 certification in every office, committing us significantly to reducing our impact on the environment.

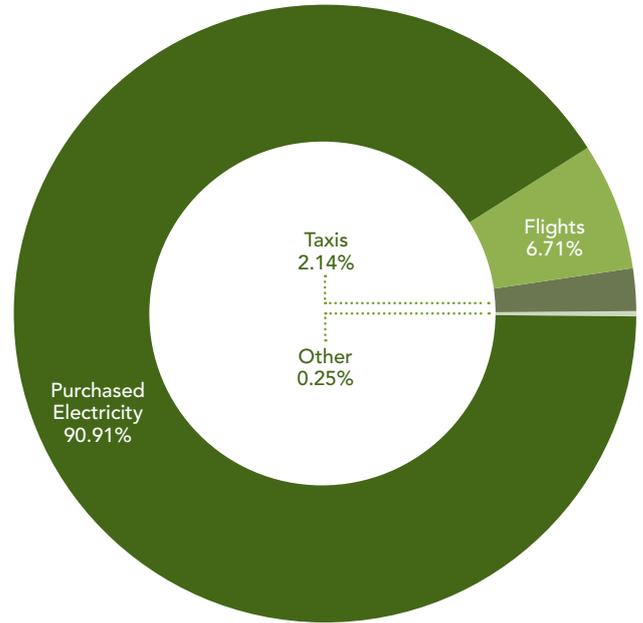
The initiative is sponsored by Board members with representation from Risk Management, Corporate Responsibility, Facilities and Property Management, IT, Procurement, Travel Management and Partners from our Environmental legal services.

Through addressing all operational aspects of our environmental impact, the group is able to implement strategies to reduce our negative impact in four key areas: energy, waste, travel and sustainable procurement.

HENRY DAVIS YORK	
CONTACT	Kelvin O'Connor
CONTACT EMAIL	kelvin.oconnor@hdy.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	354
FLOOR AREA	9,730m ²

ABOUT THE FIRM

Henry Davis York (HDY) is a leading Australian law firm that specialises in the financial services and government sectors and is renowned for its tier 1 insolvency and restructuring expertise



TOTAL GROSS EMISSIONS	1,142.87	t CO ₂ e
GROSS EMISSIONS PER HEAD	3.23	
GROSS EMISSIONS PER M² FLOOR AREA	0.12	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	354.14
Voluntary carbon offsetting	789.00
TOTAL	1,143.14

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	2.85
SCOPE 2	💡 Electricity	1,038.95
	📊 Electricity per head	2.93
	📊 Electricity per m ² floor area	0.11
SCOPE 3	✈️ Flights	76.63
	🚕 Taxis	24.45
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.00
	📊 Total travel per head	0.29
	📊 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	0.00	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.00	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	45,707.67	per head	per m ² floor area
Recycled paper	99.89%	Paper (kg)	129.12 4.70

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	50%
GLASS	100%	ORGANIC	0%

ABOUT ENVIRONMENTAL PROGRAMS

HDY was the first Member Firm to obtain the AusLSA Environmental Management System (AEMS) certification. This recognises the environmental systems we have in place, our environmental performance and our proposed continued improvement programs.

This year we are pleased to have achieved a 17% decrease in gross carbon which was primarily from reduced travel and a 7% reduction in paper usage.

People

HDY has been publically reporting on its social sustainability initiatives since 2008. We report on the most material issues that affect our firm and sector. When considering our workforce, this includes such issues as flexibility, inclusivity, equality, health and well-being. We also report on hard metrics of gender balance, workforce composition and turnover. We highlight our performance in selected areas each year.

Flexibility

We have a well-developed Flexibility Program and continue to commit to provide an environment that supports flexible work practices. We ensure equitable treatment of requests for flexible work arrangements through a clearly documented policy and application process and the oversight of a dedicated Flexibility Manager. We currently have 22% of all staff (33% of all women and 4%

of all men) in the firm on a formal flexible work arrangement. Many of our staff also enjoy informal flexibility.

In the coming reporting period, we plan to review how well our flexibility program is working in practice and will conduct an audit that will garner feedback on the "lived experience" from those who are currently working flexibly.

In addition to this, we are piloting an externally facilitated program entitled, "Working and Parenting Program". The program is run across 2 half days and is aimed at assisting women who are returning to the workforce from maternity leave to achieve success at work and at home. Many of these individuals are working flexibly.

Inclusivity, diversity and equality

During Sharon Cook's term as managing partner,

she has very publically been an advocate for change in the profession with regard to the advancement of women. In October 2013 she was awarded the Lasting Legacy Award at the annual Lawyers Weekly Women in Law Awards in acknowledgement for agitation for change in this area across the sector.

HDY enjoys a high percentage of women in the workforce (when compared to competitor firms) with 52% of our legal and 64% of our total staff being female. 31% of our Partners are women, again putting us among the top firms in the profession. However, with over 60%¹ of graduates leaving law school being women and the relatively low representation of them at Partner level there is still much work to be done in this area across the profession

Community

HDY's Community Spirit Program has been addressing our community's need for pro bono services, financial assistance and volunteer support for over half a decade. This year we continued our long standing commitment to a number of outreach clinics, as well as continued to build on our collaborations with public interest organisations.

This year, our pro bono practice accounted for 2% of the firm's total revenue and 72% of our lawyers participated in our pro bono programs. It has been a challenging year with economic factors and staffing shifts contributing to a decrease in total pro bono hours. While this decrease is disappointing, this metric is not a reflection of the

actual impact that our pro bono work has had on addressing unmet legal need, access to justice, policy work and community legal education and we are proud of the impact our pro bono work has had on a diverse range of marginalised individuals and disadvantaged groups.

Our lawyers and staff have also continued their longstanding commitment to youth mentorship and reading initiatives such as the LEAPS and ROAR program.

Looking towards 2015 we will reinvigorate our strategic approach to increasing our pro bono contribution and addressing unmet legal need with the following key commitments:

- continuing to invest in key strategic projects of public interest organisations;
- continuing to work with strategic clients to assist with the development of in-house pro bono initiatives;
- building and implementing a strategic collaboration that addresses an area of significant unmet legal need,
- increasing internal and external communication to recognise and encourage widespread commitment and interest in pro bono and public interest law.

Supply Chain

Henry Davis York is committed to acting in a socially, ethically and environmentally responsible manner. As part of our commitment to sustainable business practices, the firm will ensure, to the extent possible, that our suppliers also act responsibly.

We will also ensure through our risk management processes that a failure in our supply chain does not expose the firm to unacceptable risk.

This approach will include the application of relevant sustainability criteria to:

- What products and services we buy;
- Which suppliers we buy from;
- How fairly we treat our suppliers;

- How we encourage our suppliers to support our sustainability efforts.

The principles of our procurement policy consider the following attributes:

Recognition:

HDY recognises the role and impact of its supply chain in its sustainability endeavours, and the need to effectively manage this impact.

Fairness:

We will treat all our suppliers in an honest, fair and transparent manner in meeting our contractual obligations, including payment within agreed timeframes.

Diversity:

In line with the firm's Inclusivity and Diversity Policy,

we extend equal opportunity to all of our suppliers and tenderers and welcome supply from all types of enterprise.

Encouragement:

We will preferentially use suppliers who are implementing sustainable practices in their own business.

Participation:

We will invite suppliers to provide input and feedback into our supply chain practices.

Partnership:

We will consider our suppliers as business partners, recognising that our success in our sustainability efforts is linked with theirs.

¹ Data taken from Graduate Careers Australia website on 21/10/14

AusLSA ENVIRONMENTAL PROFILE 2014

JACKSON MCDONALD	
CONTACT	Belinda King
CONTACT EMAIL	bking@jacmac.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	227
FLOOR AREA	3,853m ²

ABOUT THE FIRM

Jackson McDonald is Western Australia's largest independent law firm employing over 225 people including 29 partners. By offering a full range of commercial legal services for over 90 years, we have played an integral role in shaping the State.

We believe our depth of knowledge combined with breadth of service sets us apart in the WA legal market. We provide our clients with clear, concise legal advice that is tailored to all their commercial and operational needs by delivering strong partner engagement and utilising our unmatched connections within WA.

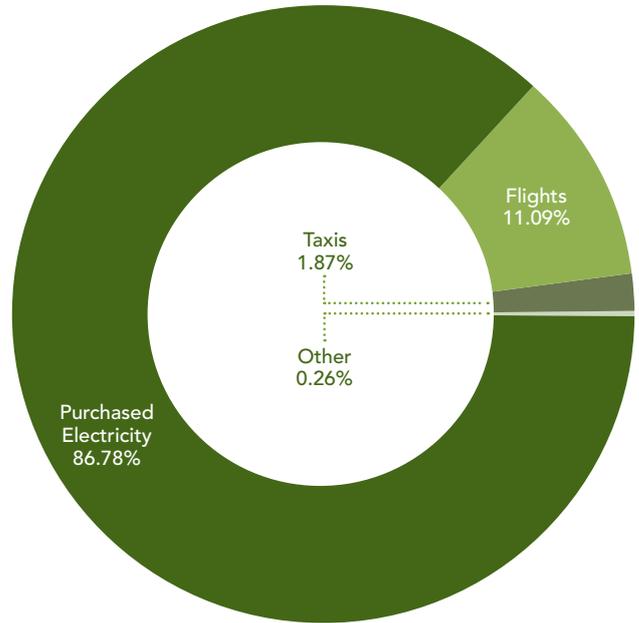
Our local presence enables us to service our clients on demand. We are ideally placed to advise companies, whether established or looking to grow their operations in our resource rich State.

TOTAL GROSS EMISSIONS	500.60	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.21	
GROSS EMISSIONS PER M² FLOOR AREA	0.13	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
Natural gas		0.00
Company vehicles		0.00
Refrigerants		1.00
Electricity		434.44
Electricity per head		1.91
Electricity per m ² floor area		0.11
Flights		55.54
Taxis		9.35
Hire cars		0.28
Personal vehicles		0.00
Total travel per head		0.29
Total travel per m ² floor area		0.02

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	25,210.57	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	111.06 6.54

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%



CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

NET EMISSIONS PER HEAD	2.21	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.13	

ABOUT ENVIRONMENTAL PROGRAMS

We continue to be conscious of our carbon emissions and initiatives implemented in the previous financial year have seen our carbon footprint reduced again. For the second year in a row we have reduced our carbon dioxide emissions by over 100 tonnes.

During the second quarter of 2014/15 Jackson McDonald are relocating to new offices where we have considered ways of further reducing our electricity consumption. As a result, all lighting will operate using sensor monitors and the lights around the perimeter will automatically dim to adjust to bright outside light.

Our paper consumption has reduced again this past year by a further 12 reams per employee. We expect our paper consumption to continue to reduce as we move further towards using electronic storage for all matters in the coming year, a process which coincides with our move to new premises.

AusLSA SOCIAL SUSTAINABILITY PROFILE 2014

People

At Jackson McDonald we understand that our people are our greatest attribute and our success is largely due to the energy, commitment and excellence of our people. Without them we would not be able to do all of the great work for our clients, in our community and for our environment.

Flexible working practices are now common at Jackson McDonald and reflects our understanding of the diverse lifestyles and career paths of our people. Almost a fifth of our staff have a formal flexible work arrangement.

Our internal Health and Wellbeing team deliver a broad range of activities, which aim to provide staff with information that relate to both their physical and mental wellbeing.

Community

One of our core values is our commitment to our community. This includes our partners and staff who are actively involved in making a contribution to industry and State development by supporting charities and community issues. This ongoing commitment has been and remains a core cultural value of our firm. Our dedicated Community Committee is responsible for managing the firm's community work including fund raising, volunteering

activities and developing ongoing relationships with community partners.

We give high importance to supporting underprivileged groups within our community and embrace activities that are valued by our staff. On average we sponsor, fund raise or volunteer for more than 24 charities per year. Our commitment can be seen in the diverse organisations that we help such as Princess Margaret

Hospital Foundation, Ready to Work, JDRF, Fairgame, Cancer Council and the Australian Red Cross.

In 2009 we formalised our pro bono approach by adopting a Pro Bono Policy and establishing a Pro Bono Committee.

Our pro bono programme enables us to provide legal services to those who are unable to find legal representation or pay for legal advice.

Supply Chain

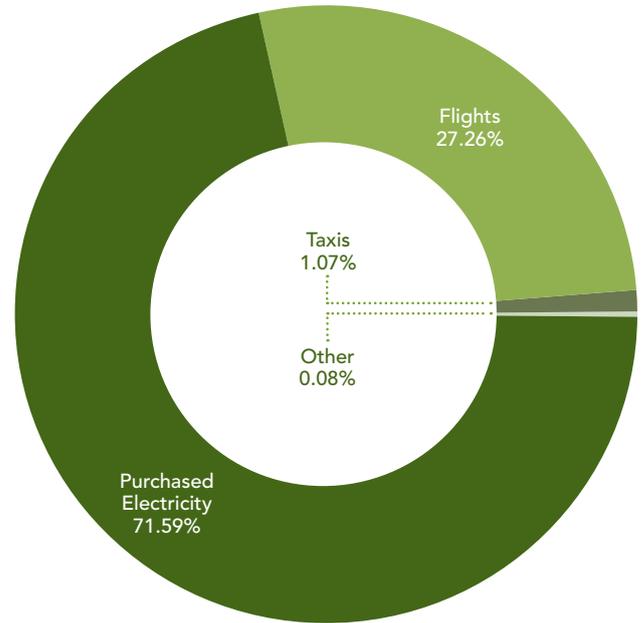
Jackson McDonald is committed to sustainability as well as our commitment to the Western Australian economy. Our firm works with a number of local suppliers who support us in our day to day activities.



MADDOCKS	
CONTACT	Steven Ward
CONTACT EMAIL	steven.ward@maddocks.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	493
FLOOR AREA	11,320m ²

ABOUT THE FIRM

Maddocks provide premium legal services to corporations, businesses and governments throughout Australia and internationally from offices in Canberra, Melbourne and Sydney. We advise across a diverse range of industry sectors.



TOTAL GROSS EMISSIONS	2,069.55	t CO ₂ e
GROSS EMISSIONS PER HEAD	4.20	
GROSS EMISSIONS PER M ² FLOOR AREA	0.18	

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	249.00
TOTAL	249.00

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	0.00
	Company vehicles	0.00
	Refrigerants	1.61
SCOPE 2	Electricity	1,481.55
	Electricity per head	3.01
	Electricity per m ² floor area	0.13
SCOPE 3	Flights	564.26
	Taxis	22.12
	Hire cars	0.00
	Personal vehicles	0.00
	Total travel per head	1.19
	Total travel per m ² floor area	0.05

NET EMISSIONS PER HEAD	3.69	t CO ₂ e
NET EMISSIONS PER M ² FLOOR AREA	0.16	

ABOUT ENVIRONMENTAL PROGRAMS

Maddocks have an active environmental committee who are committed to reducing Maddocks environmental footprint.

PAPER AND WASTE				
GROSS		NORMALISED		
Paper (kg)	65,639.27		per head	per m ² floor area
Recycled paper	96.76%	Paper (kg)	133.14	5.80

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	67%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	33%



People

Maddocks has been recognised as the Employer of Choice for Australian firms > 500 employees in the 2014 Australasian Lawyer Employer of Choice Survey, which survey was conducted in the 2013-2014 financial year. The confidential survey is designed to find out how Australia's law firms are performing across areas like remuneration, career development and employee wellbeing. Maddocks also took out the following individual categories: Training and Professional Development, Gender Equality, Culture and Engagement, Work Life Balance and Support for Wellbeing.

Flexibility, inclusivity, diversity and equality

Currently, a quarter of our employees are utilising flexible work arrangements. Maddocks actively encourages work-life balance by providing

a supportive and flexible environment for all employees, regardless of gender, culture, age, or family situations. We host a healthy 30% female partnership level, and firm-wide our male/female split is 32%/68%.

2014 marked the tenth consecutive year that Maddocks was recognised as an EOWA Employer of Choice for Women, affirming that the firm offers equal opportunity to all its people irrespective of gender. We are one of only four law firms to have won this award.

Our CEO Michelle Dixon is an Ambassador for the Workplace Gender Equality Agency's (WGEA) "In Your Hands" initiative, which empowers leaders to facilitate the discussion in firms around how to progress toward gender pay equity.

The Maddocks Women initiative assists women in increasing participation in networking activities, which are important to professional development. The initiative aims to consolidate and develop professional relationships, enhance the relevance of Maddocks Women to all of our people, promote the firm as an innovative and responsive employer of women, and develop the skills of our teams.

Recognising that gender is just one area of diversity, Maddocks has committed to supporting initiatives to promote awareness around disability, cultural exclusion and unconscious bias in the workplace. The firm is also signatory to the Tristan Jepson Memorial Foundation Guidelines for mental health in the legal profession.

Community

Pro Bono

We take pro bono very seriously. Our community includes organisations and individuals working for the public good, but who have limited resources available to improve and protect their work. Our people recognise that many individuals in society cannot obtain access to justice without legal assistance on a pro bono basis.

We're committed to supporting these organisations and individuals. Our pro bono scheme operates across all of the firm's areas of practice. We assist clients with respect to corporate governance, commercial, tax and structuring advice, DGR applications, industrial relations, FOI as well as contract, property and estate disputes. We also advise pro bono clients on complex and sensitive complaints and decision review processes.

Maddocks is an active member of Justice Connect. We work closely with Justice Connect and other referral organisations to ensure that the needs of our pro bono clients are met quickly and professionally. We also support the Mental Health Legal Centre, Kids Under Cover and the Victorian

Women's Housing Association.

CSR

We're committed to operating in a sustainable and environmentally-responsible manner. In keeping with the firm's vision of 'sustainable success', the Maddocks Environment Policy and Environment Plan align with the firm's strategic objectives of having an outstanding working environment, living our values and investing for the future.

We constantly monitor the impact of the firm's business activities. We devise and implement initiatives to curb any adverse environmental effects. Maddocks conducts regular employee education campaigns and continues to investigate the viability of green initiatives.

The Maddocks Foundation provides annual grants to Australian charitable organisations to support projects and programs in the communities in which we live and work in the following priority areas:

- General and Mental Health, and Medical Research

- Welfare and Human Rights
- Environment and Energy
- Family and Local Communities

Melbourne City Mission works with some of Melbourne and Victoria's most vulnerable individuals, families and communities – and is Maddocks' oldest client. As part of the firm's relationship with Melbourne City Mission, our people regularly join in Mission charity and fundraising events.

Maddocks is committed to supporting the contemporary arts. We proudly provide legal advice to many arts organisations - the National Gallery of Australia, the National Gallery of Victoria (NGV) and the Victorian College of the Arts are just three. This year, we're delighted to be supporting the NGA's Arthur Boyd exhibition.

More recently, Maddocks together with the Indigenous Marathon Project (IMP), have formalised a 2 year alliance, with the firm providing pro-bono legal, marketing and library services to the IMP team.

Supply Chain

Our Partners and employees maintain ethical standards, specialist legal skills, client confidentiality and operate with openness and honesty. They proudly accept personal responsibility for maintaining our commitment to the continuous, sustainable improvement of our operations.

We collect electricity data as part of our AusLSA commitment and have introduced initiatives to improve energy efficiency across the business.

We strive to purchase from suppliers that adhere to fair trade and ethical business principles. This includes hardware, software and consumptive supplies across the firm. Our printers enhance our commitment to environmental sustainability –

namely, we set duplex printing as a default option, use low energy power consumption units with recyclable parts.

Ongoing emission reductions result from important investments - we acquire carbon offsets to offset 25% of electricity consumption in the Melbourne office and have replaced halogen (down lights) in our Melbourne tenancy with more energy efficient LED alternatives. Maddocks also purchases electricity from green energy suppliers to mitigate carbon impact.

The adoption of eFiling has increased at the firm - and we have also entrenched a policy of sending out Christmas cards electronically or printed cards

on recycled paper.

We have engaged consultants to undertake waste audits in our offices to assess recycling practices of our people and to determine the amount of recycling that is occurring. Waste audits are used to raise awareness on what improvements or deterioration we are observing in targeted communications to employees on waste management practices.

Maddocks continues to upgrade its video conferencing facilities and utilise these rather than encouraging travel. Quarterly partners' meetings are now all held via video conference for Melbourne, Sydney and Canberra collaboration.

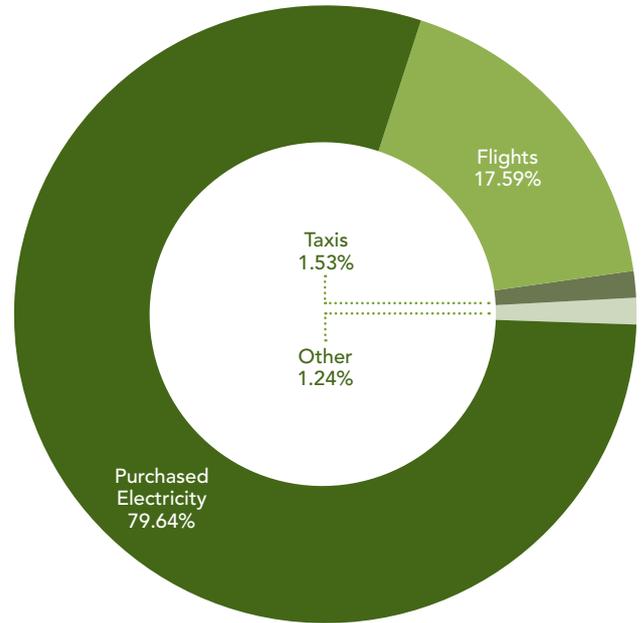
HUNT & HUNT	
CONTACT	Michael Cusack
CONTACT EMAIL	mcusack@mccullough.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	391
FLOOR AREA	8,284m ²

ABOUT THE FIRM

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 Newcastle, 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 food and agribusiness, technology, telecommunications, health and life sciences, real estate and financial services sectors.



TOTAL GROSS EMISSIONS	1,394.09	t CO ₂ e
GROSS EMISSIONS PER HEAD	3.57	
GROSS EMISSIONS PER M² FLOOR AREA	0.17	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	4.61
	❄️ Refrigerants	5.44
SCOPE 2	💡 Electricity	1,110.22
	📊 Electricity per head	2.84
	📊 Electricity per m ² floor area	0.13
SCOPE 3	✈️ Flights	245.26
	🚕 Taxis	21.37
	🚗 Hire cars	2.16
	🚗 Personal vehicles	5.03
	📊 Total travel per head	0.71
	📊 Total travel per m ² floor area	0.03

NET EMISSIONS PER HEAD	3.57	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.17	

ABOUT ENVIRONMENTAL PROGRAMS

Through the implementation of our sustainability policy, we have created a framework for understanding and managing our impact on the environment, including a key focus on recycling of office Fit Out materials and conducting green audits to evaluate adherence to our sustainability policy.

The Firm has implemented a number of sustainability initiatives during 2014 covering reuse of office Fit Out, energy usage efficiency and staff awareness of sustainability practices in the work place.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	71,456.41	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	182.75 8.63

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	33%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	33%

People

The firm's Diversity Initiatives Committee was established to review and change work practices with a view to making McCullough Robertson a competitive and desirable place for all staff and where professionals can develop their careers.

We hold certification as an Employer of Choice for Women.

Our vision is to be a law firm known for its diversity and flexibility. With this in mind, in 2014 we launched the Sky initiative.

Under Sky, we have committed to the following:

- **Connect - Mentoring program**
This program has been designed to offer our junior lawyers the opportunity to engage with senior associates in different practice groups to discuss the challenges that they are facing on a daily basis. This program is designed to meet and support

the professional needs and aspirations of our people to ensure they can meet their own goals and ours.

- **Career management program**
This career development program is designed will ensure we have the people we need with the skills necessary for meeting strategic and organisational goals. An important element to the success of this program is scheduling early and regular discussions with our female staff about their career goals, to ensure that they are encouraged to develop and progress.
- **Flexible work forum**
Currently, 26% of our staff have formal flexible work arrangements; with many other staff members enjoy informal flexible arrangements. This forum is an opportunity for staff to voice their views on

flexibility and is a follow up to our flexible work and practices policy which was established in 2008.

All of these initiatives, coupled with our gender scorecard and internal targets will work towards achieving our diversity goals.

The firm was an initial signatory to the Employment Covenant designed to identify businesses and corporates who would commit to provide jobs to indigenous persons who have suitable training. We report quarterly on our indigenous employment progress.

All partners have agreed to be 'champions of change' for driving the diversity agenda across our firm.

Community

Under the umbrella of our Corporate Social Responsibility framework is our Community Partnership Program (CPP). The CPP is the framework through which we work to facilitate positive social change, in areas of need we identify. Our CPP incorporates pro bono and volunteer work, sponsorship, funding and donations. It has six priority areas being access to justice, health and mental health, indigenous education and capacity building, rural and remote communities and their activities, community arts, and promoting philanthropy and corporate giving.

We acknowledge that there are many disadvantaged individuals in our community and charitable organisations who help those individuals, who could benefit from our

considerable legal skills and experience. Our pro bono work is of equal importance to other work we undertake for commercial clients. We uphold a very high service ethic and strive to obtain positive and commercial outcomes for our pro bono clients within the parameters of our ethical and legal boundaries.

We are a signatory to Pro Bono Australia's National Aspirational Target in relation to the provision of our pro bono work. In the 2013/14 financial year we donated over 5,320 hours of pro bono legal work with 29% of our lawyers and 30% of our Partners completing some level of pro bono legal work.

The pro bono work done by our firm is spread across work for both individuals (15%) and organisations (85%).

As a founding member of the Queensland Public Interest Law Clearing House (QPILCH), we accept pro bono matters referred from QPILCH, and participate in a number of clinics that support self represented litigants in the civil courts and tribunals. Graduates are particularly encouraged to participate in the Homeless Persons' Legal Clinic.

In addition to the work we do in Queensland, with the establishment of our offices in Sydney and Newcastle, we have increased our work in legal clinics in New South Wales and developed opportunities to apply our pro bono commitment there as well.

Suppliers

McCullough Robertson is committed to the highest standards of procurement, committed to acting in a socially, ethically and environmentally responsible manner.

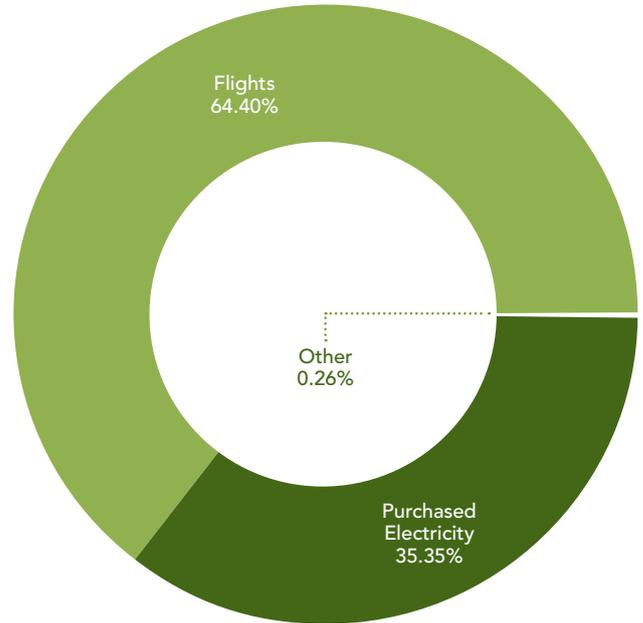
Our approach to procurement to date has been based on our commitment to treat our suppliers fairly and offer equal opportunity to those bidding for our business and encourage feedback from our suppliers. We have developed specific policies around our environmental practices that extends to our procurement approach.

NORTON ROSE FULBRIGHT	
CONTACT	Rebecca Hoare
CONTACT EMAIL	rebecca.hoare@nortonrosefulbright.com
REPORTING PERIOD	FY 2014
HEADCOUNT	974
FLOOR AREA	27,051m ²

ABOUT THE FIRM

Premier global legal practice, Norton Rose Fulbright, is proud to be a founding member of AusLSA. Norton Rose Fulbright continues to look for ways to minimise its effect on the environment and reduce its carbon footprint.

With the objective of achieving enduring reductions in energy and paper consumption, waste generation, travel related environmental impacts and encouraging suppliers and contractors to also improve their environmental performance in line with the expectations of the firm and its clients, Norton Rose Fulbright developed a new management framework that is based upon the best practice standards required of AS/NZS ISO 14001:2004. The new framework and Sustainability Policy and Supplier Sustainability Principles were communicated nationally with training provided to key stakeholders as part of Norton Rose Fulbright's culture of supporting positive environmental outcomes through the actions of its people.



TOTAL GROSS EMISSIONS	8,474.88	t CO ₂ e
GROSS EMISSIONS PER HEAD	8.70	
GROSS EMISSIONS PER M² FLOOR AREA	0.31	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	0.00
	Company vehicles	0.00
	Refrigerants	3.32
SCOPE 2	Electricity	2,995.50
	Electricity per head	3.08
	Electricity per m ² floor area	0.11
SCOPE 3	Flights	5,457.71
	Taxis	12.72
	Hire cars	5.62
	Personal vehicles	0.00
	Total travel per head	5.62
	Total travel per m ² floor area	0.20

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	121,628.98	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	124.88 4.50

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	20%

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

NET EMISSIONS PER HEAD	8.70	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.31	

ABOUT ENVIRONMENTAL PROGRAMS

As a premier global legal practice with 50+ offices around the world, international travel contributes significantly to the firm's overall environmental impact and ways to reduce and offset these impacts are being actively reviewed by the Environmental Sustainability Working Group, which enables representatives from around the firm to contribute their ideas and expertise in managing sustainability issues.

The efficiency of office tenancies to reduce the firm's carbon footprint is also a key focus area.

Norton Rose Fulbright's energy reporting and energy consumption program has seen the business win the NSW CitySwitch Signatory of the Year Award in 2011 and the 2013 CitySwitch Award for offices over 2000 sqm. We have recently invested in the Greensense View® sustainability reporting dashboard to drive a deeper understanding of the trends in energy and paper consumption to achieve further improvement in these areas.

People

Diversity & Inclusion is a critical business issue at Norton Rose Fulbright in Australia and globally. We believe our commitment and success in this area sets us apart from our competitors and we have been rewarded with many accolades. The Managing Partner and leadership team have an unwavering commitment to creating a more diverse and inclusive legal practice where people feel encouraged to bring their whole selves to work. We leverage the rich diversity of our workforce including diverse perspectives, cultural backgrounds, skills and opinions to provide better solutions for our clients. Our Diversity

& Inclusion strategy is broad in its remit and covers the full spectrum of focus areas such as cultural diversity (ethnicity), those with caring responsibilities, gender diversity, disability and sexual orientation and gender identity.

We have over 24% female partners and 33% female partners within the Australian Partnership Council. Over one quarter of our female workforce and nearly 20% of our overall population work flexibly in a formal sense. We have a range of programs and initiatives under the diversity and inclusion umbrella including inclusive leadership training for our partners,

formal mentoring and career strategies programs for senior female lawyers and we have various networks in place to create support structures such as the LGBTI and Allies network and the Flex-ability network.

Globally, we have an established Global Diversity & Inclusion Advisory Council (GDIAC) made up of the most senior partner from each of the Norton Rose Fulbright regions led by Sally Macindoe, Partner and Global Head of Diversity & Inclusion. We also have technical diversity and inclusion specialists in place across the regions to support the programs.

Community

At Norton Rose Fulbright in Australia our Corporate Social Responsibility (CSR) program is a vital part of our cultural make-up and community spirit. In the past two years we have significantly redesigned and reinvigorated our CSR program. Our CSR program is divided into "pillars" - Charitable Giving, Reconciliation, Environmental Sustainability, Volunteering and Pro Bono.

Highlights from 2013/14 include, for Charitable Giving, our Perth Graduates raising \$35,000 for Cystic Fibrosis and our national summer

clerk group raising funds for five of the Smith Family's tertiary scholarships. For reconciliation, the launch of our first Reconciliation Action Plan in September 2014 of which we are immensely proud, our partnering with Jawun to assist Aboriginal and Torres Strait Islander businesses and the launch of our Inaugural Indigenous Scholarship through the Australian Business Council Network (ABCN) are all important milestones for Norton Rose Fulbright in Australia. In the sustainability area, we continue to work on the reduction in our paper consumption, our electricity consumption,

our waste to landfill and the reduction in our carbon emissions. In volunteering, our staff provided approximately 1400 hours of their time to mentor school children through our ABCN programs last year and in Pro Bono, we appointed our first National Pro Bono Executive, and doubled our pro hours per fee earner from July 2013 to July 2014. We have set ourselves a goal of 20,000 pro bono hours for financial year 2015 and will deliver this through a combination of file work and partnering with community legal centres in each state.

Suppliers

Norton Rose Fulbright in Australia understands that the way in which we operate has an impact on our environment and the community, and we are committed to operating in a socially responsible way. An important part of improving our environmental and social performance is ensuring that our commitment to social responsibility is reflected in our supply chain. Accordingly, we have implemented the Norton Rose Fulbright in Australia Supplier Social Responsibility Principles which cover a range of matters including:

- governance
- risk management
- environmental sustainability

- work health and safety
- anti-discrimination and human rights
- community engagement and reconciliation
- diversity and inclusion
- supply chain management; and
- reporting.

Our suppliers must ensure that they understand and comply with each of the Principles, to the extent that they are relevant to the nature of the services or products being supplied to Norton Rose Fulbright in Australia. Each supplier is also expected to ensure that the measures they adopt to comply with the Principles reflect the

social responsibility issues that are relevant to them.

Environmental sustainability is one of the pillars of the firm's corporate social responsibility program. Norton Rose Fulbright in Australia is committed to playing its part in protecting and preserving the environment, and minimising the impact that human industry has on our planet. We also recognise that sustainability performance is important to our clients, our people and other stakeholders. Central to our environmental sustainability program is the firm's recently adopted Environmental Management System, which provides a framework for the firm to identify and achieve its environmental goals.

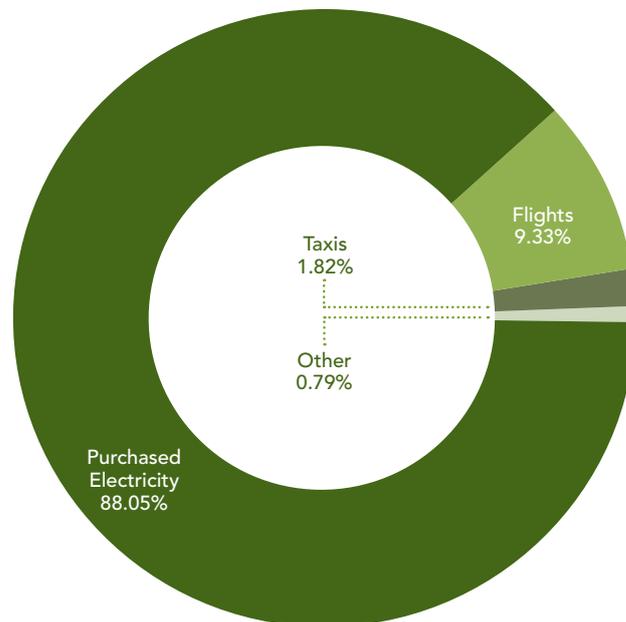
AusLSA ENVIRONMENTAL PROFILE 2014

SWAAB ATTORNEYS	
CONTACT	Paul Barbour
CONTACT EMAIL	pxb@swaab.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	70
FLOOR AREA	2,261m ²

ABOUT THE FIRM

Swaab Attorneys is a commercial law firm located in Sydney. With 14 partners, we've been helping our clients' businesses grow for over 30 years.

In recent years we have been recognised for both our excellent client service and our exceptional work environment. As well as offering a full range of commercial law solutions, we also have a highly regarded private client practice bringing the commercial acumen we are known for into the areas of family law and estate planning.



TOTAL GROSS EMISSIONS	174.05	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.49	
GROSS EMISSIONS PER M² FLOOR AREA	0.08	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.37
SCOPE 2	💡 Electricity	153.26
	📊 Electricity per head	2.19
	📊 Electricity per m ² floor area	0.07
SCOPE 3	✈️ Flights	16.24
	🚕 Taxis	3.17
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.00
	📊 Total travel per head	0.28
	📊 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	2.49	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.08	

ABOUT ENVIRONMENTAL PROGRAMS

We are committed to our green initiatives, both simple and complex, which include stationery recycling drives, waste recycling, reducing power usage through such initiatives as lighting reductions and introduced utilities to avoid unnecessary printing.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	8,239.08	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	117.7 3.64

RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	0%
GLASS	100%	ORGANIC	0%

People

Wellbeing

Employee wellbeing has been a focus for the Firm for the past decade. Our Health and Wellbeing program promotes proactive management of our people's well-being taking a holistic approach. Our educative lunch and learn seminars and comprehensive EAP underpin this initiative. The Firm is also a signatory to the Tristen Jepson Memorial Foundation Guidelines and we are working to incorporate these guidelines and principles into our people practices as a commitment to our mental well-being in the workplace.

Flexibility

Swaab is supportive of flexibility in the

workplace and we manage this informally. We recognise the importance of working with our people to ensure we are able meet either short term or longer term flexibility needs. Our approach is to find a solution on an individual basis, ensuring we follow guiding parameters to ensure consistency and fairness across the board.

More than 30% of our solicitors take advantage of flexible working arrangements.

Diversity

The diversity of our people is one of our greatest strengths. Having such a diverse workplace allows us to be at the forefront of

innovation and ensures we are able to deliver on our 'Swaab Brand of Service' promise.

We have policies in place that underpin our people practices to support diversity.

There are 12 leadership roles within the practice, of which nine are currently held by women. We believe that is a reflection on the individual's capabilities and aspirations to lead and take responsibility rather than an indication of any gender bias.

Community

Charity support

The Firm actively encourages involvement in the not-for-profit sector, providing support and resources when requested by employees around organisations about which they are passionate.

The Firm's social committee has an active calendar of fundraising events, and any money raised during Firm activities is matched by the partners. 2015 will see the

introduction of a formal workplace giving program which will form part of a Corporate Social Responsibility Program.

Probono

Swaab has had a long association with PILCH (now Justice Connect) and accepts probono matters referred that fall within the sphere of our expertise. Probono work is also accepted from the NSW Arts Law Council and a number of not-for-profit organisations

supported by the firm. To date the firm has not reported on pro bono initiatives; however it will do so from 2015.

Mentoring programs

Partners and senior associates at the Firm are active participants as mentors in the Law Society of New South Wales mentoring program.

Suppliers

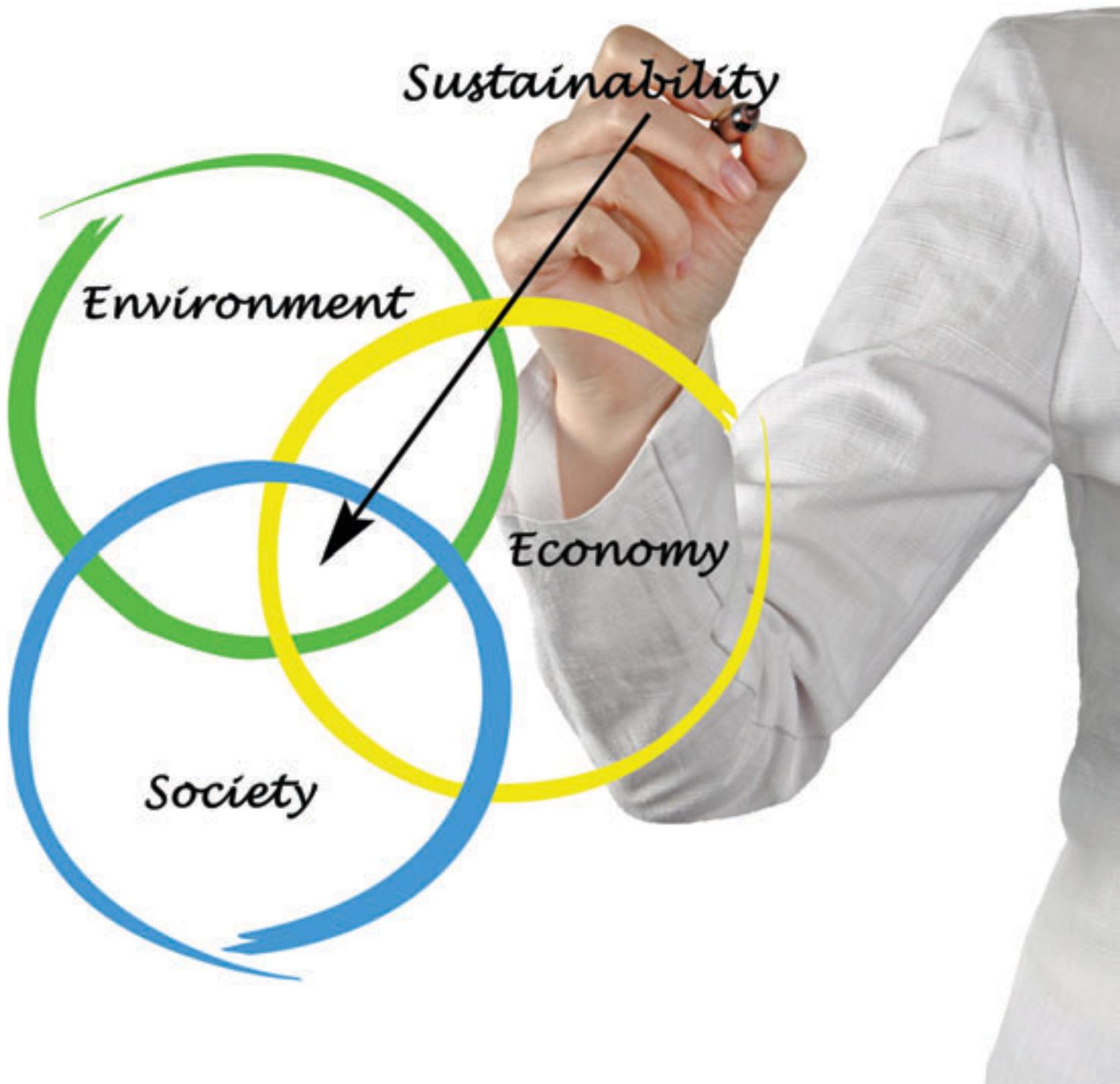
Swaab attorneys does not have a formal policy on sustainable procurement, however as part of the Law9000 quality program, compliance with specification (which often includes origin of manufacture) is established before purchase and verified on receipt. Wherever possible we have a policy

of recycle and reuse which is applied to equipment, furniture and fitout.

Many of the suppliers that the Firm supports have been providing services to Swaab since the practice's inception 30 years ago. These long term relationships have built

on mutual respect and collaboration as we have supported each other through business cycles and evolving markets. The strength of our Firm is an indicator of the strength of our relationships with our people, our clients and our suppliers.

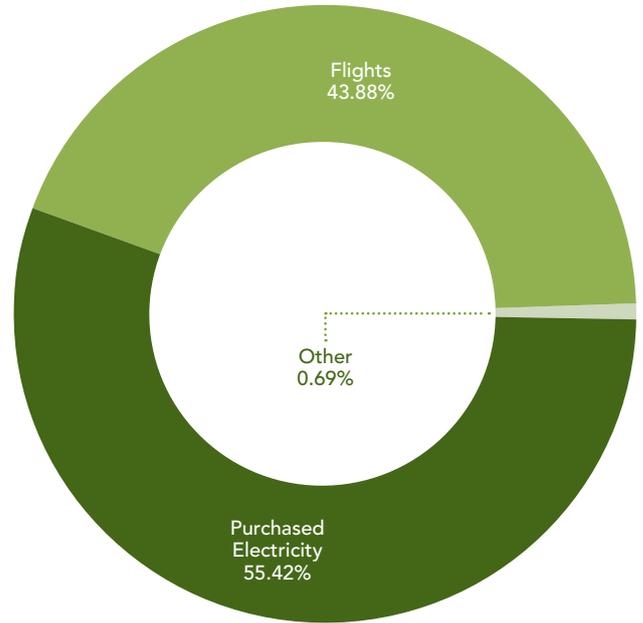
AusLSA GENERAL MEMBER SUSTAINABILITY PROFILES



ALLENS LINKLATERS	
CONTACT	Charlotte Hanson
CONTACT EMAIL	Charlotte.Hanson@allens.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	1,247
FLOOR AREA	30,743m ²

ABOUT THE FIRM

Allens is an international law firm with offices throughout Australia and Asia. Through our integrated alliance with Linklaters, we provide our clients with access to market leading lawyers through a global network of 40 offices across 29 countries, including to emerging markets in Africa, Asia and South America.



TOTAL GROSS EMISSIONS	7,928.66	t CO ₂ e
GROSS EMISSIONS PER HEAD	6.36	
GROSS EMISSIONS PER M ² FLOOR AREA	0.26	

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	13,200.00
TOTAL	13,200.00

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	2.38
	Company vehicles	0.00
	Refrigerants	2.98
SCOPE 2	Electricity	4,394.38
	Electricity per head	3.52
	Electricity per m ² floor area	0.14
SCOPE 3	Flights	3,479.25
	Taxis	49.04
	Hire cars	0.63
	Personal vehicles	0.00
	Total travel per head	2.83
	Total travel per m ² floor area	0.11

NET EMISSIONS PER HEAD	-4.23	t CO ₂ e
NET EMISSIONS PER M ² FLOOR AREA	-0.17	

ABOUT ENVIRONMENTAL PROGRAMS

Allens was the first organisation in Australia to become a signatory to the United Nations Global Compact, which sets out universally accepted principles covering human rights, labour, the environment and anti-corruption.

The firm has a long-standing commitment to sustainability and has implemented many changes to reduce our impact on the environment. Our commitment to being sustainable leaders is driven and monitored by the Allens Footprint Committees, which aim to minimise Allens' environmental footprint in the areas of energy, water, waste (reuse and recycling), greenhouse emissions and procurement.

The Sydney office is currently trialling a centralised waste disposal system on some floors to promote correct disposal and recycling practices.

The balance of our greenhouse gas emissions are offset by carefully selected carbon credits and this year we are working towards becoming certified as carbon neutral under the National Carbon Offset Standard.

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	74,709.99	per head	per m ² floor area
Recycled paper	85.76%	Paper (kg)	59.91 2.43

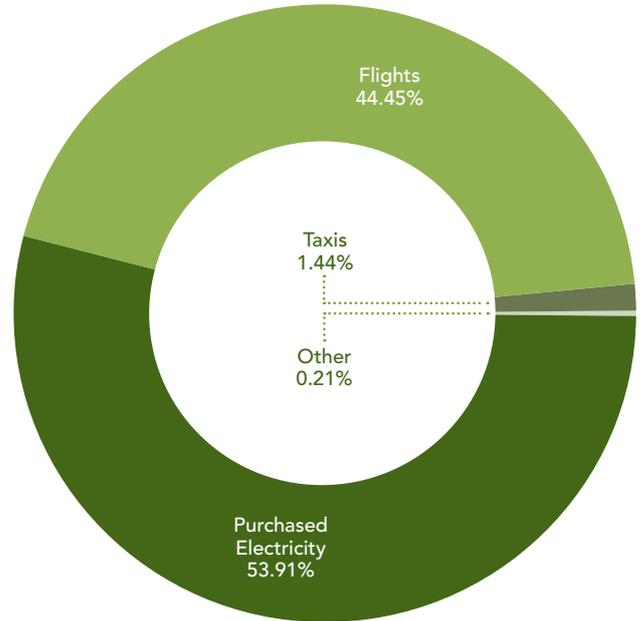
RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	75%
GLASS	100%	ORGANIC	50%

ASHURST	
CONTACT	Hardy Rose
CONTACT EMAIL	hardy.rose@ashurst.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,302
FLOOR AREA	32,186m ²

ABOUT THE FIRM

Ashurst in Australia is one of Australia's premier law firms offering a complete range of commercial law services to a diverse range of clients globally. The firm has approximately 450 partners of which about 165 are located in Australia. It operates 28 offices in 16 countries across 7 time zones. The firm completed a global merger in November 2013 and has a global commitment to CSR.



TOTAL GROSS EMISSIONS	9,662.10	t CO ₂ e
GROSS EMISSIONS PER HEAD	7.42	
GROSS EMISSIONS PER M² FLOOR AREA	0.30	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	2.94
	🚗 Company vehicles	1.49
	❄️ Refrigerants	5.77
SCOPE 2	💡 Electricity	5,208.85
	📄 Electricity per head	4.00
	📄 Electricity per m ² floor area	0.16
SCOPE 3	✈️ Flights	4,294.33
	🚗 Taxis	139.03
	🚗 Hire cars	3.93
	🚗 Personal vehicles	5.77
	📄 Total travel per head	3.41
	📄 Total travel per m ² floor area	0.14

NET EMISSIONS PER HEAD	7.42	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.30	

ABOUT ENVIRONMENTAL PROGRAMS

The firm's commitment to its environmental program is part of its global commitment to CSR and is supported by active local environment committees across Australia.

Its particular focus is on electricity consumption (particularly IT use, building management and travel), paper consumption (printing and use of recycled paper) and waste management (reduction and recycling).

The ongoing impacts of the full financial global merger continue to be felt particularly in relation to travel but also provide a basis for greater firmwide engagement and best practice sharing.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	155,798.14	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	119.66 4.84

RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	83%
PLASTIC	100%	E-WASTE	67%
GLASS	100%	ORGANIC	83%

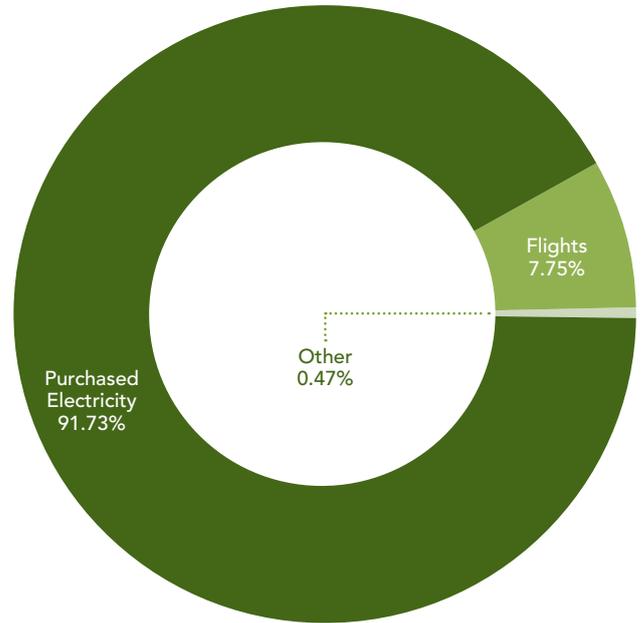
AusLSA ENVIRONMENTAL PROFILE 2014

CARROLL & O'DEA	
CONTACT	John Carroll
CONTACT EMAIL	jcarroll@codea.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	179
FLOOR AREA	3,515m ²

ABOUT THE FIRM

Carroll & O'Dea provides a broad range of legal services with a key focus on personal injury, litigation, property, commercial, compensation, Not for Profit, employment and industrial law.

Carroll and O'Dea is based in the Sydney CBD at 111 Elizabeth Street with other offices in Parramatta, Wollongong, Newcastle, Campbelltown and Canberra ACT.



TOTAL GROSS EMISSIONS	418.31	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.34	
GROSS EMISSIONS PER M² FLOOR AREA	0.12	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.40
SCOPE 2	💡 Electricity	381.29
	📊 Electricity per head	2.13
	📊 Electricity per m ² floor area	0.11
SCOPE 3	✈️ Flights	32.43
	🚕 Taxis	0.14
	🚗 Hire cars	0.41
	🚗 Personal vehicles	2.64
	📊 Total travel per head	0.20
	📊 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	2.34	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.12	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	24,603.72	per head	per m ² floor area
Recycled paper	18%	Paper (kg)	137.45 7.00

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	0%
GLASS	100%	ORGANIC	100%

AusLSA ENVIRONMENTAL PROFILE 2014

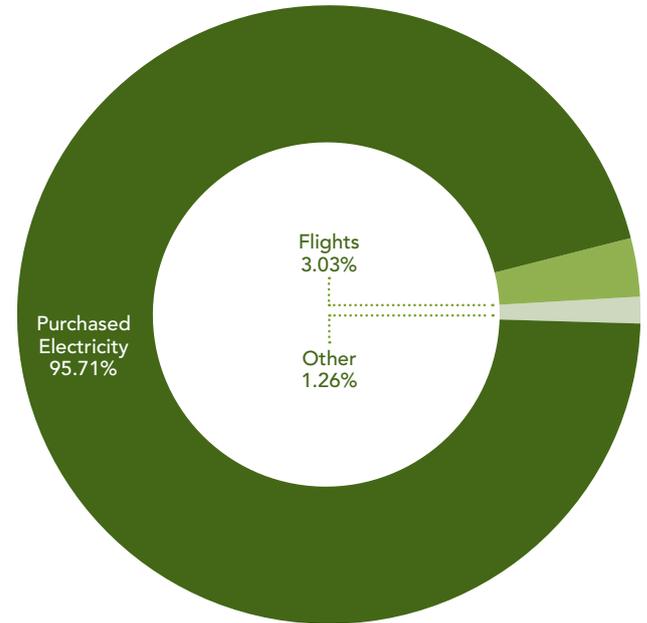
COLEMAN GREIG LAWYERS	
CONTACT	Warrick McLean
CONTACT EMAIL	wmclean@colemangreig.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	85
FLOOR AREA	1,464m ²

ABOUT THE FIRM

Coleman Greig is Western Sydney's leading law firm, centrally located in Parramatta, at the heart of Australia's fastest growing economic region.

A dynamic, award-winning firm – Coleman Greig is the largest commercial law firm outside of the Sydney CBD with our focus firmly set on Greater Western Sydney.

The firm was proud to have been named Business of the Year and Employer of Choice in the Western Sydney Awards for Business Excellence 2014. The firm has also been recognised in the BRW Client Choice Awards 2013 and 2014.



TOTAL GROSS EMISSIONS	138.37	t CO ₂ e
GROSS EMISSIONS PER HEAD	1.63	
GROSS EMISSIONS PER M² FLOOR AREA	0.09	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	0.87
SCOPE 2	💡 Electricity	132.43
	📊 Electricity per head	1.56
	📊 Electricity per m ² floor area	0.09
SCOPE 3	✈️ Flights	4.20
	🚕 Taxis	0.60
	🚗 Hire cars	0.01
	🚗 Personal vehicles	0.26
	📊 Total travel per head	0.06
	📊 Total travel per m ² floor area	0.00

NET EMISSIONS PER HEAD	1.63	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.09	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	7,484.40	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	88.05 5.11

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

ABOUT ENVIRONMENTAL PROGRAMS

Coleman Greig is proud to be committed to managing our environmental footprint and undertaking sustainable work practices to improve the environment in the future.

As members of the Australian Legal Sector Alliance (AusLSA), we are actively working with other legal firms across Australia to promote sustainable practices and reduce our environmental impact across the sector.

Working with NSW Office of Environment & Heritage, Coleman Greig is part of the Parramatta/Silverwater cluster of businesses participating in the NSW Sustainability Advantage Program.

We have proudly become the first law firm to achieve Silver Partner under the NSW State Government led program.

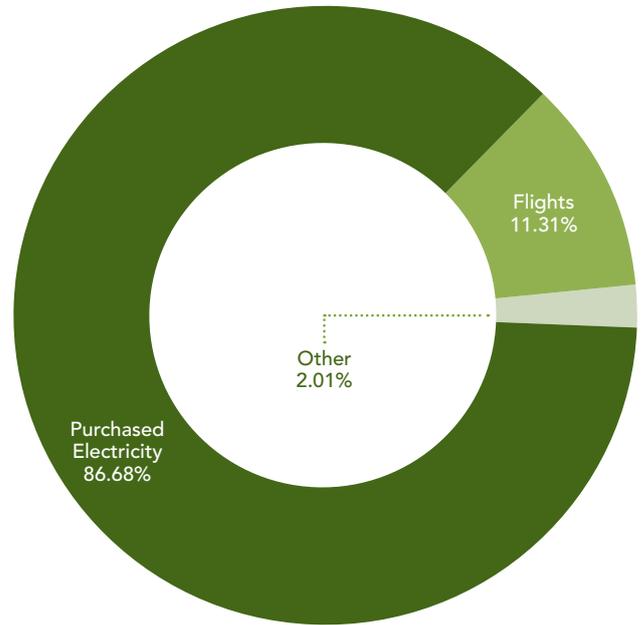
COOPER GRACE WARD LAWYERS	
CONTACT	Greg McClure
CONTACT EMAIL	greg.mcclure@cgw.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	220
FLOOR AREA	4,300m ²

ABOUT THE FIRM

Cooper Grace Ward Lawyers is leading Queensland based law firm with a longstanding reputation for excellence in providing legal services to a wide range of middle market enterprises across Queensland and Australia.

Our sustainability journey started in 2008 and environmental and community sustainability remains an integral part of our People + Planet programme, which connects our team, our community and our environment.

As a successful law firm we deliver exceptional outcomes for our clients, create exciting opportunities for our team and contribute meaningfully to our community.



TOTAL GROSS EMISSIONS	435.98	t CO ₂ e
GROSS EMISSIONS PER HEAD	1.98	
GROSS EMISSIONS PER M² FLOOR AREA	0.10	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	3.01
SCOPE 2	💡 Electricity	377.91
	📄 Electricity per head	1.72
	🏢 Electricity per m ² floor area	0.09
SCOPE 3	✈️ Flights	49.31
	🚖 Taxis	3.59
	🚗 Hire cars	0.14
	🚗 Personal vehicles	2.02
	📄 Total travel per head	0.25
	📄 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	1.98	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.10	

ABOUT ENVIRONMENTAL PROGRAMS

It is noted in 2013/2014 Cooper Grace Ward returned to recycling through document destruction 8.855 tonnes of paper. This represents an increase of 6.7%. As advised by our service provider ShredX this equates to 21.80 tonnes of carbon emissions saved.

📄 PAPER AND WASTE				
GROSS		NORMALISED		
Paper (kg)	31,389.57		per head	per m ² floor area
Recycled paper	0%	Paper (kg)	142.68	7.30

RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	100%

AusLSA ENVIRONMENTAL PROFILE 2014

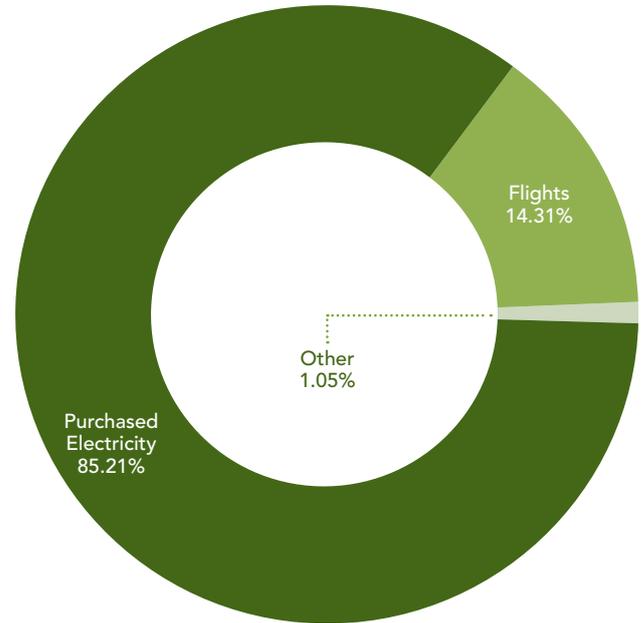
CORNWALL STODART	
CONTACT	Shirley Hamel
CONTACT EMAIL	s.hamel@cornwalls.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	104
FLOOR AREA	2,016m ²

ABOUT THE FIRM

Cornwall Stodart is one of Melbourne's most established legal practices and has a rich history dating back to 1891. Our heritage and the values exemplified by our founders have helped define our firm and the values we hold today.

'Enhancing Success' describes both our relationships with our clients and our role in their endeavours.

Our clients are successful in their own right - our purpose is to enhance that success. We provide legal expertise, industry proficiency, business networks and knowledge to help clients achieve their business goals and personal ambitions. We do this by listening, collaborating and delivering.



TOTAL GROSS EMISSIONS	352.24	t CO ₂ e
GROSS EMISSIONS PER HEAD	3.39	
GROSS EMISSIONS PER M² FLOOR AREA	0.18	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	0.51
SCOPE 2	💡 Electricity	300.16
	📊 Electricity per head	2.89
	📊 Electricity per m ² floor area	0.15
SCOPE 3	✈️ Flights	50.41
	🚕 Taxis	1.16
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.00
	📊 Total travel per head	0.50
	📊 Total travel per m ² floor area	0.03

NET EMISSIONS PER HEAD	3.39	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.18	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	16,311.00	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	156.84 8.09

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	0%	E-WASTE	100%
GLASS	0%	ORGANIC	0%

ABOUT ENVIRONMENTAL PROGRAMS

Sustainability@Cornwalls was developed to drive environmental initiatives and awareness within the firm.

A collaborative working party drawn from the legal and support teams has rolled out a range of initiatives based on AusLSA Green Themes focussed on 3 things that people can change in each area.

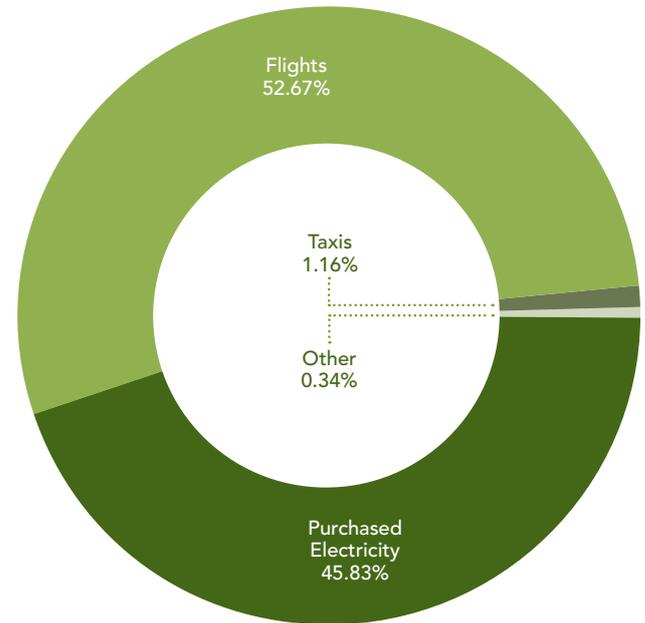
AusLSA ENVIRONMENTAL PROFILE 2014

CORRS CHAMBERS WESTGARTH	
CONTACT	Shona Mascarenhas
CONTACT EMAIL	shona.mascarenhas@corrs.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	1,043
FLOOR AREA	21,526m ²

ABOUT THE FIRM

Corrs is a premium independent law firm based in Australia, providing clients with world class service and innovative legal advice across the full spectrum of business law.

With around 1000 employees and offices in Sydney, Melbourne, Brisbane and Perth, we have the resources to service our client's needs, no matter how large the transaction or complex the issue. We are consistently involved in the highest profile work in Australia and Asia-Pacific region. Our Giving Back program provides a range of activities and commitments from the firm that promote social responsibility. It includes pro bono legal services, staff secondments and charitable donations to a wide variety of not-for-profit organisations.



TOTAL GROSS EMISSIONS	3,158.49	t CO ₂ e
GROSS EMISSIONS PER HEAD	3.03	
GROSS EMISSIONS PER M² FLOOR AREA	0.15	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.92
SCOPE 2	💡 Electricity	1,447.55
	🏠 Electricity per head	1.39
	🏢 Electricity per m ² floor area	0.07
SCOPE 3	✈️ Flights	1,663.50
	🚖 Taxis	36.79
	🚗 Hire cars	4.57
	🚗 Personal vehicles	4.16
	🏠 Total travel per head	1.64
	🏢 Total travel per m ² floor area	0.08

NET EMISSIONS PER HEAD	3.03	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.15	

ABOUT ENVIRONMENTAL PROGRAMS

Corrs Sydney office moved in October 2013 to the 6 Star Green Star and 5 Star NABERS energy rated building, 8 Chifley. Corrs Brisbane will move to ONE ONE ONE Eagle Street in October 2014, also a 6 Star Green Star and 5 Star NABERS energy rated building. Corrs Melbourne office will move in 2015 to 567 Collins Street – registered to target a 6 Star Green Star – Office Design v2 rating with the Green Building Council of Australia and will use the latest technology to minimise water usage, improve indoor air quality and efficiency.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	142,953.00	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	137.06 6.64

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	0%	E-WASTE	100%
GLASS	0%	ORGANIC	50%

AusLSA ENVIRONMENTAL PROFILE 2014

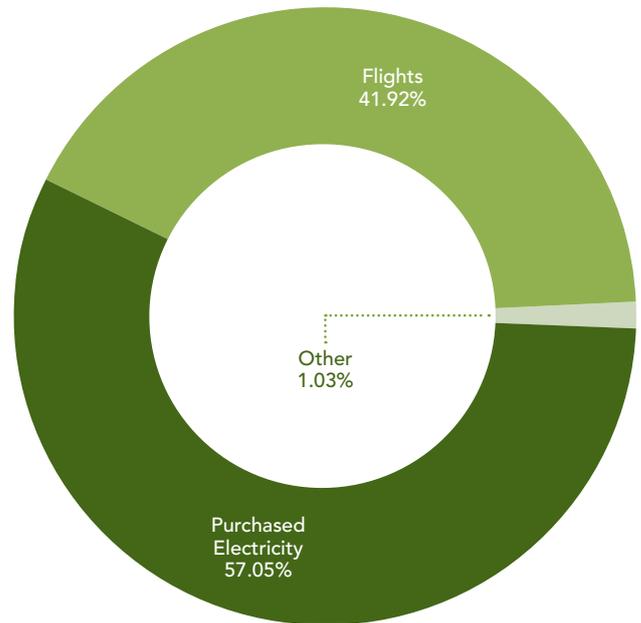
FB RICE	
CONTACT	Lesley Tanswell
CONTACT EMAIL	ltanswell@fbrice.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	102
FLOOR AREA	2,108m ²

ABOUT THE FIRM

FB Rice is Australia's leading independent intellectual property firm. Our expertise encompasses biotechnology, chemistry, engineering, medical technology, pharmaceuticals, software and information technology and trade marks.

We provide coverage across all aspects of intellectual property prosecution practice.

At a corporate level our client base includes both local and international organisations, maximising their investment in R&D in fast moving consumer goods, communications technology and resources.



TOTAL GROSS EMISSIONS	554.30	t CO ₂ e
GROSS EMISSIONS PER HEAD	5.43	
GROSS EMISSIONS PER M² FLOOR AREA	0.26	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	1,043.00
TOTAL	1,043.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.37
SCOPE 2	💡 Electricity	316.24
	📊 Electricity per head	3.10
	📊 Electricity per m ² floor area	0.15
SCOPE 3	✈️ Flights	232.35
	🚕 Taxis	4.28
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.06
	📊 Total travel per head	2.32
	📊 Total travel per m ² floor area	0.11

NET EMISSIONS PER HEAD	-4.79	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	-0.23	

ABOUT ENVIRONMENTAL PROGRAMS

FB Rice has for some years measured its environmental footprint by working with our partner, Pangolin Associates, to determine the greenhouse gas (GHG) emissions and other impacts from our business operations.

A variety of methods have been employed to reduce adverse environmental impacts.

Some of them are:

- Using follow me printing
- Printing on recycled paper using solvent-free printing processes
- Recycling toner cartridges
- Preferred purchasing policy for office products made with recycled content
- Providing collection boxes for paper at all desks across the firm
- Implementing the use of power monitors and other technology to reduce our energy consumption
- LED lighting replacing halogen
- Virtualised computer servers
- Providing showers for our people to use after running, walking or riding into work
- Providing bike lockers to encourage 'emission free' commuting

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	4,971.36	per head	per m ² floor area
Recycled paper	100%	Paper (kg)	48.74 2.36

RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

AusLSA ENVIRONMENTAL PROFILE 2014



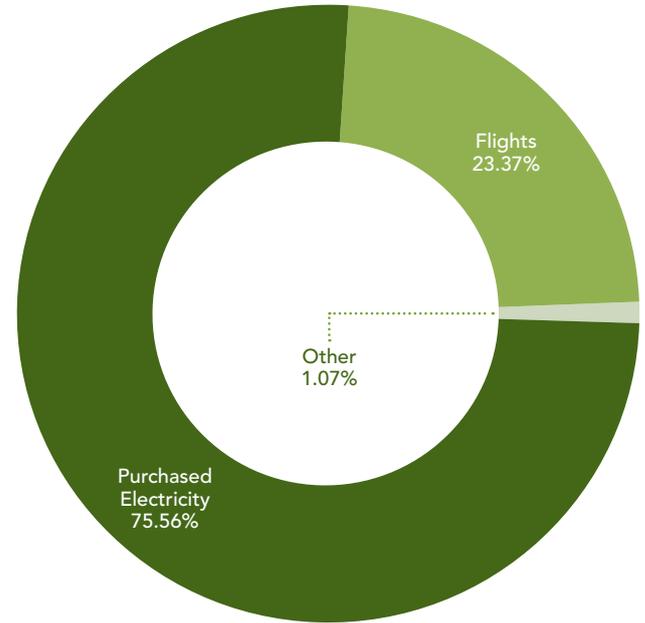
GADENS	
CONTACT	Vanessa Priestley
CONTACT EMAIL	vanessa.priestley@gadens.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,197
FLOOR AREA	24,904m ²

ABOUT THE FIRM

Gadens is a leading, independent Australian law firm with a significant footprint in the Asia Pacific region. We have offices in Sydney, Melbourne, Brisbane, Adelaide and Perth, as well as in Port Moresby and in Singapore. We have 140 partners and over 1200 staff across all of our offices.

We are a full services firm and offer a broad spectrum of legal services including: banking and financial services; energy & resources; property, construction and planning; corporate and commercial; dispute resolution and litigation; corporate risk and insurance; employment and safety; insolvency and recoveries; and aged care, not for profit and tax.

Gadens recognises that our enduring success requires economic growth that both protects and promotes social equity and ecological sustainability. We enthusiastically seek to make a difference in the world by actively contributing to the development of the communities in which we operate and through support for emerging arts.



TOTAL GROSS EMISSIONS	3,545.27	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.96	
GROSS EMISSIONS PER M² FLOOR AREA	0.14	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	364.14
Voluntary carbon offsetting	299.00
TOTAL	663.14

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	6.09
SCOPE 2	💡 Electricity	2,678.81
	🏠 Electricity per head	2.24
	🏢 Electricity per m ² floor area	0.11
SCOPE 3	✈️ Flights	828.57
	🚕 Taxis	30.89
	🚗 Hire cars	0.46
	🚗 Personal vehicles	0.45
	📊 Total travel per head	0.72
	📊 Total travel per m ² floor area	0.03

NET EMISSIONS PER HEAD	2.41	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.12	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	184,165.33		
Recycled paper	40.81%	per head	per m ² floor area
		Paper (kg)	153.86
			7.40

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	40%
PLASTIC	80%	E-WASTE	60%
GLASS	80%	ORGANIC	40%

ABOUT ENVIRONMENTAL PROGRAMS

Gadens is proud to have reduced the firm's net total emissions by 10% in the last year, from 3204 total tonnes of carbon dioxide equivalent (tCO₂e) in 2013 to 2882 tCO₂e in 2014. This has reduced the net emissions per employee from 2.53 total tonnes of carbon dioxide equivalent (tCO₂e) per employee in 2013 to 2.41 tCO₂e per employee in 2014.

Gadens is committed to further reducing the firm's carbon footprint through continuing various measures including video conferencing technology; default double-sided printing settings; swipe printing; the employment of electronic files; and the elimination of paper files in court, where practical.

Each of the firm's five Australian offices continue a joint commitment to reporting on their respective emissions and paper consumption.

AusLSA ENVIRONMENTAL PROFILE 2014

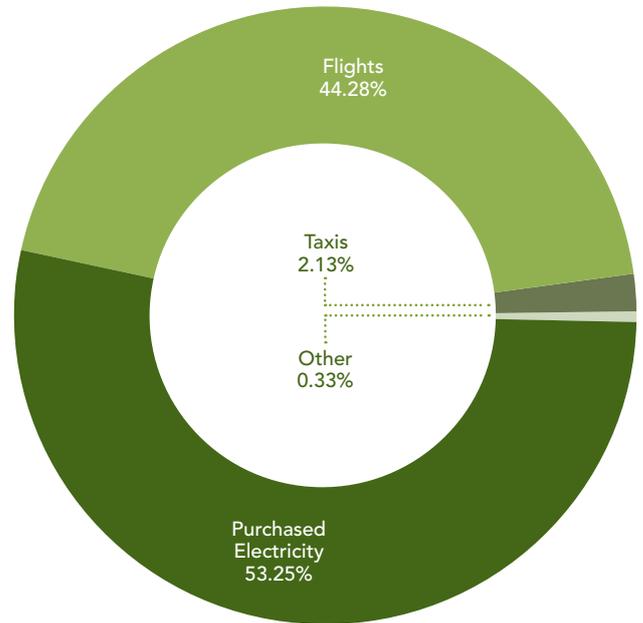
GILBERT + TOBIN	
CONTACT	Eloise Schnierer
CONTACT EMAIL	eschnierer@gtlaw.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	554
FLOOR AREA	11,363m ²

ABOUT THE FIRM

Gilbert + Tobin is a leading independent corporate law firm and a key player in the Australian legal market. From our Sydney, Melbourne and Perth offices, we provide innovative, relevant and commercial legal solutions to major corporate and government clients across Australia and internationally, particularly in the Asia-Pacific region.

With a focus on dynamic and evolving market sectors, we work on transactions and cases that define and direct the market. Gilbert + Tobin has become the legal adviser of choice for industry leaders who value our entrepreneurial culture and determination to succeed.

Gilbert + Tobin's reputation for expert advice extends across a broad range of areas including: banking and finance; corporate advisory – funds, mergers and acquisitions, private equity, capital markets, tax and stamp duty; communications and technology; competition and regulation; energy and resources; intellectual property; media; litigation and dispute resolution; and real estate and projects.



TOTAL GROSS EMISSIONS	2,777.81	t CO ₂ e
GROSS EMISSIONS PER HEAD	5.01	
GROSS EMISSIONS PER M² FLOOR AREA	0.24	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	609.50
Voluntary carbon offsetting	0.00
TOTAL	609.50

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	5.39
SCOPE 2	💡 Electricity	1,479.30
	📊 Electricity per head	2.67
	📊 Electricity per m ² floor area	0.13
SCOPE 3	✈️ Flights	1,230.09
	🚕 Taxis	59.23
	🚗 Hire cars	3.79
	🚗 Personal vehicles	0.00
	📊 Total travel per head	2.33
	📊 Total travel per m ² floor area	0.11

NET EMISSIONS PER HEAD	3.91	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.19	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	65,133.72	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	117.57 5.73

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	67%
PLASTIC	67%	E-WASTE	67%
GLASS	67%	ORGANIC	67%

ABOUT ENVIRONMENTAL PROGRAMS

Gilbert + Tobin is committed to implementing a consistent and high standard of environmental management that enables us to continually improve our environmental performance and to confidently assert ourselves as responsible contributors to our clients' supply chains.

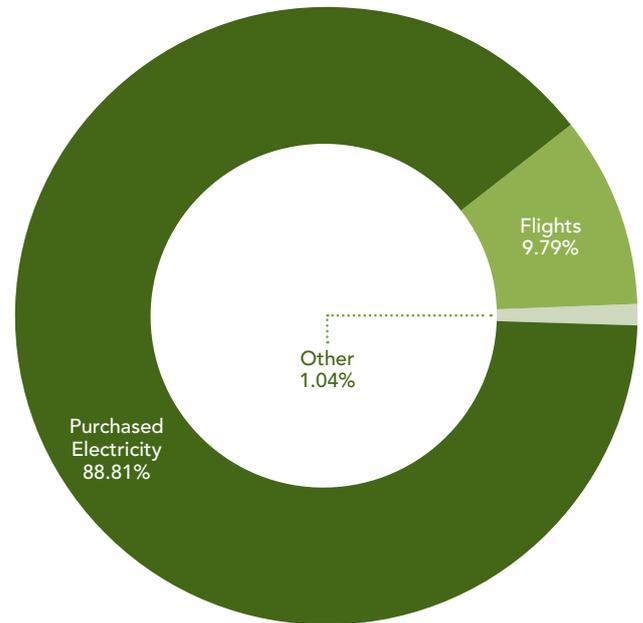
As part of our corporate social responsibility (CSR) programs we develop and deliver programs to monitor, continually improve and periodically report on our environmental performance to our stakeholders.

HALL & WILCOX LAWYERS	
CONTACT	Scott Juza
CONTACT EMAIL	scott.juza@hallandwilcox.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	245
FLOOR AREA	5,555m ²

ABOUT THE FIRM

Hall & Wilcox is a leading independent business law firm with 34 partners and 211 employees in our Melbourne office (for which we are reporting this year).

Hall & Wilcox is committed to consciously measuring the firm's environmental impact and implementing initiatives to promote sustainable legal practice.



TOTAL GROSS EMISSIONS	565.49	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.31	
GROSS EMISSIONS PER M² FLOOR AREA	0.10	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	125.55
Voluntary carbon offsetting	0.00
TOTAL	125.55

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.77
SCOPE 2	💡 Electricity	502.21
	📊 Electricity per head	2.05
	📊 Electricity per m ² floor area	0.09
SCOPE 3	✈️ Flights	55.37
	🚕 Taxis	5.21
	🚗 Hire cars	0.93
	🚗 Personal vehicles	0.00
	📊 Total travel per head	0.25
	📊 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	1.80	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.08	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	41,890.19	per head	per m ² floor area
Recycled paper	78.51%	Paper (kg)	170.98 7.54

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	100%

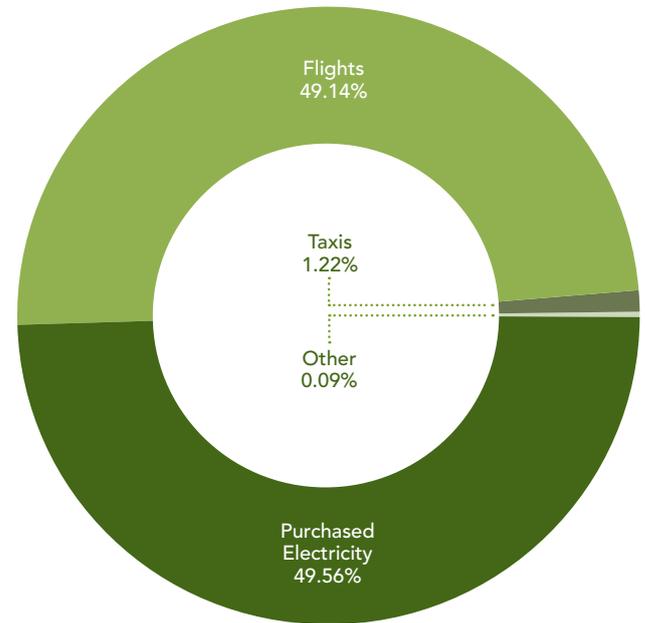
AusLSA ENVIRONMENTAL PROFILE 2014

HERBERT SMITH FREEHILLS	
CONTACT	Marco Tschannen
CONTACT EMAIL	marco.tschannen@hsf.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,913
FLOOR AREA	46,618m ²

ABOUT THE FIRM

Operating from over 20 offices across Asia Pacific, EMEA and North America, Herbert Smith Freehills is at the heart of the new global business landscape providing premium quality, full-service legal advice.

We provide many of the world's most important organisations with access to market-leading dispute resolution, projects and transactional legal advice, combined with expertise in a number of global industry sectors, including energy, natural resources, infrastructure and financial services.



TOTAL GROSS EMISSIONS	10,632.15	t CO ₂ e
GROSS EMISSIONS PER HEAD	5.56	
GROSS EMISSIONS PER M² FLOOR AREA	0.23	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	5.93
	🚗 Company vehicles	0.00
	❄️ Refrigerants	3.53
SCOPE 2	💡 Electricity	5,268.95
	📊 Electricity per head	2.75
	📊 Electricity per m ² floor area	0.11
SCOPE 3	✈️ Flights	5,224.37
	🚕 Taxis	129.38
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.00
	📊 Total travel per head	2.80
	📊 Total travel per m ² floor area	0.11

NET EMISSIONS PER HEAD	5.56	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.23	

ABOUT ENVIRONMENTAL PROGRAMS

Over the last 12 months we have achieved a significant reduction in our carbon footprint per employee.

The move to the new six-star green star premises in Sydney as well as energy saving initiatives in Perth have resulted in a decrease of electricity usage by 22% compared to the previous year.

We have also reduced our domestic air travel by 11% compared to last year mostly due to the increased usage of our upgraded video-conferencing and online meeting facilities.

We remain committed to reducing our environmental impact. This includes further reducing energy and carbon, food waste and increasing recycling in our offices.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	183,480.07	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	95.91 3.94

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	50%

AusLSA ENVIRONMENTAL PROFILE 2014

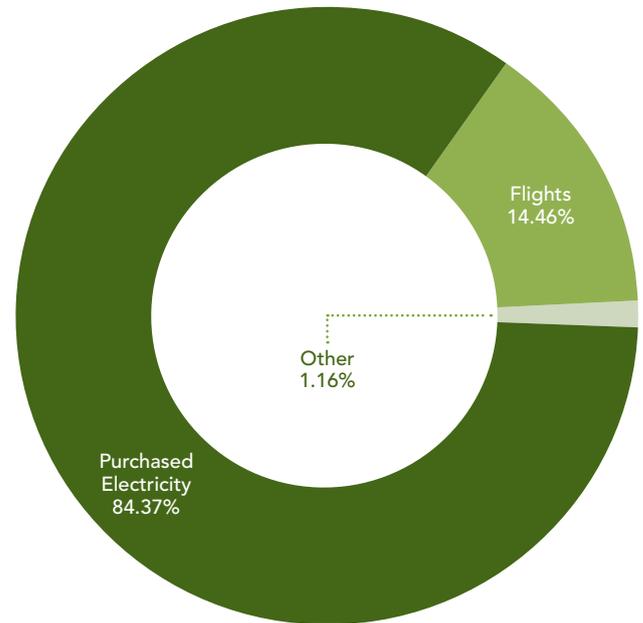
HUNT & HUNT	
CONTACT	Marnie Harper
CONTACT EMAIL	mharper@hunthunt.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	315
FLOOR AREA	8,204m ²

ABOUT THE FIRM

Hunt & Hunt is a leading mid-tier Australian law firm that provides tailored legal advice to clients nationally and internationally. Our team advises a broad range of clients including large and small businesses, government departments, major insurance firms, not-for-profit organisations and private clients.

We help clients achieve business objectives by combining legal expertise with relevant industry knowledge. Our dedication to ensuring our clients are on the forefront of industry and legal development together with our professionalism and innovativeness has seen us act as a trusted advisor to some of Australia's largest and most diverse organisations.

As a national law firm, we have offices in Sydney, Melbourne, Adelaide, Perth, Hobart and Darwin. Hunt & Hunt is also the only mid-tier Australian law firm with a presence in China through our Shanghai office. We are a founding member of Interlaw, our international network of peer firms.



TOTAL GROSS EMISSIONS	900.27	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.86	
GROSS EMISSIONS PER M² FLOOR AREA	0.11	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	37.16
Voluntary carbon offsetting	0.00
TOTAL	37.16

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	1.27
SCOPE 2	💡 Electricity	759.59
	📱 Electricity per head	2.41
	🏢 Electricity per m ² floor area	0.09
SCOPE 3	✈️ Flights	130.20
	🚕 Taxis	7.90
	🚗 Hire cars	0.09
	🚗 Personal vehicles	1.22
	📱 Total travel per head	0.44
	📱 Total travel per m ² floor area	0.02

NET EMISSIONS PER HEAD	2.74	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.10	

ABOUT ENVIRONMENTAL PROGRAMS

At Hunt & Hunt, following environmental 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 environmental management as a key element of Hunt & Hunt's responsibility as a business leader.

We are committed to integrating environmentally sustainable business practices in our work culture and empowering our people to take personal ownership of the firm's and their individual environmental impact. To achieve this, for many years we have been taking steps to integrate environmental good practice into our business strategy and day to day operations. We are proud of our many partnerships in which we work together to enhance and sustain environmental standards.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	38,736.36	per head	per m ² floor area
Recycled paper	12.61%	Paper (kg)	122.97 4.72

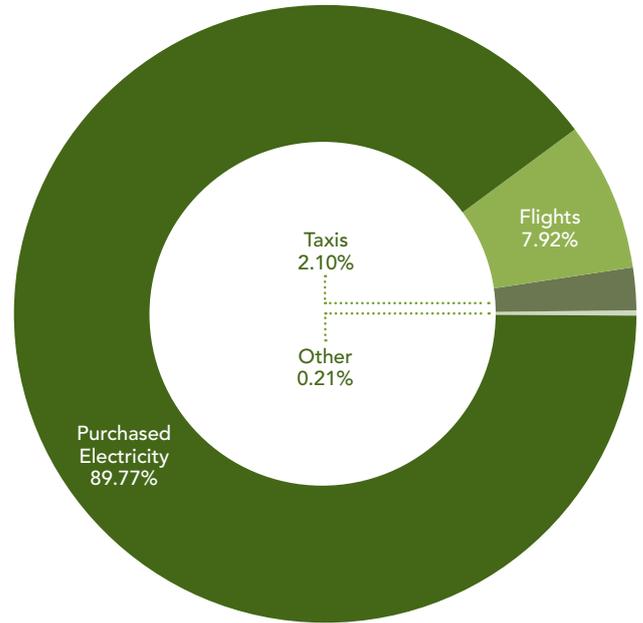
RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	50%
GLASS	100%	ORGANIC	100%

KEMP STRANG	
CONTACT	Trish Kelly
CONTACT EMAIL	kellyp@kempstrang.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	145
FLOOR AREA	3,854m ²

ABOUT THE FIRM

Kemp Strang is one of Sydney's most experienced commercial law firms. We are a firm who provides high quality legal services to our clients, including banking, finance & property, collections, dispute resolutions & insolvency along with our corporate advisory service. We are committed to reducing our impact on the environment and are taking steps to reduce our environmental footprint.



TOTAL GROSS EMISSIONS	358.95	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.48	
GROSS EMISSIONS PER M² FLOOR AREA	0.09	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	80.03
Voluntary carbon offsetting	6.00
TOTAL	86.03

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	0.46
SCOPE 2	💡 Electricity	322.24
	📊 Electricity per head	2.22
	📊 Electricity per m ² floor area	0.08
SCOPE 3	✈️ Flights	28.42
	🚕 Taxis	7.54
	🚗 Hire cars	0.00
	🚗 Personal vehicles	0.29
	📊 Total travel per head	0.25
	📊 Total travel per m ² floor area	0.01

NET EMISSIONS PER HEAD	1.88	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.07	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	24,033.20		
Recycled paper	72.95%	Paper (kg)	165.75
			6.24

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

ABOUT ENVIRONMENTAL PROGRAMS

Internally we 'live' our environmental aspirations through the use of innovative technology, renewable energy use and partnering with supply chains who share the same ideals.

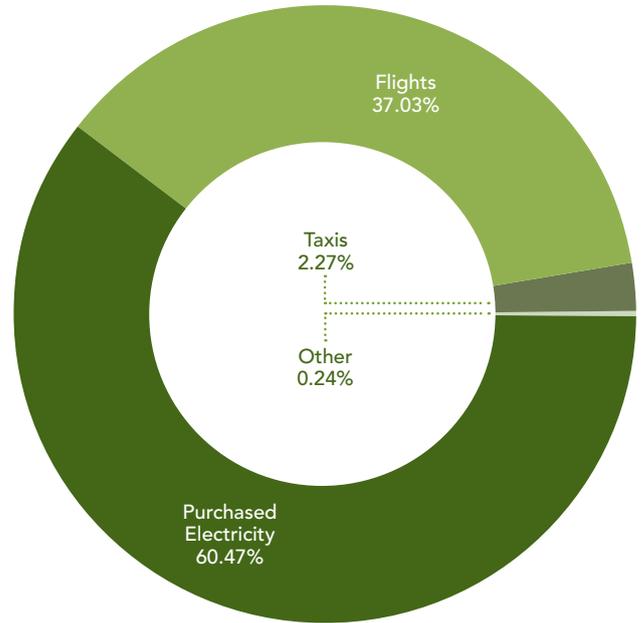
Our fit-out at 175 Pitt Street is an example of where we have used best practice in selection of environmentally friendly components and the installation of sensor lighting throughout the office.

KING & WOOD MALLESONS	
CONTACT	Warren Booth
CONTACT EMAIL	warren.booth@au.kwm.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,351
FLOOR AREA	27,600m ²

ABOUT THE FIRM

As a global combination of over 2,700 lawyers, we are cutting through the challenges facing business and transforming the way legal services are delivered to clients. Through a network of 30 international offices, our ability to connect emerging opportunities with market leading capability is pushing the frontiers of what can be achieved when we build great things together.

Together with clients we are re-shaping the future world for global business - connecting Asia to the world, and the world to Asia.



TOTAL GROSS EMISSIONS	7,737.32	t CO ₂ e
GROSS EMISSIONS PER HEAD	5.73	
GROSS EMISSIONS PER M² FLOOR AREA	0.28	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	15.30
SCOPE 2	💡 Electricity	4,678.51
	📊 Electricity per head	3.46
	📊 Electricity per m ² floor area	0.17
SCOPE 3	✈️ Flights	2,865.06
	🚕 Taxis	175.28
	🚗 Hire cars	3.16
	🚗 Personal vehicles	0.00
	📊 Total travel per head	2.25
	📊 Total travel per m ² floor area	0.11

NET EMISSIONS PER HEAD	5.73	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.28	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	124,879.07	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	92.43 4.52

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	100%

ABOUT ENVIRONMENTAL PROGRAMS

We have a social responsibility as one of Australia's largest law firms to be accountable for what we consume, and how this consumption affects the environment, not only in Australia but also within a global context.

The firm has made a commitment to actively reduce our carbon footprint and energy consumption through implementing changes in all Australian centres.

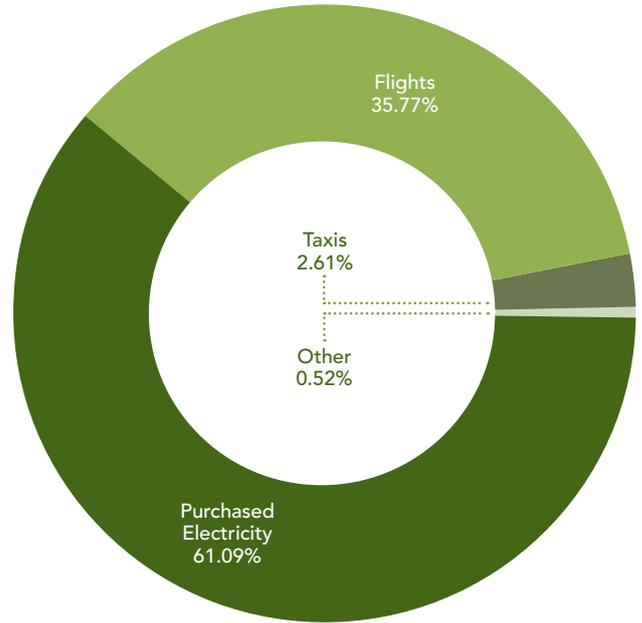
LANDER & ROGERS	
CONTACT	Jenny Flintoff
CONTACT EMAIL	jflintoff@landers.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	465
FLOOR AREA	7,004m ²

ABOUT THE FIRM

Lander & Rogers is a leading independent Australian law firm operating nationally from Melbourne, Sydney and Brisbane. We provide practical legal advice, along with exceptional client service, and we are renowned in Australia for our down to earth and friendly culture.

For our firm, legal services are more than just the law – practical, commercial advice and exceptional client service are equally important to our clients and to us. Our commitment to our client relationships, both professional and personal, is one of the reasons we believe we stand out from other firms.

Lander & Rogers aims to be an industry leader in implementing sustainable business practices that minimise harm and maximise benefit to the environment and our local community. We are committed to an environmentally sustainable future for Australia through understanding the impact our firm has on the environment and taking steps to minimise our environmental footprint.



TOTAL GROSS EMISSIONS	1,182.51	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.54	
GROSS EMISSIONS PER M² FLOOR AREA	0.17	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	4.76
SCOPE 2	💡 Electricity	722.45
	📱 Electricity per head	1.55
	🏢 Electricity per m ² floor area	0.10
SCOPE 3	✈️ Flights	423.03
	🚕 Taxis	30.85
	🚗 Hire cars	0.44
	🚗 Personal vehicles	0.99
	📱 Total travel per head	0.98
	📱 Total travel per m ² floor area	0.07

NET EMISSIONS PER HEAD	2.54	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.17	

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	52,378.33	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	112.64 7.48

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	670%
GLASS	100%	ORGANIC	33%

ABOUT ENVIRONMENTAL PROGRAMS

AusLSA ENVIRONMENTAL PROFILE 2014



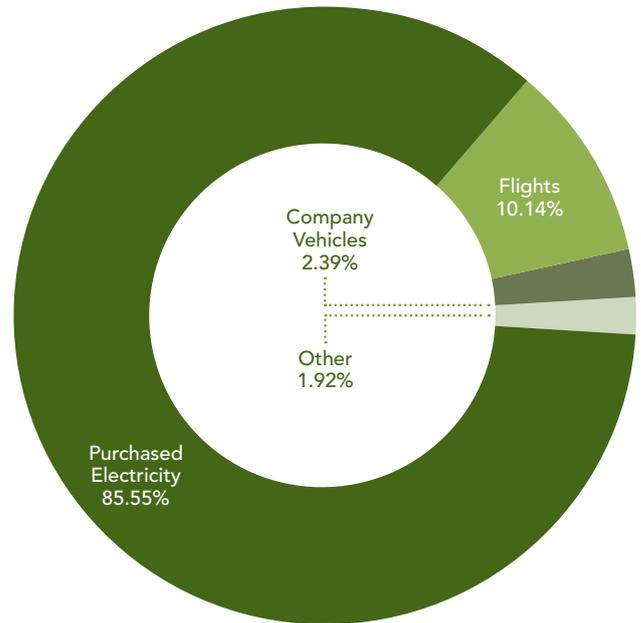
MCINNES WILSON LAWYERS	
CONTACT	Elizabeth Rowe
CONTACT EMAIL	humanresources@mcw.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	240
FLOOR AREA	3,269m ²

ABOUT THE FIRM

McInnes Wilson Lawyers is one of the largest Queensland-based law firms, ranked among the top 100 privately-owned companies in the state.

Since the firm's establishment in 1975, we have grown to include 24 Principals and over 260 staff, with offices in Brisbane, Southport and Maroochydore as well as an affiliated office in Sydney.

The firm consistently out-performs larger competitors on value, service and technical excellence across a broad range of specialised legal services including commercial, insurance, property and personal services.



TOTAL GROSS EMISSIONS	391.06	t CO ₂ e
GROSS EMISSIONS PER HEAD	1.63	
GROSS EMISSIONS PER M ² FLOOR AREA	0.12	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	0.00
	Company vehicles	9.36
	Refrigerants	1.53
SCOPE 2	Electricity	334.54
	Electricity per head	1.39
	Electricity per m ² floor area	0.10
SCOPE 3	Flights	39.66
	Taxis	3.89
	Hire cars	0.00
	Personal vehicles	2.08
	Total travel per head	0.23
	Total travel per m ² floor area	0.02

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

NET EMISSIONS PER HEAD	1.63	t CO ₂ e
NET EMISSIONS PER M ² FLOOR AREA	0.12	

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	36,722.50	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	153.01 11.23

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

ABOUT ENVIRONMENTAL PROGRAMS

McInnes Wilson Lawyers is committed to making a difference at every level in the firm. Our sustainability action plan is closely aligned to our core business strategy and is fully endorsed by our principals.

Some of our firm-wide initiatives include: recycling paper, toner cartridges and office equipment; paperless faxing; use of telephone and video conferencing equipment to reduce the need for travel; utilising energy efficient equipment and light fittings; recycling general waste and limiting the use of plastic and polystyrene in our kitchens; carefully managing function catering to prevent waste; joining the Clean Up Mobile Phones drive and running this internally on an annual basis in addition to other varying initiatives year to year as part of the firm's Health, Wealth, Life and Sustainability program; and circulating monthly office sustainability tips in the firm's monthly internal staff newsletter.

AusLSA ENVIRONMENTAL PROFILE 2014

MINTER ELLISON	
CONTACT	Diana Owens
CONTACT EMAIL	diana.owens@minterellison.com
REPORTING PERIOD	FY 2014
HEADCOUNT	1,494
FLOOR AREA	37,851m ²

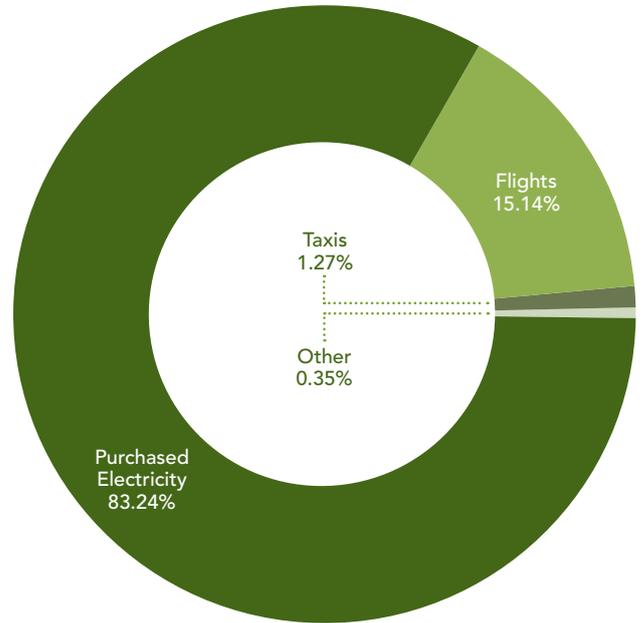
ABOUT THE FIRM

Minter Ellison is an international law firm with an enterprise workforce of about 1,600 people in Australia.

As one of the leading full service law firms in the Asia Pacific region and a key adviser to domestic and multinational companies and to government, the firm has built a pre-eminent reputation in industry sectors that are key to the region's economic growth – infrastructure, energy and resources, banking and financial services, cross-border foreign investment and international trade.

Minter Ellison embraces responsibilities that extend beyond its client work. Through its Community Investment Programme the firm rings together its pro bono legal services, community partnerships, charitable donations and volunteering efforts.

The firm also sees sound environmental practices as part of its broader commitment to corporate social responsibility. It continues to seek new opportunities to improve its environmental performance and report progress to its clients and the wider community.



TOTAL GROSS EMISSIONS	6,339.11	t CO ₂ e
GROSS EMISSIONS PER HEAD	4.24	
GROSS EMISSIONS PER M² FLOOR AREA	0.17	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	3.66
	Company vehicles	3.32
	Refrigerants	15.47
SCOPE 2	Electricity	5,276.48
	Electricity per head	3.53
	Electricity per m ² floor area	0.14
SCOPE 3	Flights	959.98
	Taxis	80.21
	Hire cars	0.00
	Personal vehicles	0.00
	Total travel per head	0.70
	Total travel per m ² floor area	0.03

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	190,832.47	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	127.73 5.04

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	20%

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

NET EMISSIONS PER HEAD	4.24	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.17	

ABOUT ENVIRONMENTAL PROGRAMS

Minter Ellison has continued to reduce, recycle and reuse during the year under review.

Overall gross total emissions reduced by almost 2% and despite increasing the floor area by 2%, emissions per m² reduced. Net emissions per employee stayed steady at 4.2t CO₂e.

It has been pleasing to note that although purchased electricity volumes have been successfully contained, flights and taxis emissions continue to fall by over 8%. Improvements to pre-trip authorisation processes, the TelePresence facilities in each state and an upgrade to the video conferencing network have all contributed to this significant, and hopefully permanent, shift to a lower base.

AusLSA ENVIRONMENTAL PROFILE 2014

RUSSELL KENNEDY LAWYERS	
CONTACT	Michael Rhodes
CONTACT EMAIL	mrhodes@rk.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	215
FLOOR AREA	4,850m ²

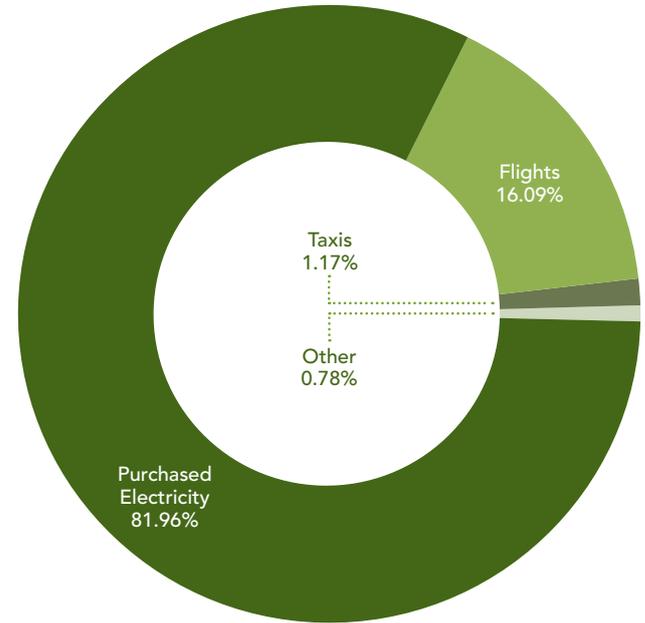
ABOUT THE FIRM

Russell Kennedy is a law firm that delivers expert legal solutions and provides market leading expertise in our sectors of focus.

We are committed to making a difference for our clients, providing opportunities for our people and creating positive and lasting changes within our community. We build strong, long term relationships with our people and our clients by providing the right people and resources to help our clients achieve their objectives.

Our firm recognises that we are obligated to reduce our impact on the natural environment and help protect it for future generations. Russell Kennedy is committed to reducing the impacts we have on the environment and to promoting environmental awareness among our staff, clients and suppliers as well as the broader community.

The firm has 31 partners and more than 210 personnel, and offers a comprehensive range of commercial legal services to its clients.



TOTAL GROSS EMISSIONS	562.12	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.61	
GROSS EMISSIONS PER M² FLOOR AREA	0.12	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	0.67
SCOPE 2	💡 Electricity	460.72
	📊 Electricity per head	2.14
	📊 Electricity per m ² floor area	0.09
SCOPE 3	✈️ Flights	90.43
	🚕 Taxis	6.56
	🚗 Hire cars	2.24
	🚗 Personal vehicles	1.49
	📊 Total travel per head	0.47
	📊 Total travel per m ² floor area	0.02

NET EMISSIONS PER HEAD	2.61	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.12	

ABOUT ENVIRONMENTAL PROGRAMS

2014 has seen a 5% increase in Russell Kennedy's total gross CO₂ emissions. Whilst any increase in CO₂ emissions is disappointing taking into consideration the strategies and processes put in place to reduce them, this year's increase can be attributed to a number of factors including an increase in headcount and business activity.

The increase in electricity and paper consumption can be attributed to an increase in head count and the upturn in business activity.

Taxi and personal car use emissions have both fallen but this has been offset by an increase in hire car usage. Flights have seen the largest increase in emissions over the year and are a result of staff on interstate secondment and the opening of a physical presence in the Canberra market and associated travel between offices. This also is a contributing factor to the increase in hire car emissions.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	31,215.02	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	145.19 6.44

♻️ RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

AusLSA ENVIRONMENTAL PROFILE 2014

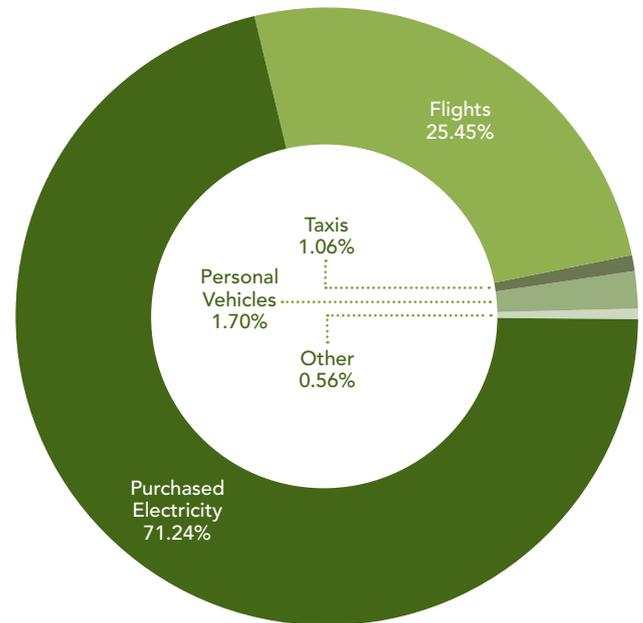
SPARKE HELMORE LAWYERS	
CONTACT	Roger Stamford
CONTACT EMAIL	roger.stamford@sparke.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	626
FLOOR AREA	16,121m ²

ABOUT THE FIRM

We aim to be a world-class Australian law firm most admired by its clients for its people and performance.

Sparke Helmore Lawyers is a firm of more than 600 people working from eight offices across Australia, serving the needs of the insurance, government, financial services, mining, construction and property sectors. Our expertise spans commercial to construction, workplace to insurance, structuring to superannuation, mining to manufacturing, and property to procurement.

Our strategy puts our clients at the heart of everything we do. It involves having true legal subject matter expertise and targeted industry knowledge to deliver a level of insight that helps our clients find better ways to solve problems; from the everyday to the business critical. It also puts our people at the heart of everything we do, because we know they are business critical for us and our clients.



TOTAL GROSS EMISSIONS	2,435.31	t CO ₂ e
GROSS EMISSIONS PER HEAD	3.89	
GROSS EMISSIONS PER M² FLOOR AREA	0.15	

👍 CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	0.00
Voluntary carbon offsetting	0.00
TOTAL	0.00

👣 CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	🔥 Natural gas	0.00
	🚗 Company vehicles	0.00
	❄️ Refrigerants	12.47
SCOPE 2	💡 Electricity	1,734.89
	📊 Electricity per head	2.77
	📊 Electricity per m ² floor area	0.11
SCOPE 3	✈️ Flights	619.74
	🚕 Taxis	25.84
	🚗 Hire cars	1.06
	🚗 Personal vehicles	41.31
	📊 Total travel per head	1.10
	📊 Total travel per m ² floor area	0.04

NET EMISSIONS PER HEAD	3.89	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.15	

ABOUT ENVIRONMENTAL PROGRAMS

We want to contribute to our communities to help create a sustainable future together in terms of people, community and the environment.

In this way we consider corporate responsibility in all our management processes and the ways in which we engage with our communities. This includes making purchasing decisions that are influenced by environmental impacts. Programs underway include transitioning from halogen to LED lights (Canberra office complete), recycling of paper, cardboard, e-waste, glass and plastics in all offices and automatic overnight PC power down.

We have also donated \$10,000 to EarthWatch and sent three staff members to week long environmental programs in tropical North Queensland.

📄 PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	104,757.64	per head	per m ² floor area
Recycled paper	48.09%	Paper (kg)	167.34 6.50

RECYCLING FACILITIES AVAILABLE

	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	75%
GLASS	100%	ORGANIC	13%

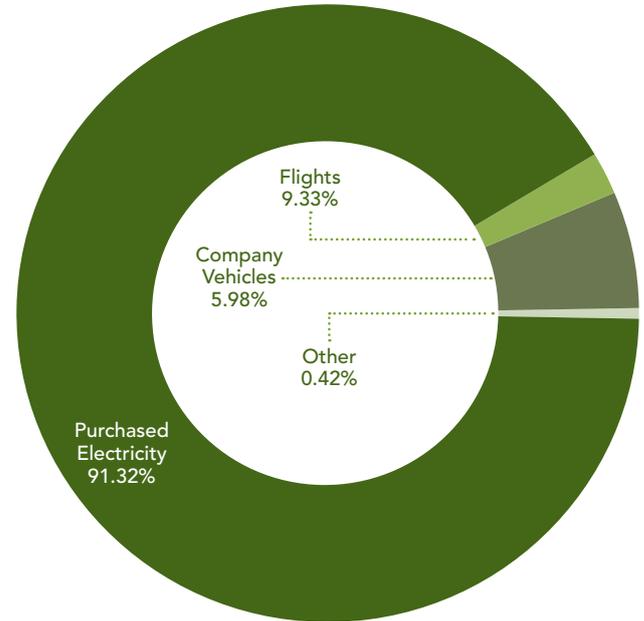
THE LANTERN LEGAL GROUP	
CONTACT	Shane Doak
CONTACT EMAIL	sdoak@harwoodandrews.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	145
FLOOR AREA	3,249m ²

ABOUT THE FIRM

The Lantern Legal Group P/L trading as Harwood Andrews and Sladen Legal provides specialised legal services to its public authority and private and family business clients from its offices in Geelong, Melbourne and Ballarat.

We are committed to attracting and retaining the best legal talent and challenging and inspiring our staff to exceed client expectations.

We have a proud record of being active and respected in the communities in which we practice and as such are a significant provider of legal services to charitable and other not for profit organisations.



TOTAL GROSS EMISSIONS	371.90	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.56	
GROSS EMISSIONS PER M² FLOOR AREA	0.11	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	0.00
	Company vehicles	22.22
	Refrigerants	0.24
SCOPE 2	Electricity	339.62
	Electricity per head	2.34
	Electricity per m ² floor area	0.10
SCOPE 3	Flights	8.50
	Taxis	0.30
	Hire cars	0.29
	Personal vehicles	0.73
	Total travel per head	0.22
	Total travel per m ² floor area	0.01

PAPER AND WASTE			
GROSS		NORMALISED	
Paper (kg)	11,131.58	per head	per m ² floor area
Recycled paper	0%	Paper (kg)	76.77 3.43

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	0%
PLASTIC	100%	E-WASTE	0%
GLASS	100%	ORGANIC	0%

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	339.62
Voluntary carbon offsetting	0.00
TOTAL	339.62

NET EMISSIONS PER HEAD	0.22	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.01	

ABOUT ENVIRONMENTAL PROGRAMS

We are committed to continually improving and minimising our impact on the environment and incorporating environmental best practices into all areas of our business.

We consider environmental stewardship is both a management obligation and the responsibility of every employee.

Through the measurement and reporting of our carbon footprint, we have identified the key areas in which we have an impact on the environment to be:

- energy use in our buildings;
- resource use such as paper;
- waste; and
- travel.

These areas have informed the priorities of our environmental policy and the actions we will take to support our commitment.

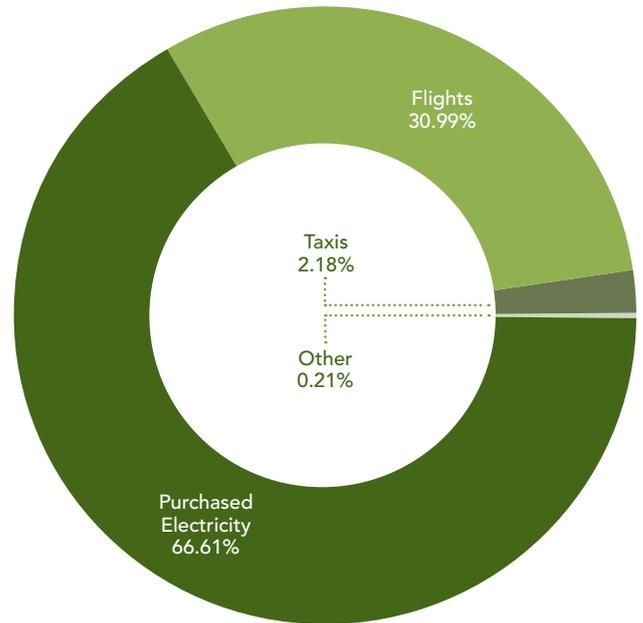
AusLSA ENVIRONMENTAL PROFILE 2014

WOTTON + KEARNEY	
CONTACT	Karen Kelly
CONTACT EMAIL	karen.kelly@wottonkearney.com.au
REPORTING PERIOD	FY 2014
HEADCOUNT	159
FLOOR AREA	3,955m ²

ABOUT THE FIRM

Wotton + Kearney opened in Sydney in 2002 with a team of 6 lawyers. In 12 years the firm has grown to over 85 specialist insurance lawyers, including 28 in the Melbourne office, which opened in 2007 and 5 in the Brisbane office which opened in 2013.

The firm's expansion has come about purely through organic growth, as opposed to the merger activity seen in many Australian firms in recent years.



TOTAL GROSS EMISSIONS	460.21	t CO ₂ e
GROSS EMISSIONS PER HEAD	2.89	
GROSS EMISSIONS PER M² FLOOR AREA	0.12	

CARBON EMISSIONS FOOTPRINT (tonnes CO ₂ e)		tonnes CO ₂ e
SCOPE 1	Natural gas	0.00
	Company vehicles	0.00
	Refrigerants	0.99
SCOPE 2	Electricity	306.57
	Electricity per head	1.93
	Electricity per m ² floor area	0.08
SCOPE 3	Flights	142.62
	Taxis	10.04
	Hire cars	0.00
	Personal vehicles	0.00
	Total travel per head	0.96
	Total travel per m ² floor area	0.04

PAPER AND WASTE				
GROSS		NORMALISED		
Paper (kg)	20,430.69		per head	per m ² floor area
Recycled paper	55.38%	Paper (kg)	128.49	5.17

RECYCLING FACILITIES AVAILABLE			
	FIRM LOCATIONS		FIRM LOCATIONS
PAPER	100%	METAL	100%
PLASTIC	100%	E-WASTE	100%
GLASS	100%	ORGANIC	0%

CARBON MITIGATION ACTIVITIES	tonnes CO ₂ e
Green energy	24.30
Voluntary carbon offsetting	0.00
TOTAL	24.30

NET EMISSIONS PER HEAD	2.74	t CO ₂ e
NET EMISSIONS PER M² FLOOR AREA	0.11	

ABOUT ENVIRONMENTAL PROGRAMS

This is the third year we have reported on our environmental footprint. The year has again been one of continued growth.

There has been a lot of travel between offices and overseas driven by new business opportunities, relocating both the Sydney and Melbourne offices and running matters arising out of significant events in other countries.

We have recently installed follow me printing in an effort to reduced paper consumption. The new Sydney (NABERS 5 star), Melbourne (NABERS 3.5 star) and Brisbane (NABERS 4.5 star) offices should be more energy efficient.

AusLSA EXECUTIVE MEMBERS

CLAYTON UTZ



HENRY DAVIS YORK



NORTON ROSE FULBRIGHT



SWAAB



METHODOLOGY

STANDARDS OF REPORTING

The AusLSA Environmental Reporting Tool (ERT) has been designed to capture and report information about the material environmental impacts of the legal sector. There is a strong focus on greenhouse gas emissions, but other impacts, such as paper use and waste, are also captured.

The ERT has been developed by the sector, for the sector, in line with globally recognised greenhouse gas (GHG) reporting standards including the GHG Protocol and ISO 14064.

Specifically, the ERT has been designed to align with the overarching principles of:

- Relevance
- Completeness
- Consistency
- Accuracy
- Transparency

While AusLSA has taken care to develop a measurement methodology that is robust and accurate, the ERT also accounts for the fact that law firms can sometimes struggle with the collection of certain types of data, either because of their operational circumstances or because the internal systems for collecting non-financial data do not exist.

For this reason, the ERT gives users the option to enter data that should be readily available (such as taxi expenditure, or number of flights taken) rather than requiring detailed activity data (such as taxi or flight mileage). While these figures can be less accurate than some other

metrics, they are often the only ones available to law firms. In these examples, if firms have more precise data available (such as the exact distance travelled), they are encouraged to enter this information in the tool for a more accurate emissions figure.

DIFFERENCES TO OTHER SCHEMES

Reporting via the AusLSA ERT is unique because it is the only benchmarked environmental reporting system for law firms in Australia. Firms reporting through AusLSA all report using the same boundaries and methodologies. This is different from traditional internal sustainability reporting, where firms will set their own scope and use different assumptions and factors.

The data requirements, scope and methodology of the ERT have been developed specifically for the legal sector. This means that the tool should be straightforward to use, and will produce a report that covers the most material environmental impacts for most law firms.

EMISSIONS FACTORS

The ERT uses the latest emissions factors from a variety of sources, most notably the National Greenhouse Accounts (NGA). The NGA factors are published by the Australian Government. The factors are updated annually and are available online, free of charge, at www.climatechange.gov.au/climate-change/greenhouse-gas-measurement-and-reporting/tracking-australias-greenhouse-gas-emissions/national-greenhouse-accounts-factors-2014.pdf

ACKNOWLEDGEMENTS

AusLSA would like to thank Greenstone, who maintain the AusLSA Environmental Reporting Tool on a not for profit basis.



CONTACTS



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Emily Wilson
General Manager
emily@legalsectoralliance.com.au
www.legalsectoralliance.com.au

AusLSA REPORTING MEMBERS

Allens & Linklaters

ashurst | Leading international law firm

CARROLL & O'DEA
LAWYERS

CLAYTON UTZ

COLEMAN GREIG
LAWYERS

COOPER GRACE WARD
LAWYERS

cornwallstodart
ENHANCING SUCCESS

CORRS CHAMBERS WESTGARTH
lawyers

DLA PIPER

FB RICE
The IP Navigators

gadens

GILBERT TOBIN
LAWYERS

Hall & Wilcox
Lawyers

HARWOOD ANDREWS

HENRY DAVIS YORK

HERBERT SMITH FREEHILLS

hunt & hunt
lawyers

Jackson McDonald
Legal Depth | Breadth | Presence

KEMP STRANG
LAWYERS

KING & WOOD MALLESONS

Lander & Rogers
Lawyers

Maddocks

McCullough Robertson

McInnes Wilson
LAWYERS

MinterEllison
LAWYERS

NORTON ROSE FULBRIGHT

RK
Russell Kennedy
Lawyers

sparke HELMORE
LAWYERS

SWAAB

wotton kearney
insurance lawyers

AusLSA
REPORTING
MEMBER



An additional two AusLSA Members submitted Environmental Reports for inclusion in our analyses of the sector but elected not to publish.

AusLSA MEMBERS

Henry Davis York

Hall & Wilcox

Kemp Strang

Herbert Smith Freehills

Clayton Utz

Gadens Lawyers

Corrs Chambers Westgarth

Finlaysons

Maddocks

Lander & Rogers

Slater & Gordon

Holman Webb

Norton Rose Fulbright Australia

Allens Linklaters

The Lantern Legal Group

Dibbs Barker

DLA Piper

Coleman Greig

McInnes Wilson

TressCox Lawyers

McCullough Robertson

FB Rice

Carroll & O'Dea

Sparke Helmore

Swaab Attorneys

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