

LEGAL SECTOR  
SUSTAINABILITY  
INSIGHT:  
REPORT OF  
AusLSA MEMBERS

2015

AUSTRALIAN  
LEGAL SECTOR  
ALLIANCE

PROMOTING SUSTAINABILITY

# CONTENTS

|  |    |
|--|----|
| From the AusLSA Chairs                     | 1  |
| About the Australian Legal Sector Alliance | 2  |
| AusLSA Reporting                           | 3  |
| AusLSA Reporting Principles                | 4  |
| Methodology                                | 5  |
| AusLSA Reporting Summaries                 | 6  |
| Environmental Performance                  | 6  |
| Electricity                                | 7  |
| Business Travel                            | 7  |
| Paper                                      | 8  |
| Recycling                                  | 8  |
| Renewable Electricity and Carbon Offsets   | 9  |
| Environment Benchmarking                   | 10 |
| Expanded Sustainability Reporting          | 11 |
| Executive Member Sustainability Profiles   | 14 |
| Member Sustainability Profiles             | 30 |



This is the sixth report from the Australian Legal Sector Alliance (AusLSA), which is produced annually and reports on the sustainability performance of our reporting members. Throughout this report we will from time-to-time refer to Executive Members. These are the seven member firms who lead AusLSA and who have reported each year since 2010 and for which the largest data set exists.

# FROM THE AusLSA CHAIRS

This year we have again expanded the scope of our reporting to provide more information about our social responsibility performance.

Our collective reporting on these issues is another milestone in our sector's maturity and transparency in addressing the things that matter and is important to our collective success. We believe that, not only does this form of reporting create value for our member firms and their employees, but it is increasingly a core expectation of our clients, governments and the community.

We have also retitled this report from being an 'Environmental Insight' to a 'Sustainability Insight', to reflect our journey towards being demonstrably more sustainable.

We are pleased to report that our member firms have embraced this broader social reporting. All of our executive member firms have provided more information on how they are addressing material issues in our sector and overall 78% of our reporting member firms have provided similar information.

We are also pleased to note that our members have continued to reduce their environmental impacts across the three environmental categories that we monitor; greenhouse gases, paper use and waste. This year members have reduced their greenhouse gas intensity by 8% (or 14% over the last two years). Members also reduced their paper use per employee use by 9% (or 11% over the last two years). Our waste recycling index has improved marginally, with recycling of comingles, paper, organics and e-waste available in an average of 81% of facilities.

In early 2016, the board will be developing a new strategic plan to steer AusLSA to 2020. The new plan will build on AusLSA's achievements during the past six years and position the alliance to respond to the sustainability challenges and opportunities that we face both as an industry and as important part of the community. We hope all our members and stakeholders will take the upcoming opportunities provide their views about the future direction and priorities for AusLSA.

We again thank our members for their candid contributions to this year's report and look forward to ongoing expansion of this reporting over the coming years.

Brendan Bateman  
Co-Chair, AusLSA  
Partner, Clayton Utz

Kelvin O'Connor  
Co-Chair AusLSA  
Consultant

# ABOUT AusLSA

## An alliance of law firms promoting sustainable practices

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

AusLSA provides a forum for members to work together sharing knowledge and experience to address their shared sustainability values. AusLSA develops and maintains a range of tools and resources that are available for members to more easily reach their sustainability goals.

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

CLAYTON UTZ

## 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 and is now supported and led by the following group of Executive Members: Clayton Utz, DLA Piper Australia, Henry Davis York, Maddocks, McCullough Robertson, Norton Rose Fulbright Australia, Swaab Attorneys and EY.



HENRY DAVIS YORK



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](http://www.legalsectoralliance.com.au)

# AusLSA REPORTING

The purpose of the annual AusLSA reporting process is two-fold:

1. To provide a framework for AusLSA Members to track the efficiency of their operations and the effectiveness of their sustainability initiatives, and
2. To increase our understanding of social and environmental impact of the Australian legal sector and develop resources to help firms to reduce their impacts.

By reporting social and environmental impacts, AusLSA Members are making an explicit, public commitment to continually improve their sustainability performance. With a clear understanding of operational environmental impacts, firms can identify areas for focus and then monitor the progression of their sustainability journey.

“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 REPORTING PRINCIPLES

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.

We have identified material impacts under four headings, Environment, People, Community and Supply Chain and have invited the Executive Members to provide a report on these issues.

| Environment                  | People                | Community                | Supply Chain        |
|------------------------------|-----------------------|--------------------------|---------------------|
| Greenhouse gas emissions     | Equal Opportunity     | Pro Bono work            | Procurement         |
| Electricity use and travel   | Well-being            | Non-legal voluntary work | Supplier Engagement |
| Paper use                    | Diversity & Inclusion | Charitable giving        | Client Engagement   |
| Waste and recycling          | Reconciliation        | Scholarships             |                     |
| Renewable energy and offsets | 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 is consolidating this reporting to help law firms generate a sustainability profile that aligns with the developing expectations of clients and corporate governance.

## Responsiveness

The Social Sustainability profiles from the 25 Executive Members reveal a number of material issues for the sector as a whole and demonstrate the responsiveness of these firms to those issues.

# 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.environment.gov.au/climate-change/greenhouse-gas-measurement/publications/national-greenhouse-accounts-factors-aug-2015](http://www.environment.gov.au/climate-change/greenhouse-gas-measurement/publications/national-greenhouse-accounts-factors-aug-2015)



# ENVIRONMENTAL PERFORMANCE

It is pleasing to note that all our environmental reporting measures have continued to improve since last year.

The reporting group of AusLSA members changes from year to year, with new members reporting for the first time and some other members missing the reporting cycle. This year's reporting group contains more employees and shows a small increase in the overall carbon emissions compared with last year's group.

The increase in the size of our reporting catchment means that we cannot directly compare current performance with previous years. We therefore report predominantly on the intensity of our environmental measures based on a per employee figure.

| ALL REPORTING FIRMS  | 2015   | 2014   | % CHANGE 2014-2015 |
|--|--------|--------|--------------------|
| Headcount  | 20,200 | 18,020 | 12%                |
| Total Emissions (tonnes CO <sub>2-e</sub> )                      | 88,596 | 85,735 | 3%                 |
| CO <sub>2</sub> per head (tonnes CO <sub>2-e</sub> )             | 4.39   | 4.76   | -8%                |
| Electricity CO <sub>2</sub> per head (tonnes CO <sub>2-e</sub> ) | 2.52   | 2.73   | -8%                |
| Flights CO <sub>2</sub> per head (tonnes CO <sub>2-e</sub> )     | 1.70   | 1.83   | -7%                |
| Travel CO <sub>2</sub> per head (tonnes CO <sub>2-e</sub> )      | 1.77   | 1.89   | -6%                |
| Paper Consumption per head (kg)                                  | 107    | 118    | -9%                |



## Electricity

Overall use of electricity contributes an average of 59% of members overall greenhouse gas emissions.

This year we see an 8% decrease in the electricity use per employee and related carbon emissions from our reporting members. This trend of reducing consumption has been consistent for the past three years indicating the effectiveness of improved energy efficiency through technology and improved building systems. It also indicates composition of reporting member size has little impact on firm's energy efficiency.

### ELECTRICITY - EMISSIONS PER EMPLOYEE (TONNES CO<sub>2-e</sub>)



## Business Travel

Travel contributes 39 percent of our members' greenhouse gas emissions.

Our members' greenhouse gas emissions for all travel was 1.77 tonnes per employee, with an average of 1.39 tonnes per employee, however, like last year, there were significant variances between the highest and lowest emitters (ranging from .09 tonnes per employee to 5.76 tonnes per employee).

While overall travel is trending downwards, we again find that the requirement for travel is an important part of doing business in law firms and is dependent on the nature and number of client matters.

### REPORTING FIRMS GREENHOUSE GAS EMISSIONS FROM TRAVEL (TONNES PER EMPLOYEE)





## Paper

Like business travel, the use of paper is integral to the practice of law and is closely related to the size and nature of the matters that firms conduct.

This year it is pleasing to see another 9% reduction in firm's paper use. Since 2012, there has been a continued downward trend from 125kg of paper used per employee in 2012 to 108kg in this reporting year.

The average paper consumption this year was 113kg per person, but like business travel, there were wide variations in use, ranging from 35kg per employee to 187kg per employee indicating that the use of paper is largely matter-type dependent.

Ongoing reductions in paper use will require some significant changes to how law is practised. This year, AusLSA is delivering a project funded by a grant from Sustainability Advantage (a program of the NSW Office of Environment and Heritage) that will develop a range of sustainability opportunities in our sector including options to reduce our reliance on paper.

### PAPER USE PER EMPLOYEE (KG)



## Recycling

Our report tracks the availability of recycling services provided for comingles (glass, plastic and metal), paper and cardboard, organics and e-waste (including computers, printers, phones and other communications equipment).

Improvements in the use of recycling in offices continues. The greatest improvement has been seen in comingled recycling which has grown from 91% of members' offices last year to over 98% this year.

Paper and cardboard recycling continues to be available at facilities which is unchanged from the 100% result last year. E-waste recycling availability has increased slightly this year, from 82% to 83%.

Organics recycling was only available in 38% of facilities and although this is up slightly from 37% last year this provides a significant opportunity for firms to reduce their waste to landfill.

### PERCENTAGE OF OFFICES WITH RECYCLING FACILITIES



## Renewable Electricity And Carbon Offsets

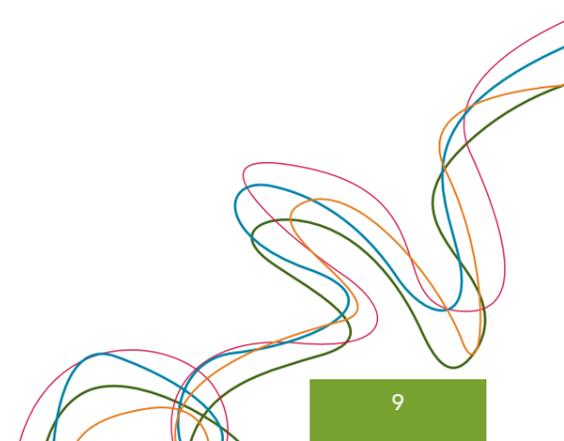
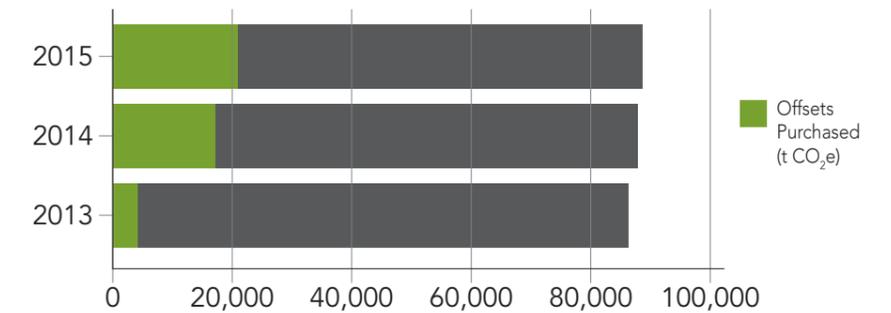
This year, 11 firms chose to purchase renewable electricity or carbon offsets, or a combination of both (one firm less than last year).

Seven firms purchased some renewable electricity and seven purchased offsets. Three firms chose a combination of both renewable electricity and carbon offsets.

This year, 23% of our total emissions were offset by renewable energy and carbon credits, where last year the total amount offset was 20%.

While offsetting can be a useful supplement to a law firm's environmental management strategy, each firm should satisfy themselves that they have reduced their impacts as much as possible before leaning towards carbon offsets.

### OFFSETS AND GREEN POWER (ALL FIRMS tCO<sub>2e</sub>)





## GENERAL MEMBERS (PHASE ONE SUSTAINABILITY REPORT)

This year, 18 of our general members joined in our 'Phase I' sustainability reporting framework and submitted general information about their programs which address issues in the people, community and supply chain areas.

While 'Phase I' reporting does not ask member firms to answer any specific questions, it provides the firms an opportunity to broadly describe what they are doing and allows us to identify some common themes across the following areas:

### People

When discussing people programs, the most commonly mentioned theme that emerged surrounded programs that addressed flexibility and work/life balance.

Gender balance, equal opportunity and diversity were also programs that were commonly discussed and many firms were awarded citations or had well developed programs in this area.

While most firms mentioned mental health and wellbeing programs, it was generally accepted that prerequisites for a healthy workforce included a combination of policies and programs that work together, to create an environment that is conducive to assisting with general well-being.

The mix of policies and programs from our member firms included;

- Freedom from discrimination
- Equal opportunity
- Training and/or career development
- Social inclusion
- Diversity
- Gender balance
- Flexibility / work-life balance
- Remuneration
- Parental Leave
- Mental Health and Wellbeing
- Wellbeing programs

### Community

At the heart of most firm's community program is a legal pro bono program. Pro bono is generally a central tenet of the firm and while this is part of a lawyer's professional obligation, lawyers and staff derive a great deal of personal satisfaction from undertaking pro bono or community based work.

The common areas of pro bono work identified by our reporting members included support for disadvantaged or marginalised individuals or those who otherwise would not have access to justice. Recipients for pro bono work may be direct, or may be referred by Community Legal Centres or organisations like Justice Connect or PIAC. Some of our reporting members

stated that they were signatories to the National Pro Bono Resource Centre Aspirational Target and some noted that strategic pro bono partnership arrangements were in place with strategic partners or with organisations who had a specific meaning or connection to the firm.

Outside the legal pro bono arena, most firms had programs in place to address charitable donations, workplace giving and assistance with emergency appeals.

Several firms had Reconciliation Action Plans or Indigenous programs in place and two firms had a particular focus in this

### Supply Chain

Encouraging sustainable business practices down our supply chains will be a difficult nut to crack. We recognise that to achieve the levels of best practice applied by some of the industries major clients will require a significant amount of effort.

Despite this, our members' reports are encouraging and

included themes such as:

- Purchasing carbon neutral products
- Choosing like-minded suppliers
- Fair-Trade certified preferences
- Making 'best-practice' sustainability purchases

## EXECUTIVE MEMBERS (PHASE TWO SUSTAINABILITY REPORT)

### Environment

Unsurprisingly, our seven Executive Members all have well developed environmental programs, and have been reporting on their progress consistently and transparently over the past six years.

Four member firms have an Environmental Management System (EMS) and, one firm had been certified to the AusLSA Environmental Management System (AEMS) standard.

At the time of writing this report, four more firms have received certification for their AEMS and more member firms are planning its implementation in the coming year.

About half our Executive Members also participate in other types of external environmental programs such as *EcoBuy* and *CitySwitch*.

### People

Given the importance of firms' lawyers and support staff, it is no surprise that all the Executive Member firms have a broad range of policies in place to attract and care for their people.

Generally firms reported having policies in place that address

- gender and equality
- cultural and ethnic diversity

- physical ability
- flexible working and
- paid-parental leave

Four had an officer who was responsible for addressing issues relating to equity in its workforce and all executive members are signatories to the Tristan Jepson Memorial Foundations which supports their employees' mental wellness.

### Community

All our legal firms have a community engagement officer in place to guide multiple approaches to both legal and non-legal community support.

Community and pro bono legal support is widespread and all firms have extensive planned pro bono programs, Five Executive Member firms are also signatories to the National Pro Bono Resource Centre Aspirational Target.

All firms also have non legal volunteering and giving programs and often managed significant foundations grants and partnership programs.

About half our Executive Members had Reconciliation Action Plans in place that provide a framework for organisations to realise their vision for reconciliation by creating social change and economic opportunities for Aboriginal and Torres Strait Islanders.

### Supply Chain

Most firms have Supply Chain policies in place and have different systems in place for implementation. Generally firms are able to provide examples of sustainable products they purchase.

However most firms are still developing capacity to strongly influence, monitor and report in the sustainability of their

procurement decisions. This is symptomatic of the maturity of the sustainable supply chain management in general. It will be interesting to observe changes to these practices as AusLSA's reporting on supply chain continues.

# EXECUTIVE MEMBERS REPORTING



|  |             |                  |              |                        |                      |
|--|-------------|------------------|--------------|------------------------|----------------------|
| <b>CLAYTON UTZ</b>   |             |                  |              |                        |                      |
| <b>CONTACT</b>   | Saul Foster |                  | <b>EMAIL</b> | sfoster@claytonutz.com |                      |
| <b>REPORTING PERIOD</b>  | FY 2015     | <b>HEADCOUNT</b> | 1,588        | <b>FLOOR AREA</b>      | 39,229m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |             |                  |              |                        |                      |
| With 175 partners and over 1400 employees across six offices in Australia, we have built a reputation for excellence in legal services.  |             |                  |              |                        |                      |
| Our Pro Bono and Social Responsibility Committee coordinates the efforts of our Pro Bono, Clayton Utz Foundation, Community Connect, Reconciliation Action Plan and Environmental Footprint programs. This year, the Clayton Utz Foundation made grants to community organisations of \$734,695.00, with total grants of \$7,439,963.00 since 2003. We have achieved this through our commercial approach and our intuitive understanding of our clients' needs, matched with optimum skills and outstanding client service. |             |                  |              |                        |                      |
| We are a leader across Australian law firms in corporate and social responsibility, with a strong focus on community engagement. This year we have also reached the significant milestone of 500,000 hours of pro bono legal work since our pro bono practice was launched in 1997- a first for an Australian law firm.  |             |                  |              |                        |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

The Clayton Utz "Footprint" program was established in 2006 in all our offices, and has achieved overall emissions reductions of close to 35% since 2010.

This year Clayton Utz has built on our environmental achievements to date with the implementation and certification of the AusLSA Environmental Management System (AEMS). The AEMS will help us to further improve on our environmental impacts of doing business.

We have also implemented our Paperless Office Program which will improve the efficiency and effectiveness of the firm through the adoption of electronic processes. We have already achieved a reduction in paper consumption of 57% since last year, and the Paperless Office program and other initiatives will assist in further reducing paper consumption in our offices.

We are also pleased to report that this year, Clayton Utz has fully offset its FY14-15 AusLSA reported emissions. In FY15-16, we propose to achieve certification as carbon neutral under the National Carbon Offset Standard.

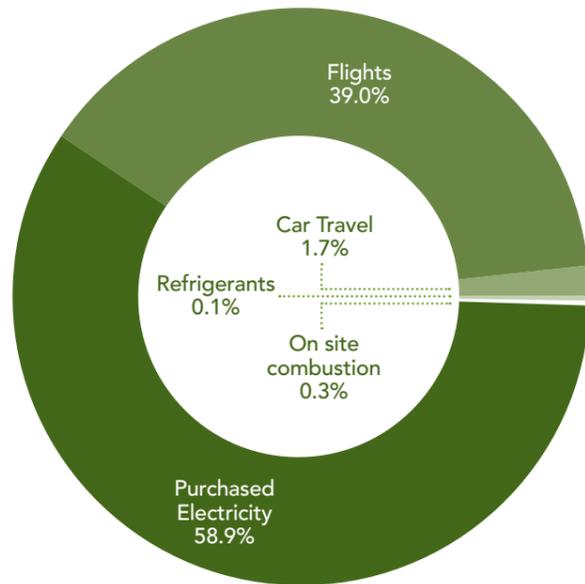
| CARBON EMISSIONS FOOTPRINT |  |                     |
|----------------------------|--|---------------------|
| SCOPE 1                    | Natural gas                                | 7.8                 |
|                            | Company vehicles                           | 0.0                 |
|                            | Refrigerants                               | 16.2                |
| SCOPE 2                    | Electricity                                | 3,904               |
|                            | Electricity per head                       | 2.5                 |
|                            | Electricity per m <sup>2</sup> floor area  | 0.10                |
| SCOPE 3                    | Flights                                    | 2,586               |
|                            | Car Travel                                 | 114.7               |
|                            | Total travel per head                      | 1.7                 |
|                            | Total travel per m <sup>2</sup> floor area | 0.07                |
|                            |  | t CO <sub>2</sub> e |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                        | 6,629 | t CO <sub>2</sub> e |
| <b>GROSS EMISSIONS PER HEAD</b>                     | 4.2   |                     |
| <b>GROSS EMISSIONS PER M<sup>2</sup> FLOOR AREA</b> | 0.17  |                     |

| CARBON MITIGATION ACTIVITIES |       |                     |
|------------------------------|-------|---------------------|
| Green energy                 | 0     | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 6,629 |                     |
| <b>TOTAL</b>                 | 6,629 |                     |

|   |      |                     |
|---|------|---------------------|
| <b>NET EMISSIONS PER HEAD</b>                     | 0.0  | t CO <sub>2</sub> e |
| <b>NET EMISSIONS PER M<sup>2</sup> FLOOR AREA</b> | 0.00 |                     |

| ENVIRONMENTAL MANAGEMENT      |   |
|-------------------------------|---|
| Environmental Policy          | Environment Committee                                     |
| Designated Responsibility     | Environmental Targets                                     |
| Environment Management System | Independent Environmental Management System Certification |
| OTHER PROGRAM PARTICIPATION   |   |
| CitySwitch Green Office       |   |



| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 91,448 | 58.0     | 2.30                          |
| Recycled paper  | 22%    |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 83%            | ORGANIC    | 17%            |  |

**ABOUT PEOPLE PROGRAMS**

Clayton Utz has a comprehensive range of People policies that support and promote equality and wellbeing in our workplace. This includes three dedicated management roles that support Health and Wellbeing, Diversity and Inclusion, and Flexibility across our business. Clayton Utz has received the WGEA citation as an Employer of Choice and continues to promote and encourage equality across its business.

Specific initiatives that promote equality and well-being include:

- Launch of the LGBTI Alliance and roll-out of firm-wide training;
- Unconscious bias training available to all Partners, Diversity Council and Senior People & Development Managers;
- Mental Health Champion training;
- Our professional women's group, Momentum, assists and advises on gender initiatives; act as champions; facilitates focus group discussions on difficult issues and hosts events and activities to support the advancement of our women;
- Re-accreditation as a Breastfeeding Friendly Workplace;
- Specific programs designed to support new and expectant parents in navigating work and parenthood;
- Corporate Mothers' program: pilot of a series of 6 workshops for women who have recently returned from parental leave;
- Participation in Managing Partners (of large law firms) initiative and engagement (in several of our offices) with the Male Champions of Change;
- Enhanced monthly Diversity dashboards. Dashboards are used to report to the Diversity Council on metrics of flexible working; parental leave return rate; utilisation by gender and work status; gender by career level and department; gender pay gap; turnover by gender and career level.

**ABOUT COMMUNITY PROGRAMS**

Pro bono is a fundamental part of Clayton Utz. We act for low income and disadvantaged people who cannot obtain Legal Aid, and for the not-for-profit organisations which support them, no matter where they are in Australia.

We were the first large Australian law firm to establish an in-house pro bono practice; the first to appoint a full-time pro bono partner; the first to sign the National Pro Bono Target; and the first to provide 500,000 hours of pro bono assistance.

The Clayton Utz Foundation supports charities connected to Clayton Utz to address disadvantage and facilitate access to justice. Since 2003, the Clayton Utz Foundation has made over \$7.3 million in grants to 212 charities, including over \$729,000 in FY15.

The Foundation sits alongside our Community Connect program, which gives our people direct involvement with over 40 charities across Australia through volunteering, fundraising and in-kind support.

Our Reconciliation Action Plan, first developed in 2010, commits us to working with Indigenous and non-Indigenous Australians to overcome the challenges and disadvantage faced by Indigenous Australians. We held events to recognise and celebrate National Reconciliation Week and NAIDOC week in every office across Australia in FY15.

In the past year Clayton Utz was awarded the Red Cross Humanitarian Partner Award and the Law Firm of the Year at the Law Institute of Victoria Awards - an award which recognised the firm's professional excellence, pro bono commitment and broader community involvement.

**ABOUT SUPPLIER PROGRAMS**

Clayton Utz' procurement activities are aligned to the firm's Environmental and Diversity & Inclusion policies and program. We manage corporate and social responsibility impacts through our supply chain by incorporating certain selection criteria in our tender processes. Responses to these selection criteria form part of the overall assessment of respondents. We constantly review these corporate and social responsibility selection criteria to reflect developments in this area.

| PEOPLE MANAGEMENT  |                                  |
|--|----------------------------------|
| Gender and/or Equality Policy  | Paid Parental Leave Policy       |
| Equality Officer   | Flexible Working Policy          |
| Physical Ability Policy  | Cultural/Ethnic Diversity Policy |
| Sexuality Policy   |                                  |
| PARTICIPATION  |                                  |
| LCA's Diversity Charter, Diversity Council, Gender Workplace Equality Agency, Tristan Jepson Memorial Foundation, TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Professional, Wellness at the Law, Reconciliation Australia |                                  |

| COMMUNITY PROGRAMS MANAGEMENT                                    |  |
|--|--|
| Pro Bono Programs  | Community Engagement Officer             |
| Non Legal Volunteering   | Reconciliation Action Plan               |
| National Pro Bono Resource Centre Aspirational Targets Signatory | Other Community Investment or Engagement |

| SUPPLY CHAIN MANAGEMENT      |                                    |
|------------------------------|------------------------------------|
| Engagement for New Purchases | Engagement with Existing Suppliers |
| Procurement Policy           |                                    |

# AusLSA ENVIRONMENTAL PROFILE 2015



|   |                 |           |       |                              |                      |
|---|-----------------|-----------|-------|------------------------------|----------------------|
| <b>DLA PIPER</b>  |                 |           |       |                              |                      |
| CONTACT   | Lucille Dockery |           | EMAIL | lucille.dockery@dlapiper.com |                      |
| REPORTING PERIOD  | FY 2015         | HEADCOUNT | 702   | FLOOR AREA                   | 20,438m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |                 |           |       |                              |                      |
| International law firm with in excess of 10,000 staff in more than 30 countries across the world. Offices in Australia in Brisbane, Sydney, Canberra, Melbourne and Perth with a total staff of approx 776. |                 |           |       |                              |                      |

**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 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

| CARBON EMISSIONS FOOTPRINT |  |       |
|----------------------------|--|-------|
| SCOPE 1                    | Natural gas                                | 0.0   |
|                            | Company vehicles                           | 0.0   |
|                            | Refrigerants                               | 15.6  |
| SCOPE 2                    | Electricity                                | 1,881 |
|                            | Electricity per head                       | 2.7   |
|                            | Electricity per m <sup>2</sup> floor area  | 0.09  |
| SCOPE 3                    | Flights                                    | 2,425 |
|                            | Car Travel                                 | 46.1  |
|                            | Total travel per head                      | 3.5   |
|                            | Total travel per m <sup>2</sup> floor area | 0.12  |

|   |              |                     |
|---|--------------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | <b>4,368</b> | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 6.2          |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.21         |                     |

| CARBON MITIGATION ACTIVITIES |          |                     |
|------------------------------|----------|---------------------|
| Green energy                 | 0        | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0        |                     |
| <b>TOTAL</b>                 | <b>0</b> |                     |

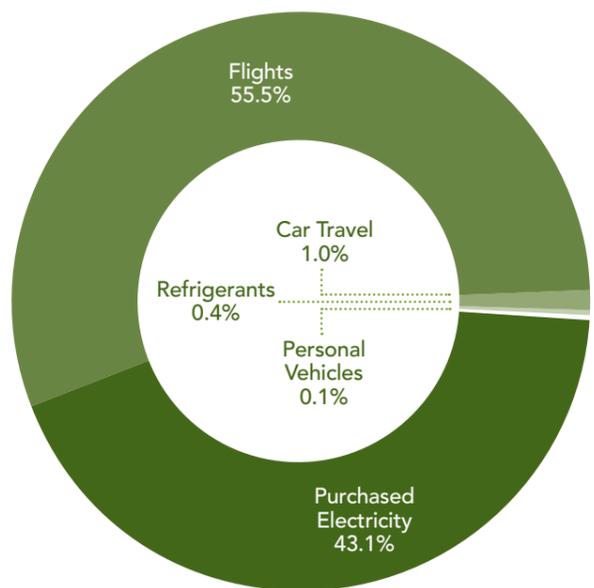
|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 6.2  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.21 |                     |

## ENVIRONMENTAL MANAGEMENT



## OTHER PROGRAM PARTICIPATION

CitySwitch Green Office



| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 69,672 | 99.0     | 3.40                          |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 20%            |  |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015



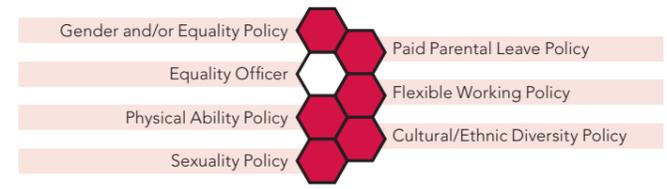
## ABOUT PEOPLE PROGRAMS

DLA Piper is committed to equality and diversity within the firm and we have developed a strategy which underpins the firm's values of mutual respect, responsibility and teamwork. Equality and diversity are key to our global identity and an integral part of our aim to continue being a 'Firm of Choice'

DLA Piper vision in terms of equality and diversity is not only to comply with legislation but to take a progressive approach to create a mix of talent that makes us ever more successful as a business. Managing equality and diversity means valuing and utilizing the differences our people bring to the business regardless of sex, marital status, sexual orientation, disability, race, religion, colour, nationality, ethnic origin, age or gender reassignment and that no one is disadvantaged.

We recognise that a willing and committed workforce, where there is equality for all, where difference is visibly welcomed and people are actively included is a key ingredient in our recipe for success - working in partnership with a diverse client base in a diverse number of locations, delivering a diverse range of top quality legal solutions.

## PEOPLE MANAGEMENT



## ABOUT COMMUNITY PROGRAMS

At DLA Piper, we look for opportunities to use our strength as a leading global business law firm to make a positive contribution in our local and global communities.

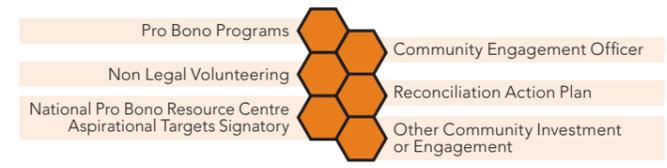
**Pro Bono**  
In 2014, we donated over 202,500 hours of pro bono legal work globally, making us one of the largest providers of pro bono legal services in the world. Pro bono is a fundamental way in which we can have a positive impact on our local and global communities, and in 2014 we were named 'Pro Bono Law Firm of the Year' by Who's Who Legal.

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

**Strengthening Child Justice with UNICEF**  
DLA Piper and UNICEF have joined forces to ensure children are protected when they come into contact with the law. During our three year global child justice partnership, we have committed to providing US\$5 million in pro bono and US\$1.5 million in donations to UNICEF's global child justice program.

**Break into Law**  
Break into Law is our global initiative focused on removing barriers to careers within the legal sector for underrepresented young people. In Australia we work with The Smith Family in all five of our offices to engage and support disadvantaged youth through workshops, mentoring and work experience programs.

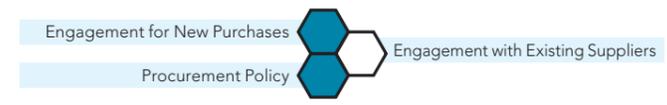
## COMMUNITY PROGRAMS MANAGEMENT



## ABOUT SUPPLIER PROGRAMS

We are currently in the process of implementing a new supplier portal to encourage all of our major suppliers to provide us with regular, consistent, sustainability performance data. We have also adopted a sustainable procurement policy.

## SUPPLY CHAIN MANAGEMENT



ABOUT THE FIRM

ENVIRONMENT PROGRAMS

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

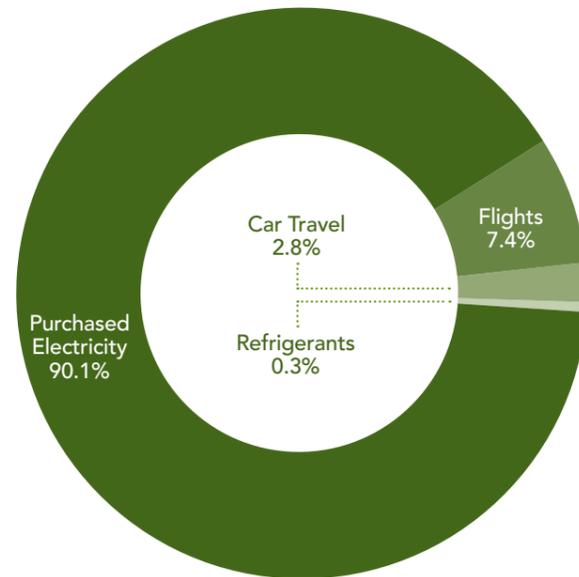
SUPPLIER PROGRAMS

|   |                 |           |       |                              |                     |
|---|-----------------|-----------|-------|------------------------------|---------------------|
| <b>HENRY DAVIS YORK</b>   |                 |           |       |                              |                     |
| CONTACT   | Kelvin O'Connor |           | EMAIL | kelvin@adjutusconsulting.com |                     |
| REPORTING PERIOD  | FY 2015         | HEADCOUNT | 330   | FLOOR AREA                   | 9,730m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |                 |           |       |                              |                     |
| HDY is one of Australia's leading independent law firms. We transform ideas and knowledge into outcomes that matter to our clients, our people and our community. We advise a range of clients including some of Australia's most iconic businesses, the Big 4 Australian Banks, regulatory bodies and government departments and agencies, national and international fund managers and property developers. Founded in 1893, today we have over 40 partners and 300 staff in offices in Sydney and Brisbane. Our history is an important part of who we are today. We believe in building relationships with our clients and with our people that have longevity. |                 |           |       |                              |                     |

|   |
|---|
| <b>ABvNVIROMENTAL PROGRAMS</b>  |
| HDY are pleased to continue to reduce overall carbon emissions and this year achieved an 8.65% reduction from the previous year. This was largely due to decreased electricity emissions of 10%, however travel emissions increased slightly. Our AEMS targets for this year were to maintain power consumption and reduce paper consumption by 5%. We are pleased to have exceed the power target, however due to the number and nature of the matters conducted this year, our paper consumption target was not met. We continue to operate at 'net carbon zero' for our scope 2 and limited scope 3 emissions. |

|                                 |   |
|---------------------------------|---|
| <b>ENVIRONMENTAL MANAGEMENT</b> |   |
| Environmental Policy            | Environment Committee                                     |
| Designated Responsibility       | Environmental Targets                                     |
| Environment Management System   | Independent Environmental Management System Certification |

|                                   |  |      |                     |
|-----------------------------------|--|------|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |  |      |                     |
| <b>SCOPE 1</b>                    | Natural gas                                | 0.0  | t CO <sub>2</sub> e |
|                                   | Company vehicles                           | 0.0  |                     |
|                                   | Refrigerants                               | 2.8  |                     |
| <b>SCOPE 2</b>                    | Electricity                                | 947  | t CO <sub>2</sub> e |
|                                   | Electricity per head                       | 2.87 |                     |
|                                   | Electricity per m <sup>2</sup> floor area  | 0.1  |                     |
| <b>SCOPE 3</b>                    | Flights                                    | 78   | t CO <sub>2</sub> e |
|                                   | Car Travel                                 | 23.8 |                     |
|                                   | Total travel per head                      | 0.3  |                     |
|                                   | Total travel per m <sup>2</sup> floor area | 0.01 |                     |



|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 1,051 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.2   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11  |                     |

|                                     |       |                     |
|-------------------------------------|-------|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |       |                     |
| Green energy                        | 322   | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 730   |                     |
| <b>TOTAL</b>                        | 1,052 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 0.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.00 |                     |

|                        |        |          |                               |
|------------------------|--------|----------|-------------------------------|
| <b>PAPER AND WASTE</b> |        |          |                               |
|                        | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)             | 48,611 | 147.0    | 5.00                          |
| Recycled paper         | 0%     |          |                               |

|                                       |                |            |                |
|---------------------------------------|----------------|------------|----------------|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                |            |                |
|                                       | FIRM LOCATIONS |            | FIRM LOCATIONS |
| PAPER                                 | 100%           | COMMINGLED | 100%           |
| E-WASTE                               | 100%           | ORGANIC    | 100%           |

|  |
|--|
| <b>ABOUT PEOPLE PROGRAMS</b>   |
| A commitment to diversity and inclusion is one of the key tenets of HDY's vision statement. The firm has always recognised that providing a workplace in which all our people can flourish and reach their potential is critical to our success. We have held the WGEA Employer of Choice for Gender Equality citation for the last five years and are proud of our reputation as a firm that supports it's women to succeed. 75% of our Business Support Directors and 60% of our Practice Group Leaders are female. 30% of our partners are female. Our long held commitment to flexible work practices has assisted us in achieving and maintaining our higher than average proportion of female representation at these levels. Our designated Flexibility Manager ensures that any requests for a formal flexible work arrangement are properly addressed and embedded and we actively support women returning from parental leave through our 'working and parenting' program. With respect to other areas of workforce diversity, we have recently participated in the government sponsored Corporate Champions Program focused on mature age workforce engagement and have developed a Partner Transition Program to support our partners through their career journey and beyond. Our commitment to the Career Trackers program sees us sponsoring indigenous students at the firm through their 10 x 10 initiative which commits us to this program for the next 10 years. In February 2015 we joined Pride in Diversity, submitted to the AWEI (Australian Workplace Equality Index) for the first time and are committed to providing an environment that is inclusive to LGBTI colleagues. More details about our extensive people management programs can be found in our annual Sustainability Reports at www.hdy.com.au. |

|                               |                                  |
|-------------------------------|----------------------------------|
| <b>PEOPLE MANAGEMENT</b>      |                                  |
| Gender and/or Equality Policy | Paid Parental Leave Policy       |
| Equality Officer              | Flexible Working Policy          |
| Physical Ability Policy       | Cultural/Ethnic Diversity Policy |
| Sexuality Policy              |                                  |

|  |
|--|
| <b>PARTICIPATION</b>   |
| Diversity Council Australia, Workplace Gender Equality Agency, Founding signatory to TJMF Psychological Wellbeing Best Practice Guidelines for the Legal Profession, Member of "Pride in Diversity", Member of Resilience@Law Network, Member of Workplace Health Promotion Network. |

|   |
|---|
| <b>ABOUT COMMUNITY PROGRAMS</b>   |
| At HDY, we see pro bono legal work as an essential part of a lawyer's professional responsibility. We believe that as lawyers we need to ensure that the justice system is accessible to everyone in our community, and in particular to those who are vulnerable and unable to readily access legal services. We are focused on building and embedding within the firm a strong commitment to pro bono that addresses unmet legal needs in our community. Our pro bono program focuses on: <ul style="list-style-type: none"> <li>Acting for disadvantaged individuals who cannot afford to pay for legal advice and are not eligible for legal aid.</li> <li>Preparing law reform submissions for not-for-profit organisations and community legal centres on various public interest issues. We recently prepared submissions on issues such as children in immigration detention, defence of provocation, sentencing laws and statutory limitations in child sexual abuse.</li> <li>Collaborating with and supporting not-for-profit and public interest organisations such as the Public Interest Law Advocacy Centre (PIAC), Whitelion and the Homicide Victims Support Group (HVSG) effectively achieve their community support objectives.</li> <li>Supporting our pro bono referrals agencies such as the Cancer Council, Arts Law and Justice Connect by taking on a variety of pro bono referrals.</li> <li>Committing to outreach advice clinics such as the Homeless Persons Legal Service (HPLS), Redfern Legal Centre (RLC), Kingsford Legal Centre (KLC), Migrant Outreach Service Advice, Information and Community Education (MOSAIC) and Justice Connect's Self Representation Service.</li> <li>Developing pro bono projects and collaborations focused on providing unique solutions to addressing unmet legal needs.</li> </ul> |

|  |  |
|--|--|
| <b>COMMUNITY PROGRAMS MANAGEMENT</b>                             |  |
| Pro Bono Programs  | Community Engagement Officer             |
| Non Legal Volunteering   | Reconciliation Action Plan               |
| National Pro Bono Resource Centre Aspirational Targets Signatory | Other Community Investment or Engagement |

|   |
|---|
| <b>ABOUT SUPPLIER PROGRAMS</b>  |
| Henry Davis York is committed to acting in a socially ethical 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. HDY recognises the role and impact of its supply chain in its sustainability endeavours and the need to effectively manage this impact. |

|                                |                                    |
|--------------------------------|------------------------------------|
| <b>SUPPLY CHAIN MANAGEMENT</b> |                                    |
| Engagement for New Purchases   | Engagement with Existing Suppliers |
| Procurement Policy             |                                    |

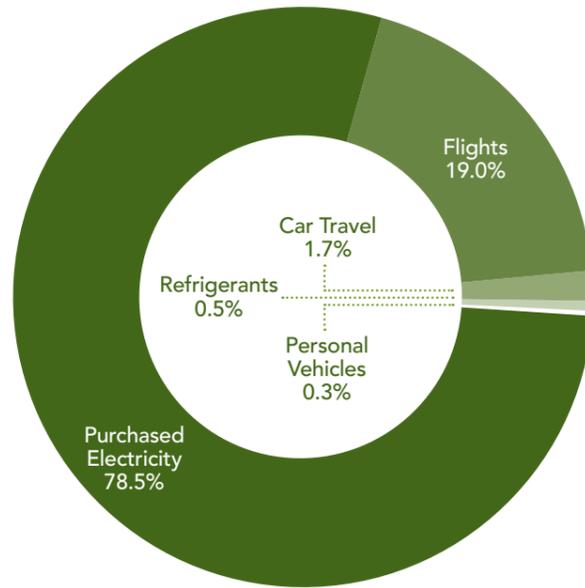
|   |                |           |       |                           |                     |
|---|----------------|-----------|-------|---------------------------|---------------------|
| <b>MCCULLOUGH ROBERTSON</b>   |                |           |       |                           |                     |
| CONTACT   | Michael Cusack |           | EMAIL | mcusack@mccullough.com.au |                     |
| REPORTING PERIOD  | FY 2015        | HEADCOUNT | 430   | FLOOR AREA                | 8,284m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |                |           |       |                           |                     |
| 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.   |                |           |       |                           |                     |

**ABOUT ENVIRONMENTAL PROGRAMS**

**ENVIRONMENTAL MANAGEMENT**



|                                   |  |      |
|-----------------------------------|--|------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |  |      |
| SCOPE 1                           | Natural gas                                | 0.0  |
|                                   | Company vehicles                           | 4.0  |
|                                   | Refrigerants                               | 5.3  |
| SCOPE 2                           | Electricity                                | 896  |
|                                   | Electricity per head                       | 2.1  |
|                                   | Electricity per m <sup>2</sup> floor area  | 0.11 |
| SCOPE 3                           | Flights                                    | 216  |
|                                   | Car Travel                                 | 20.1 |
|                                   | Total travel per head                      | 0.6  |
|                                   | Total travel per m <sup>2</sup> floor area | 0.03 |



|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 1,141 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.7   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.14  |                     |

|                                     |   |                     |
|-------------------------------------|---|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |   |                     |
| Green energy                        | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 0 |                     |
| <b>TOTAL</b>                        | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.7  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.14 |                     |

|                        |        |          |                               |
|------------------------|--------|----------|-------------------------------|
| <b>PAPER AND WASTE</b> |        |          |                               |
|                        | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)             | 55,615 | 129.0    | 6.70                          |
| Recycled paper         | 18%    |          |                               |

|                                       |                |                |      |
|---------------------------------------|----------------|----------------|------|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                |                |      |
|                                       | FIRM LOCATIONS | FIRM LOCATIONS |      |
| PAPER                                 | 100%           | COMMINGLED     | 100% |
| E-WASTE                               | 100%           | ORGANIC        | 33%  |

**ABOUT PEOPLE PROGRAMS**

At McCullough Robertson we take the well-being of our staff and Partners very seriously, we implement policies that ensure equality and flexibility and provide a culture of support and encouragement.

For example we offer:

- All permanent staff may apply for a flexible work arrangement
- employees are able to access up to two weeks additional leave per year through salary sacrificing
- emergency nanny, eldercare and domestic services when a staff member who is a parent or carer has a last minute client meeting or is required to come into the office on urgent work and are stuck for care.
- 'Healthy Days' policy enables all permanent employees of the firm to utilise personal (sick) leave as a way of regaining work life balance. This initiative has been acknowledged when McR was awarded the 'organisation' winner at the 2015 Legal Innovation Awards.
- The Employee Assistance Program (EAP) is a professional and 100% confidential, external counselling service, six sessions, paid for by the firm are available for employees and their immediate family members.
- external review of potential gender pay gap at partner level; similar reviews at other levels of the firm will be conducted.

Other initiatives designed to assist with ensuring equality and well-being for our staff and partners include:

- Resilience and wellbeing seminars for all staff
- Onsite car park during third trimester of pregnancy
- Fitness First subsidised gym membership
- Grandparents leave
- on site firm gym for all staff
- In house cafe and barista
- a range of corporate discounted private health insurance options, dental and optical offers
- on site flu vaccinations

**PEOPLE MANAGEMENT**



**PARTICIPATION**

LCA's Diversity Charter, Diversity Council, Gender Workplace Equality Agency, Tristan Jepson Memorial Foundation, TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Professional, Reconciliation Australia

**ABOUT COMMUNITY PROGRAMS**

Our Community strategy includes pro bono work, partner and staff donations through the McCullough Robertson Foundation, sponsorships, staff community activities, fundraising and volunteering. Our broad priority areas cover:

- access to justice
- health and mental health
- Indigenous education
- rural and remote communities and their activities, and
- community arts.

We have adopted a formal Pro Bono target and signed up to Pro Bono Australia's Aspirational Target.

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, such as QPILCH's Homeless Persons' Legal Clinic. We operate the 4AAA clinic at West End on a six-week rotational basis with another firm. Our lawyers attend the clinic every week for an hour to provide advice to local people who are experiencing homelessness. Graduates are particularly encouraged to participate in the Homeless Persons' Legal Clinic.

We have established a number of long-term partnerships with community organisations such as Working Against Violence Support Service (WAVSS), The Anglican Women's Hostel and Barnaros. This year we have also helped staff plan their own charitable activity, via a monthly firm Dress Down Day, where individuals nominate a charity and organise fundraising activities for the staff to participate in.

The firm has been nominated for the second year for the Pro bono Partnership 2015 Justice Award for our work in Newcastle with the Hunter Community Legal Centre providing telephone based legal advice on employment law.

**COMMUNITY PROGRAMS MANAGEMENT**



**ABOUT SUPPLIER PROGRAMS**

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

We consider our suppliers as partners in business, understanding that for us to be successful in our efforts of sustainability, we cannot ignore their efforts.

The principles of our procurement policy consider that it is important to acknowledge the impact of our supply chain in its sustainability endeavours, and the need to effectively manage this impact.

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

We have a firm-wide commitment to equality and diversity, which is detailed in our Diversity Policy; we extend equal opportunity to all of our providers and tenderers.

We welcome feedback and invite suggestions regarding our supply chain practices.

**SUPPLY CHAIN MANAGEMENT**



|  |             |           |       |                             |                      |
|--|-------------|-----------|-------|-----------------------------|----------------------|
| <b>MADDOCKS</b>  |             |           |       |                             |                      |
| CONTACT  | Steven Ward |           | EMAIL | steven.ward@maddocks.com.au |                      |
| REPORTING PERIOD   | FY 2015     | HEADCOUNT | 467   | FLOOR AREA                  | 11,320m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |             |           |       |                             |                      |
| 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. |             |           |       |                             |                      |

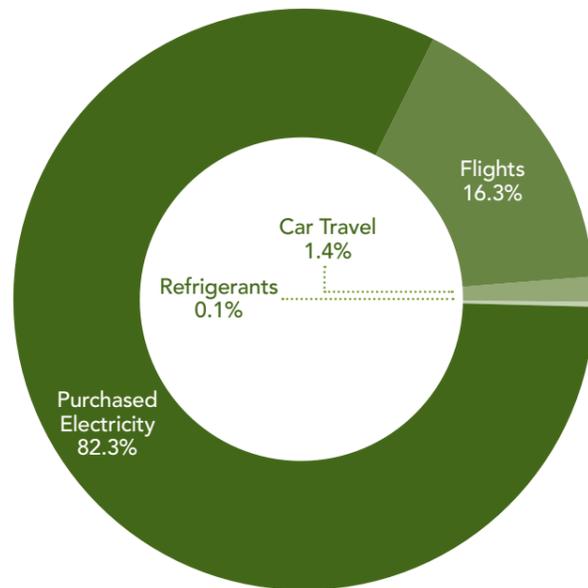
|   |
|---|
| <b>ABOUT ENVIRONMENTAL PROGRAMS</b>   |
| Maddocks have an active environmental committee who are committed to reducing Maddocks environmental footprint. |



**OTHER PROGRAM PARTICIPATION**

|         |
|---------|
| ECO-Buy |
|---------|

|  |       |                     |
|--|-------|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b>          |       |                     |
| <b>SCOPE 1</b>                             |       |                     |
| Natural gas                                | 0.0   | t CO <sub>2</sub> e |
| Company vehicles                           | 0.0   |                     |
| Refrigerants                               | 1.4   |                     |
| <b>SCOPE 2</b>                             |       |                     |
| Electricity                                | 1,486 | t CO <sub>2</sub> e |
| Electricity per head                       | 3.2   |                     |
| Electricity per m <sup>2</sup> floor area  | 0.13  |                     |
| Flights                                    | 294   |                     |
| <b>SCOPE 3</b>                             |       |                     |
| Car Travel                                 | 25.2  | t CO <sub>2</sub> e |
| Total travel per head                      | 0.7   |                     |
| Total travel per m <sup>2</sup> floor area | 0.03  |                     |



|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 1,806 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.9   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.16  |                     |

|                                     |     |                     |
|-------------------------------------|-----|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |     |                     |
| Green energy                        | 0   | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 224 |                     |
| <b>TOTAL</b>                        | 224 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 3.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.14 |                     |

**PAPER AND WASTE**

|                | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|--------|----------|-------------------------------|
| Paper (kg)     | 61,064 | 131.0    | 5.40                          |
| Recycled paper | 91%    |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 100%    |

**ABOUT PEOPLE PROGRAMS**

Michelle Dixon - CEO, member of the Equal Opportunity and Diversity Committee, and Pay Equity Ambassador for WGEA has put a significant amount of work into encouraging women to move into leadership roles. In March 2014 the Board endorsed Michelle's recommendations that the Board have gender balance. The firm's previously set aspirational target of 30% female partners by the end of 2013 was exceeded before the due date, and in FY14, 33% of partners were women. One quarter of our people have some form of flexible work arrangement in place, which may include part-time work, job share arrangements, non-standard hours and working from home.

Key policies, initiatives and outcomes include:

- WGEA Employer of Choice for Gender Equality (EOCGE) as a citation holder for 2014
- Previously recognised for ten consecutive years as an EOWA Employer of Choice for Women
- Subscribing to the Tristan Jepson Memorial Foundation
- Member of the LGBTI support network – Pride in Diversity
- Flexible work policy
- Grandparents leave
- Twelve weeks paid maternity leave
- Ability to purchase up to two weeks' additional annual leave
- Potential to take long service leave after seven years
- Career breaks
- Confidential counselling available for all employees
- Salary continuance insurance for all employees
- Ergonomic assessments for all new employees
- Daily provision of fresh fruit
- 4pm closure on Fridays over summer months
- Firm sponsored sporting activities: netball, lawn bowls, soccer, basketball, running, corporate sports, health and fitness contributions
- Physical and mental health, and wellbeing sessions
- Flu injections
- Keep in touch lunches for employees on parental leave
- Family Open Day in each office

**PEOPLE MANAGEMENT**

**PARTICIPATION**

Diversity Council, Gender Workplace Equality Agency, Tristan Jepson Memorial Foundation, TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Professional

**ABOUT COMMUNITY PROGRAMS**

Maddocks is committed to the communities in which it operates and contributes through pro bono work, Maddocks Foundation, our Small Grants Program, support of the arts community, and through employee volunteering.

Recently, we increased our pro bono work to a value of \$2.73 million. We have also provided grants to Australian charitable organisations through the Maddocks Foundation and Small Grants Program donations. Maddocks has provided financial support to the arts community and continued partnerships with the NGV, NGA and the MCA.

We maintain a high level of pro bono legal services. The firm is a signatory to the National Aspirational Pro Bono Target and accomplished an outcome of 24.59 hours per full-time lawyer last year. 57% of Maddocks professionals provided pro bono services, with fifty-one exceeding the aspirational target (35 hours).

Maddocks works closely with Justice Connect in both Melbourne and Sydney and other community legal services such as the Consumer Action Law Centre, the Asylum Seekers' Resource Centre, and the Homeless Persons Legal Service.

Maddocks Foundation provides annual grants to Australian charitable organisations to support projects/programs in general and mental health, welfare and human rights, environment and energy, and family and local communities. Recently, a number of disbursements were made towards enterprises such as Variety NSW, Melbourne City Mission, Hanover Welfare Services and the Western Chances Scholarship program.

Our Small Grants Program is designed to supplement the work of Maddocks Foundation and provides staff-nominated small grants to support initiatives of organisations undertaking charitable and socially responsible work.

**COMMUNITY PROGRAMS MANAGEMENT**

**ABOUT SUPPLIER PROGRAMS**

Maddocks' partners and employees proudly accept personal responsibility for maintaining our commitment to the continuous, sustainable improvements in our operations. As part of this we strive to deal with suppliers that adhere to fair trade and ethical business principles. This includes hardware, software and consumable supplies across the firm.

Our multi-function printer fleet is an example of this. We worked with our suppliers to ensure that we put in place low energy consumption units that have multiple re-use components such as the toner cartridges and drum kits. In addition, when the machines themselves reach end of life a high percentage of the unit is recyclable.

The firm has worked with energy providers to include a supply solution to allow us to purchase green (wind) energy to offset 25 percent of electricity consumption in our Melbourne office.

Maddocks has worked with suppliers to increase our video conference capability to now include video conferencing at the desktop for all employees. Teams are encouraged to use this technology rather than the relying on travel for face to face meetings.

**SUPPLY CHAIN MANAGEMENT**

|   |               |           |       |                                       |                      |
|---|---------------|-----------|-------|---------------------------------------|----------------------|
| <b>NORTON ROSE FULBRIGHT</b>  |               |           |       |                                       |                      |
| CONTACT   | Rebecca Hoare |           | EMAIL | rebecca.hoare@nortonrosefulbright.com |                      |
| REPORTING PERIOD  | FY 2015       | HEADCOUNT | 853   | FLOOR AREA                            | 23,737m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |               |           |       |                                       |                      |
| Premier global legal practice, Norton Rose Fulbright, is proud to be founding member of AusLSA.   |               |           |       |                                       |                      |
| We have more than 3800 legal staff based in more than 50 cities around the world. Recognised for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure; mining and commodities; transport; technology and innovation; life sciences and healthcare.   |               |           |       |                                       |                      |
| Norton Rose Fulbright continues to look for ways to minimise its effect on the environment and reduce its carbon footprint. Our key objectives are to minimise paper usage, energy consumption, water consumption, travel related impacts and waste generation and maximise the recyclable content of our waste. We achieve these objectives through our Environmental Management Plan, our Supplier Social and Sustainability Principles and a range of on the ground initiatives. |               |           |       |                                       |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

As part of their time with us, our summer clerks took part in the inaugural summer clerk sustainability project designed to help us achieve our waste related objectives. We ask our summer clerks to work together as a national team to determine how each office manages its waste streams and make recommendations to reduce waste and increase the recyclable content of the waste. The short term, medium term and long term action plans were tailored to take into account the practices as each office and ranged from awareness raising campaigns to changes to our procurement processes. The action plans are in the process of being implemented nationally.

We continue to subscribe to the Greensense View sustainability reporting dashboard, which will be a key tool in our sustainability initiatives over the next 12 months.

| CARBON EMISSIONS FOOTPRINT |  |       |
|----------------------------|--|-------|
| SCOPE 1                    | Natural gas                                | 0.0   |
|                            | Company vehicles                           | 0.0   |
|                            | Refrigerants                               | 2.8   |
| SCOPE 2                    | Electricity                                | 2,931 |
|                            | Electricity per head                       | 3.4   |
|                            | Electricity per m <sup>2</sup> floor area  | 0.12  |
| SCOPE 3                    | Flights                                    | 1,623 |
|                            | Car Travel                                 | 66.4  |
|                            | Total travel per head                      | 2.0   |
|                            | Total travel per m <sup>2</sup> floor area | 0.07  |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 4,623 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 5.4   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19  |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 5.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19 |                     |

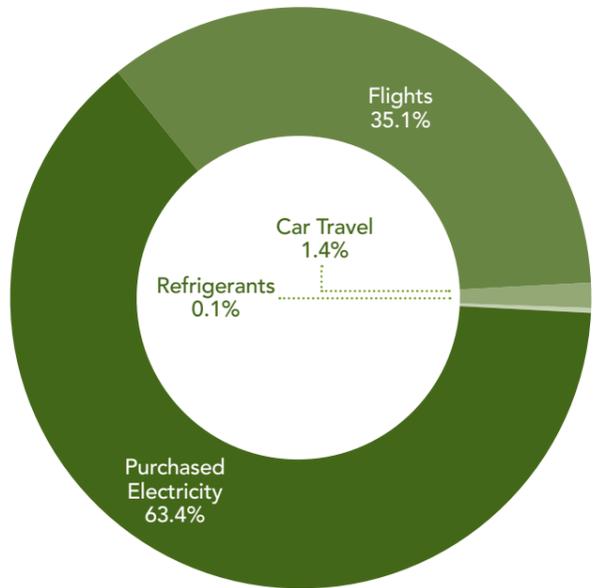
**ENVIRONMENTAL MANAGEMENT**

- Environmental Policy
- Designated Responsibility
- Environment Management System

Environment Committee  
Environmental Targets  
Independent Environmental Management System Certification

**OTHER PROGRAM PARTICIPATION**

CitySwitch Green Office



**PAPER AND WASTE**

|                | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|---------|----------|-------------------------------|
| Paper (kg)     | 121,052 | 142.0    | 5.10                          |
| Recycled paper | 0%      |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 25%     |

**ABOUT PEOPLE PROGRAMS**

Diversity and Inclusion is a critical business issue at Norton Rose Fulbright in Australia and globally. We aim to leverage the rich diversity of our workforce including diverse perspectives, cultural backgrounds, skills and opinions to provide better solutions for our client. Our Diversity and Inclusion strategy is broad in its remit and covers the full spectrum of focus areas such as cultural diversity, those with caring responsibilities, gender diversity, disability and sexual orientation and gender identity.

In 2015, we have over 25% female partners and 22% of our Australian Partnership Council members are women. In 2014, we were awarded a Workplace Gender Quality Employer of Choice for Gender Equality Citation. We have a range of programs and initiatives under the diversity and inclusion umbrella including inclusive leadership for partners, formal mentoring and career strategies programs for senior female lawyers and we have various networks in place to create support structures such as our Pride Network and our Flex-ability Network.

Globally, we have an established D&I Advisory Council comprised of the most senior partner from each of the Norton Rose Fulbright regions lead by Sally Macindoe, Partner and Global Head of D&I. We also have technical diversity and inclusion specialists in place across the regions to support our programs.

**ABOUT COMMUNITY PROGRAMS**

At Norton Rose Fulbright in Australia, our Corporate Social Responsibility (CSR) program is a vital part of our cultural make-up and community spirit. Our CSR program is divided into 'pillars' - Charitable Giving, Reconciliation, Environmental Sustainability, Volunteering and Pro Bono.

Some of the highlights for 2014/15 include providing 15,245 pro bono hours, including 3632 pro bono hours assisting Aboriginal and Torres Strait Islander peoples and organisations and 3681 pro bono hours assisting asylum seekers and refugees. For reconciliation, we have built on our commitments in our Reconciliation Action Plan in a range of ways, including successfully launching an Aboriginal and Torres Strait Islander cadetship program in Brisbane, partnering with Jarwun to send two staff members on 6 week secondment with organisations in the inner Sydney region and continuing to offer cultural awareness training to partners and staff.

For charitable giving, we raised \$140,000 in the 2014 calendar year and have supported a range of charities, including Smiling for Smiddy, Good Beginnings and Ozcare. For Volunteering, 131 volunteers around the country have given their time to support the Australian Business and Community Network, one of our three major charity partners. We also continue to work on the reduction of our environmental impact through our Environmental Sustainability Working Group and its initiatives, including our inaugural summer clerk sustainability project designed to help us achieve our waste management targets.

**ABOUT SUPPLIER PROGRAMS**

Norton Rose Fulbright in Australia understand 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. 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.

Norton Rose Fulbright in Australia is committed to playing its part in protecting and preserving the environment and minimising the impact that human impact 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 Environmental Management System, which provides a framework for the firm to identify and achieve its environmental goals.

**PEOPLE MANAGEMENT**

- Gender and/or Equality Policy
- Equality Officer
- Physical Ability Policy
- Sexuality Policy

Paid Parental Leave Policy  
Flexible Working Policy  
Cultural/Ethnic Diversity Policy

**PARTICIPATION**

Gender Workplace Equality Agency, Tristan Jepson Memorial Foundation, TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Professional, Reconciliation Australia

**COMMUNITY PROGRAMS MANAGEMENT**

- Pro Bono Programs
- Non Legal Volunteering
- National Pro Bono Resource Centre Aspirational Targets Signatory

Community Engagement Officer  
Reconciliation Action Plan  
Other Community Investment or Engagement

**SUPPLY CHAIN MANAGEMENT**

- Engagement for New Purchases
- Procurement Policy

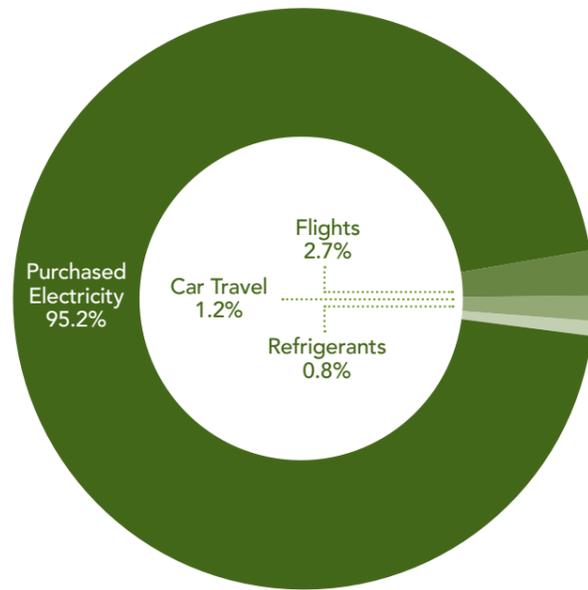
Engagement with Existing Suppliers

| SWAAB ATTORNEYS  |              |           |       |                  |                     |
|--|--------------|-----------|-------|------------------|---------------------|
| CONTACT  | Paul Barbour |           | EMAIL | pxb@swaab.com.au |                     |
| REPORTING PERIOD   | FY 2015      | HEADCOUNT | 80    | FLOOR AREA       | 2,261m <sup>2</sup> |
| ABOUT THE FIRM   |              |           |       |                  |                     |
| Swaab Attorneys is a multi-award winning, mid-sized commercial law firm offering legal services across a number of core practice areas and industry groups.  |              |           |       |                  |                     |
| With 16 partners we have been helping our clients' businesses grow for over 30 years. We have strong capabilities in the areas of commercial and corporate law and our large private client practice provides family law, estate planning and other high net worths personal services. |              |           |       |                  |                     |
| In recent years, we have been recognised for both our excellent client service and our exceptional work environment.   |              |           |       |                  |                     |
| We also have a number of international clients for whom we act as attorneys and agents to assist them with their introduction to Australia's business landscape and the development of their business in Australia.  |              |           |       |                  |                     |

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



| CARBON EMISSIONS FOOTPRINT                 |   |      |
|--|---|------|
| SCOPE 1                                    | Natural gas                               | 0.0  |
|  | Company vehicles                          | 0.0  |
|  | Refrigerants                              | 1.4  |
| SCOPE 2                                    | Electricity                               | 170  |
|  | Electricity per head                      | 2.1  |
|  | Electricity per m <sup>2</sup> floor area | 0.08 |
| SCOPE 3                                    | Flights                                   | 5    |
|  | Car Travel                                | 2.2  |
|  | Total travel per head                     | 0.0  |
| Total travel per m <sup>2</sup> floor area |   | 0.00 |



|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 179  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.2  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.08 |                     |

| CARBON MITIGATION ACTIVITIES |   |
|------------------------------|---|
| Green energy                 | 0 |
| Voluntary carbon offsetting  | 0 |
| <b>TOTAL</b>                 | 0 |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.2  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.08 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 10,043 | 126.0    | 4.40                          |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 0%             | ORGANIC    | 100%           |  |

| ABOUT PEOPLE PROGRAMS   |  |
|---|--|
| We place a high value on the well-being of our people. Our Managing Partner is on the board of the Tristan Jepson Memorial Foundation and our firm is a regular supporter by monthly donation. We have partnered with Optum to provide an employee assistance program with 24 hours seven days a week access for our people and their families. |  |
| This year we have offered to our people participation in a tailored program called Unlock Your Potential which is a program aimed at giving our people necessary tools to better understand their strengths, weakness and opportunities, personally and professionally.   |  |
| We have a quarterly reward and recognition program "Swaab Superstar" which has been in place for a number of years. We are currently refining and formalising this program into something more accurately measurable.   |  |
| 31% of our partners as females. Our Managing Partner, Operations Manager, HR Manager, Finance Manager, Business Development and Marketing Manager are all females. We demonstrate a disproportionately high female leadership team. This is something that our firm is extremely proud of.  |  |
| We have appropriate policies in place with respect to equality and we have a high number of part-time employees, both female and male.  |  |

| PEOPLE MANAGEMENT   |  |                                  |
|---|--|----------------------------------|
| Gender and/or Equality Policy   |  | Paid Parental Leave Policy       |
| Equality Officer  |  | Flexible Working Policy          |
| Physical Ability Policy   |  | Cultural/Ethnic Diversity Policy |
| Sexuality Policy  |  |                                  |
|   |  |                                  |
| PARTICIPATION   |  |                                  |
| Tristan Jepson Memorial Foundation, TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Professional, Wellness at the Law. |  |                                  |

| ABOUT COMMUNITY PROGRAMS  |  |
|---|--|
| We have a formal sustainability charter which includes focus on pro bono and community engagement. We have a structured alliance with the Tristan Jepson Memorial Foundation and Lifeline for whom we do pro bono work. We also are a member of the clearing house - Justice Connect and undertake pro bono work from them.   |  |
| We are working towards formalising and better streamlining our sustainability charter across the firm with respect to pro bono and community focused activities so that we have an internal formal strategy and focus. We take on work experience students and a number of our partners have built relationships through University alumni to support law students as they progress through their university journey. |  |
| We actively encourage involvement in the not for profit sector, providing support and resources when requested by employees around organisations about which they are passionate.   |  |
| Last year we partnered with Corporate Citizen to launch our workplace giving program.   |  |
| We hold a number of fundraising events throughout the year and any money raised during firm activities is matched by Partners.  |  |

| COMMUNITY PROGRAMS MANAGEMENT                                    |  |  |
|--|--|--|
| Pro Bono Programs  |  | Community Engagement Officer             |
| Non Legal Volunteering   |  | Reconciliation Action Plan               |
| National Pro Bono Resource Centre Aspirational Targets Signatory |  | Other Community Investment or Engagement |
|  |  |  |

| ABOUT SUPPLIER PROGRAMS  |  |
|--|--|
| Swaab Attorneys has recently introduced a formal policy on sustainable procurement and 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 practicable we have a policy of recycle and reuse which is applied to equipment, furniture and fit out. |  |
| 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.   |  |

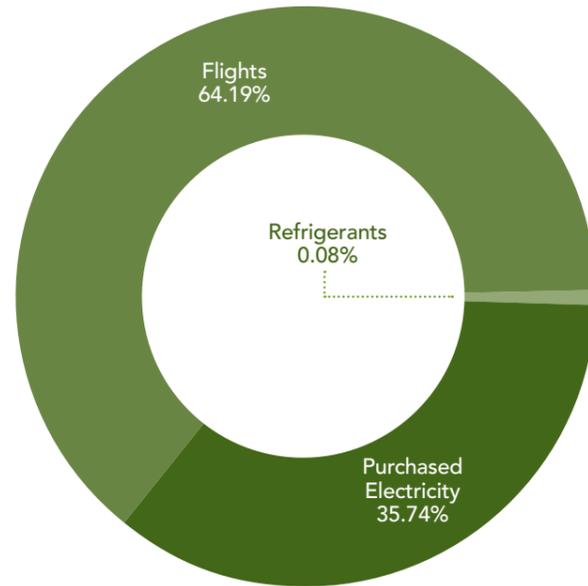
| SUPPLY CHAIN MANAGEMENT      |  |                                    |
|------------------------------|--|------------------------------------|
| Engagement for New Purchases |  | Engagement with Existing Suppliers |
| Procurement Policy           |  |                                    |

# GENERAL MEMBERS REPORTING



|   |              |           |       |                             |                     |
|---|--------------|-----------|-------|-----------------------------|---------------------|
| <b>ALLEN AND OVERY</b>  |              |           |       |                             |                     |
| CONTACT   | Gyorgy Hiesz |           | EMAIL | Gyorgy.Hiesz@AllenOvery.com |                     |
| REPORTING PERIOD  | FY 2015      | HEADCOUNT | 164   | FLOOR AREA                  | 5,490m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |              |           |       |                             |                     |
| <p>Allen &amp; Overy is one of the elite global law firms with 45 offices in 30 countries and over 5,000 staff worldwide. As a global business, we recognise that we need to address the challenges of diminishing resources and increased demand by improving our environmental performance and managing our impacts. Our initiatives are shared across our international offices. All of them are underpinned by our integrated ISO 14001/50001-certified environment and energy management system and continuing executive membership of the UK's LSA and membership of the Aus-LSA.</p> |              |           |       |                             |                     |

|   |
|---|
| <b>ABOUT ENVIRONMENTAL PROGRAMS</b>   |
| <p>Allen &amp; Overy's environmental programs are global in approach and local in implementation. With a three-year, global environment strategy focusing on four themes of energy management; environmental risk management; supporting the business develop impact-reduction initiatives; and advanced knowledge-building across the global network, Allen &amp; Overy continues to reduce our impacts. Being the first major law firm in the UK to have an integrated ISO14001/50001 energy and environmental management system certified in 2015 demonstrates our commitment to advanced thinking and operational delivery of environmental management best practice. The ongoing, global success of our approach and strategy has underpinned by the deployment of a global environmental and energy performance management system, development of a trained cadre of users and environmental champions representing every office supported by substantial investment in energy consumption reduction initiatives such as lighting replacements and video-conferencing facilities.</p> <p>Allen &amp; Overy is proud to be an Aus-LSA member as yet another public demonstration of our commitment to managing our energy and environmental impacts.</p> |



|                                   |   |  |                     |
|-----------------------------------|---|--|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |   |  |                     |
| SCOPE 1                           | Natural gas                               | 0.0  | t CO <sub>2</sub> e |
|                                   | Company vehicles                          | 0.0  |                     |
|                                   | Refrigerants                              | 1.1  |                     |
| SCOPE 2                           | Electricity                               | 526  |                     |
|                                   | Electricity per head                      | 3.2  |                     |
|                                   | Electricity per m <sup>2</sup> floor area | 0.10                                       |                     |
| SCOPE 3                           | Flights                                   | 944  |                     |
|                                   | Car Travel                                | 0.0  |                     |
|                                   | Total travel per head                     | 5.8  |                     |
|                                   |   | Total travel per m <sup>2</sup> floor area |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 1,471 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 9.0   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.27  |                     |

|                                     |   |                     |
|-------------------------------------|---|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |   |                     |
| Green energy                        | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 0 |                     |
| <b>TOTAL</b>                        | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 9.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.27 |                     |

|                        |       |          |                               |
|------------------------|-------|----------|-------------------------------|
| <b>PAPER AND WASTE</b> |       |          |                               |
|                        | GROSS | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)             | 0     | 0.0      | 0.00                          |
| Recycled paper         | -     |          |                               |

|                                       |                |                |   |
|---------------------------------------|----------------|----------------|---|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                |                |   |
|                                       | FIRM LOCATIONS | FIRM LOCATIONS |   |
| PAPER                                 | -              | COMMINGLED     | - |
| E-WASTE                               | -              | ORGANIC        | - |

|   |
|---|
| <b>ABOUT PEOPLE PROGRAMS</b>  |
| <p>At Allen &amp; Overy we recognise that people are different – visibly different through age, gender, ethnicity and physical appearance, and in underlying ways such as, education, religion, nationality, social background and sexual orientation.</p> <p>We aim to recruit the most talented and ambitious people, irrespective of these differences. It doesn't matter where people have come from or what their background is: we look for their skills, experience and potential. In return we provide an environment where they can achieve their full potential and make a valuable contribution. It is the diversity of our people that drive the culture of our firm and are crucial for our continued financial success.</p> <p>We recognise that women in the legal industry face a number of challenges that may mean they do not progress to partnership at the same rate as men. This is something we must and want to change. We have a global strategy locked in to increase the proportion of women in our partnership to 20% by 2020. We are well on our way to achieving our target. Over 40% of our last global partner promotion group were female bringing the proportion of women in the partnership up to 17% (from 15% in 2013). There is a lot to do but a number of our offices have already reached 20% and we will continue to work toward our firmwide 20:20 goal.</p> <p>Other diversity highlights include the involvement of our female lawyers are in formal mentorship programs acting as both mentees to develop their career plans, as well as mentors for law students and high school students. Flexible working options are available to legal and non-legal staff to accommodate those with parental and carer's responsibilities and disabilities.</p> <p>Our status as a leading international law firm means that we have a responsibility and the capability to drive change in our profession. We are constantly monitoring an evolving our diversity policies to better serve our people.</p> |

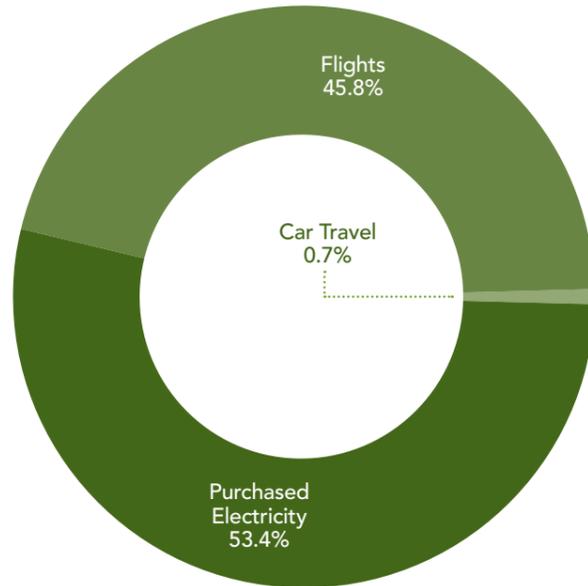
|   |
|---|
| <b>ABOUT COMMUNITY PROGRAMS</b>   |
| <p>Allen &amp; Overy's pro bono and community investment programme uses the skills and time of our people – whether lawyers or professional support staff – tackle pressing social issues. We organise our volunteering work around two major themes – access to justice and access to education and employment. Within these themes, we bring together our resources and experience on multi-jurisdictional projects, as well as addressing the local need in communities where we have an office. Our current global charity partner since October 2014 is Amref Health Africa, Africa's leading health development organisation. Allen &amp; Overy have sent individuals and teams to Tanzania to support the young people in the Meatu and Handenai communities access education by tackling sexual and reproductive health issues.</p> <p>Locally, Allen &amp; Overy have contributed pro bono legal advice to the Charities Aid Foundation, Australia to continue the development of their Good2Give software, a mission critical asset for the charity; are engaged to assist Penal Reform International; have volunteered time for the Wayside Chapel in Potts Point and Ronald McDonald house in Subiaco and fundraising events. We have become a stakeholder in the Law Access advisory committee overseeing the Western Australian Law Access clearing house, a system designed to help people obtain pro bono legal assistance in areas of law where there is limited or no assistance available from Legal Aid or any other agency. Focusing on supporting education initiatives, we have provided mentors for young women at Auburn and Parramatta Girls High School in Sydney to develop their confidence and leadership abilities, and to students from Hoxton Park and Sarah Redfern High Schools in Sydney and Thornlie Senior High School in Perth to support the achievement of life goals.</p> |

|   |
|---|
| <b>ABOUT SUPPLIER PROGRAMS</b>  |
| <p>Allen &amp; Overy is committed to acting in a socially, ethically and environmentally responsible manner. As part of our commitment to sustainable business practices, the firm also ensures its suppliers also act responsibly.</p> |

|   |                 |           |                               |            |                      |
|---|-----------------|-----------|-------------------------------|------------|----------------------|
| <b>ALLENS LINKLATERS</b>  |                 |           |                               |            |                      |
| CONTACT   | Emma Fitzgerald | EMAIL     | Emma.Fitzgerald@allens.com.au |            |                      |
| REPORTING PERIOD  | FY 2015         | HEADCOUNT | 1,164                         | FLOOR AREA | 30,343m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |                 |           |                               |            |                      |
| Allens is a leading law firm with offices across Australia and Asia, and through our integrated alliance with Linklaters, has a global network spanning 40 offices and 29 countries.  |                 |           |                               |            |                      |
| As a firm, we recognise that we have broad responsibilities to our people, their families and the communities in which we live. In addition to maintaining the highest ethical standards, we engage with the wider community through our Community Engagement Program which includes our pro bono practice, reconciliation action plan, philanthropy and environmental program. |                 |           |                               |            |                      |
| Our Community Engagement Program is governed at the highest level by our Community Engagement Board, which includes our Chief Executive Partner. This year we have bought together a Community Engagement team and appointed a Community Engagement manager to manage our environmental program and our ongoing commitment to sustainability.                                   |                 |           |                               |            |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

Allens has a longstanding commitment to sustainability that is inspired and driven by a network of Footprint Committees, made up of partners and employees. Allens was the first law firm to achieve certification as carbon neutral under the Australian Government's National Carbon Offset Standard (for our Australian offices). This year, we also obtained certification for our AusLSA Environmental Management System. We are pleased to report reductions in energy use this year. Our continued efforts to reduce our energy use and carbon emissions will include upgrading to more energy efficient printers and completing the migration to more efficient virtual servers. We have captured additional sources of paper use for this report, and this is reflected in our increased paper consumption figures. In 2015/16, we will be rolling out follow-me printing and implementing improvements to our electronic file management systems, which we expect to lead to a significant reduction in paper use.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 2.4   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 2.7   |                     |
| SCOPE 2 | Electricity                                | 3,947 |                     |
|         | Electricity per head                       | 3.4   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.13  |                     |
| SCOPE 3 | Flights                                    | 3,402 |                     |
|         | Car Travel                                 | 48.5  |                     |
|         | Total travel per head                      | 3.0   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.11  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 7,422 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 6.4   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.24  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |       |                     |
|-----------------------------|-------|---------------------|
| Green energy                | 0     | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 8,200 |                     |
| <b>TOTAL</b>                | 8,200 |                     |

|   |       |                     |
|---|-------|---------------------|
| NET EMISSIONS PER HEAD                      | -0.7  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | -0.03 |                     |

**PAPER AND WASTE**

|                | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|--------|----------|-------------------------------|
| Paper (kg)     | 96,192 | 83.0     | 3.20                          |
| Recycled paper | 95%    |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 100%    |

**ABOUT PEOPLE PROGRAMS**

For many years, Allens has had a strong commitment to a diverse and inclusive workforce. We value the contribution that people from different backgrounds and life experience bring to our firm.

Our inclusion and diversity strategy is supported by an Inclusion and Diversity Council. The Council is chaired by our Chief Executive Partner and consists of internal representatives who oversee strategy and sponsor and lead initiatives.

Our career model, policies and initiatives - including our approach to flexibility, parental leave transition program and Women at Allens Program - have all been developed with an emphasis on the engagement, career and professional development and promotion of all our employees.

Our LGBTI network, ALLin, provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance on matters of interest to the LGBTI community.

We are proud to be the only firm recognised as an Employer of Choice for Gender Equality and LGBTI inclusion.

In 2014, we were named by the Workplace Gender Equality Agency as an Employer of Choice for Gender Equality (the ninth consecutive time we have been awarded this citation). We were also one of the first organisations in Australia to become a signatory to the UN Women's Empowerment Principles.

This year, in addition to openly affirming our support of marriage equality, we were recognised as a Top 20 Employer for LGBTI inclusion in the Pride in Diversity Australian Workplace Equality Index.

**ABOUT COMMUNITY PROGRAMS**

Allens' Community Engagement program includes our pro bono practice, Reconciliation Action Plan (RAP), environmental work and philanthropy.

Allens was the first Australian signatory to the United Nations Global Compact, which commits us to aligning our operations with 10 universally accepted principles, covering human rights, labour, the environment and anti-corruption. Our involvement in the Global Compact Network Australia has included contributing to the recently published Guide for General Counsel on Corporate Sustainability and hosting the 2015 Australian Dialogue on Business and Human Rights.

Our Pro Bono practice is an integral part of our legal work. We give free legal assistance to disadvantaged individuals and to a range of not for profit organisations. We prioritise human rights matters, reconciliation, mental health and environmental causes. During the last year, over 80% of our Australian lawyers undertook some pro bono work and the firm provided an average of over 50 hours per lawyer to over 500 clients.

Allens funds charitable projects that make a real impact in our community and encourages staff involvement including through our matched funding program and volunteering.

In 2009, Allens created a RAP, designed to help close the gap between Aboriginal and Torres Strait Islander people and non-Indigenous Australians. This year, we launched our fourth RAP as part of our continued commitment to reconciliation. Through a range of initiatives, Allens creates employment opportunities, builds cultural capacity in our firm and community and leads on reconciliation in the legal profession, including taking an active role in advocating for constitutional recognition.

**ABOUT SUPPLIER PROGRAMS**

Allens recognises that a large part of the firm's footprint relates to the goods and services that we consume. The firm has a sustainable procurement policy and guidelines, with the aim of reducing our indirect environmental and social impacts and encouraging our suppliers to adopt practices to minimise their impacts. When purchasing goods and services, Allens takes into account the environmental social and ethical credentials of suppliers and observes the firm's commitments under the United Nations Global Compact.

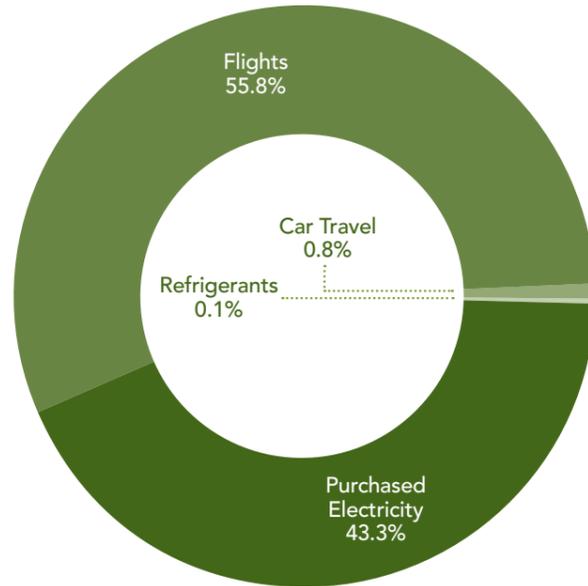
As a certified Fairtrade workplace, Allens also purchases Fairtrade certified products and supports and promotes fair trade.

Allens looks for opportunities to increase the diversity of our supply chain. Through our Reconciliation Action Plan, and as a member of Supply Nation, Allens supports the development of Aboriginal and Torres Strait Islander-owned businesses and seeks to engage potential new Aboriginal and Torres Strait Islander suppliers in commercial relationships within the firm. The firm also has an Equitable Briefing Policy to encourage briefing practices that promote gender equality in the legal profession.

In 2015/16, we will be reviewing the firm's sustainable procurement policy and seeking to further integrate sustainability and supplier diversity into our procurement processes.

|   |             |           |       |                               |                      |
|---|-------------|-----------|-------|-------------------------------|----------------------|
| <b>BAKER &amp; MCKENZIE</b>   |             |           |       |                               |                      |
| CONTACT   | Peter McRae |           | EMAIL | peter.mcrae@bakermckenzie.com |                      |
| REPORTING PERIOD  | FY 2015     | HEADCOUNT | 568   | FLOOR AREA                    | 14,289m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |             |           |       |                               |                      |
| Baker & McKenzie is unique among law firms in Australia in our ability to deliver the knowledge, experience and capabilities of our global network to our clients in the local market. Australian companies benchmark themselves against the best practice in their sectors, globally, not just domestically. We provide our clients with the innovative legal solutions they expect from a leading global law firm, together with commercial pragmatism and seasoned experience. |             |           |       |                               |                      |
| Our Australian practice was established in Sydney in 1964, in Melbourne in 1982 and in Brisbane in 2014. Our lawyers work seamlessly with our global colleagues, collectively providing a capacity of more than 5,300 qualified lawyers and 6,000 professional staff in 77 locations across 47 countries.   |             |           |       |                               |                      |
| We advise on market-leading transactions in key practice areas and industry sectors. We source and co-ordinate an increasing number of significant cross-border assignments emanating from Australia for market-leading companies.  |             |           |       |                               |                      |

|   |
|---|
| <b>ABOUT ENVIRONMENTAL PROGRAMS</b>   |
| Baker & McKenzie's goal is to embed sustainability and environmental consciousness in local work practices and staff attitudes by:  |
| <ul style="list-style-type: none"> <li>devising and deploying effective sustainability programs and initiatives;</li> <li>encouraging staff participation in both the development and implementation of environmental initiatives;</li> <li>measuring, monitoring, reporting and improving environmental performance; and</li> <li>providing ongoing training to encourage employees to reduce their environmental impact.</li> </ul> |
| Baker & McKenzie is a signatory to the United Nations Global Compact. The Ten Principles of the Compact align with our Firm's values and are reflected in our strategy, culture and day to day operations.  |
| Air travel emissions are 100% offset each year and GoldPower is purchased to supplement our electricity emissions to the value of 425 MWh.  |



|                                   |  |       |                     |
|-----------------------------------|--|-------|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |  |       |                     |
| <b>SCOPE 1</b>                    | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|                                   | Company vehicles                           | 0.0   |                     |
|                                   | Refrigerants                               | 4.8   |                     |
| <b>SCOPE 2</b>                    | Electricity                                | 1,584 | t CO <sub>2</sub> e |
|                                   | Electricity per head                       | 2.0   |                     |
|                                   | Electricity per m <sup>2</sup> floor area  | 0.08  |                     |
| <b>SCOPE 3</b>                    | Flights                                    | 2,043 | t CO <sub>2</sub> e |
|                                   | Car Travel                                 | 27.6  |                     |
|                                   | Total travel per head                      | 3.6   |                     |
|                                   | Total travel per m <sup>2</sup> floor area | 0.14  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 3,659 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 6.4   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.26  |                     |

|                                     |       |                     |
|-------------------------------------|-------|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |       |                     |
| Green energy                        | 421   | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 2,121 |                     |
| <b>TOTAL</b>                        | 2,542 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.08 |                     |

|                        |              |          |                               |
|------------------------|--------------|----------|-------------------------------|
| <b>PAPER AND WASTE</b> |              |          |                               |
|                        | <b>GROSS</b> | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)             | 56,363       | 99.0     | 3.90                          |
| Recycled paper         | 0%           |          |                               |

|                                       |                       |                       |
|---------------------------------------|-----------------------|-----------------------|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                       |                       |
|                                       | <b>FIRM LOCATIONS</b> | <b>FIRM LOCATIONS</b> |
| PAPER                                 | 100%                  | COMMINGLED 67%        |
| E-WASTE                               | 100%                  | ORGANIC 100%          |

|  |
|--|
| <b>ABOUT PEOPLE PROGRAMS</b>   |
| Baker & McKenzie is committed to diversity, inclusion and workplace flexibility.   |
| In 2010, the Australian offices of the Firm established a Diversity & Flexibility Steering Group (DFSG) to drive a strategic agenda of improving diversity outcomes, with particular focus on gender equality. In 2012, the Firm launched its Global Gender Diversity policy and targets.  |
| The DFSG is chaired by Anne-Marie Allgrove, a Partner and Firm Management Committee Member, who is also the Asia Pacific Regional Representative on Baker & McKenzie's Global Diversity Committee. The DFSG is responsible for progressing and implementing the goals of the Firm's Diversity and Flexibility Strategy and supporting the implementation of strategies and programs to maintain and further develop a diverse, inclusive and flexible culture.   |
| Our award-winning diversity initiatives and programs are focussed in four areas:   |
| <ul style="list-style-type: none"> <li>BakerWomen – Gender equality and supporting the progression of women</li> <li>BakerDNA – Ethnic, indigenous and cultural diversity</li> <li>BakerBalance – Supporting carers and parents, employee wellbeing and workplace flexibility</li> <li>BakerLGBTI – Lesbian, gay, bisexual, transgender and intersex diversity</li> </ul>  |
| We have a number of innovative practices to promote equal employment, health and wellbeing. These include:   |
| <ul style="list-style-type: none"> <li>active support by senior leaders to sponsor our BakerWomen Program which has resulted in increased mentoring and support for the progression of women</li> <li>key performance indicators regarding gender equality objectives for senior leadership</li> <li>established support systems for implementing and supporting flexible work arrangements</li> <li>paid primary caregiver leave, and paid non-primary caregiver leave, and the implementation of resources including a parental leave toolkit, flexible work planning tool, and 'keep in touch' events.</li> </ul> |

|  |
|--|
| <b>ABOUT COMMUNITY PROGRAMS</b>  |
| <b>Pro Bono</b>  |
| Baker & McKenzie's commitment to pro bono is a central part of the firm's DNA. Our pro bono practice focusses on assisting marginalised individuals and those organisations that serve them. We are a signatory to the Australian Pro Bono Centre's National Aspirational Target and members of Justice Connect and the Queensland Public Interest Law Clearing House.   |
| In FY15 the firm maintained its strong relationships with long-term pro bono partners and established some new and exciting partnerships. We continued our work with the Peter MacCallum Cancer Centre and the NSW Cancer Council to provide assistance to individuals facing legal issues as a direct result of their illness. We teamed with Raise Foundation and Youth Off the Streets to develop community legal education workshops for disadvantaged youth. We were awarded the NSW Law and Justice Foundation Pro Bono Partnership Award in recognition of our relationship with Youth Off the Streets. Further afield, we maximised our global reach by participating in various cross-jurisdictional projects on topics such as the rights of street youth and counter terrorism laws in south east asia. |
| <b>Social Responsibility</b>   |
| Our lawyers and staff support local communities through volunteering and donations. The Firm's Community Service program leads and supports a range of community engagement initiatives. In FY15 our staff mentored primary and secondary students by participating in our Pen Pal Literacy or LEAPS Mentoring Programs. Dedicated Community Service Committees in each office coordinated fund and awareness raising activities for staff-nominated charities.  |

|   |
|---|
| <b>ABOUT SUPPLIER PROGRAMS</b>  |
| We consider sustainability criteria (e.g. recyclability, biodegradability, recycled content, waste minimisation, hazardous-chemical free, energy/resource conservation, organic, etc.) in the purchase of supplies, equipment, and services. We encourage our suppliers to reduce adverse environmental impacts and risks associated with our operations and optimise environmental benefits. |

# AusLSA ENVIRONMENTAL PROFILE 2015

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

ABOUT THE FIRM

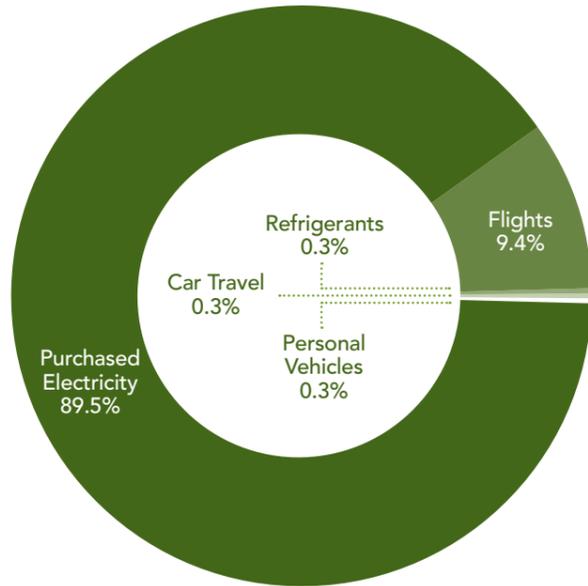
|   |              |           |                       |            |                     |
|---|--------------|-----------|-----------------------|------------|---------------------|
| <b>CARROLL &amp; O'DEA</b>  |              |           |                       |            |                     |
| CONTACT   | John Carroll | EMAIL     | jcarroll@codea.com.au |            |                     |
| REPORTING PERIOD  | FY 2015      | HEADCOUNT | 187                   | FLOOR AREA | 3,515m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |              |           |                       |            |                     |
| Backed by a tradition that spans 115 years, Carroll & O'Dea stands for quality in law. We provide legal services of the highest calibre. Carroll & O'Dea provides a broad range of legal services for individuals and for large and small companies in many industries, with a key focus on personal injury, litigation, property, commercial, Not-for-Profit, employment and industrial law. Carroll & O'Dea are based in the Sydney CBD at 111 Elizabeth Street with 180 staff across its nine offices in NSW, together with an office in Canberra. |              |           |                       |            |                     |

**ABOUT ENVIRONMENTAL PROGRAMS**

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

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

Reflecting our ongoing commitment to reducing our environmental impact, Carroll & O'Dea has implemented a number of sustainability initiatives during 2015, including reuse of office fit-out, energy usage efficiency and staff engagement across sustainability practices in the work place.



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 1.4  |
| SCOPE 2                    | Electricity                                | 365  |
|                            | Electricity per head                       | 2.0  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.10 |
| SCOPE 3                    | Flights                                    | 39   |
|                            | Car Travel                                 | 2.8  |
|                            | Total travel per head                      | 0.2  |
|                            | Total travel per m <sup>2</sup> floor area | 0.01 |

|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 408  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.2  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.2  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 25,074 | 134.0    | 7.10                          |
| Recycled paper  | 20%    |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 67%            |  |
| E-WASTE                        | 100%           | ORGANIC    | 0%             |  |

**ABOUT PEOPLE PROGRAMS**

As a firm Carroll & O'Dea promotes equality and well-being in the work place. Initiatives are in place to ensure staff can easily communicate with one another on both a workplace and social level.

The firm holds regular Linkers Meetings, where staff are invited to come together and voice any concerns or practical suggestions for improvements that could be advantageous to the firm as a whole. The firm also conducts a staff survey to identify any particular areas that may require improvement. The results of the staff survey are communicated across the firm.

Carroll & O'Dea facilitates personal counselling when necessary through AccessEAP, a private and confidential service to support and assist staff.

'All Staff' days are held on a bi-annual basis where topics relating to wellbeing are discussed. We also support R U OK? Day annually, as well as a continuing legal education program and a regular lunchtime Speaker Series that includes topics on mental health and wellbeing.

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

**ABOUT COMMUNITY PROGRAMS**

At Carroll & O'Dea Lawyers we have a proud and long tradition of helping and assisting others in the community. Our solicitors do voluntary work in a range of community legal centres and regularly take on pro-bono matters referred by the Public Interest Law Clearing House.

We are involved in the MOSAIC Mentoring Program, which provides free face-to-face legal assistance to asylum seekers and refugees. We support The Shed at Plumpton Mount Druitt, which provides free legal advice and representation to people who are homeless or at risk of homelessness. The firm is also involved in the Clemente Australia Program, a university education program that helps individuals from disadvantaged backgrounds get a university education by tutoring and supporting them.

**ABOUT SUPPLIER PROGRAMS**

We are committed to reducing our environmental impact and promoting sustainable practices across our offices. Through the implementation of our sustainability policy, we have created a framework for understanding and managing our impact on the environment, including by conducting green audits, to evaluate adherence to our sustainability policy.

Energy saving mode is set on all photocopiers and printers, and we have installed meters on photocopiers which discourage wasteful photocopying. Our air conditioning shuts down after 6:00 pm on business days and remains switched off over the weekend. Office lights are automatically switched off after 8:00 pm on business days and operate on a timed manual system after 8:00 pm and over the weekend. As well, motion activated sensor lighting is installed in our bathrooms.

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

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

SUPPLIER PROGRAMS

ENVIRONMENT PROGRAMS

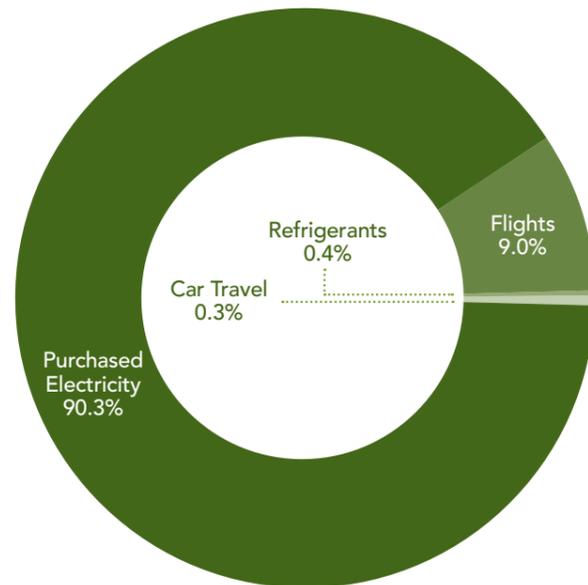
| COLEMAN GREIG LAWYERS  |                |           |       |                             |                     |
|--|----------------|-----------|-------|-----------------------------|---------------------|
| CONTACT  | Warrick McLean |           | EMAIL | wmclean@colemangreig.com.au |                     |
| REPORTING PERIOD   | FY 2015        | HEADCOUNT | 85    | FLOOR AREA                  | 1,664m <sup>2</sup> |
| ABOUT THE FIRM   |                |           |       |                             |                     |
| <p>A dynamic, award-winning firm – Coleman Greig is the largest law commercial law firm outside of the Sydney CBD with a focus firmly set on Greater Western Sydney. Coleman Greig offers a range of legal services. Working in specialist teams, we offer dedicated lawyers who focus on individual areas of law and have significant expertise within their chosen field. The depth and breadth of expertise we offer, combined with our ability to pre-empt client needs and deliver individually tailored legal solutions, continue to position us at the forefront of leading legal services and ensure that we continually surpass client expectations. Coleman Greig is centrally located in Parramatta, at the heart of Australia's fastest growing economic region.</p> |                |           |       |                             |                     |

**ABOUT ENVIRONMENTAL PROGRAMS**

Coleman Greig is 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 the NSW Office of Environment & Heritage, Coleman Greig is also a participant in the NSW Sustainability Advantage Program. We are proud to have been the first law firm to achieve "Silver" recognition under the NSW State Government led program and be recognised for our significant environmental achievements.

Our firm actively embraces daily sustainability practices and has a dedicated Green Team responsible for the ongoing implementation of environmental initiatives.



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 0.1  |
| SCOPE 2                    | Electricity                                | 129  |
|                            | Electricity per head                       | 1.5  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.08 |
| SCOPE 3                    | Flights                                    | 13   |
|                            | Car Travel                                 | 0.5  |
|                            | Total travel per head                      | 0.2  |
|                            | Total travel per m <sup>2</sup> floor area | 0.01 |

t CO<sub>2</sub>e

|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 143  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 1.7  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.09 |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 1.7  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.09 |                     |

| PAPER AND WASTE |       |          |                               |
|-----------------|-------|----------|-------------------------------|
|                 | GROSS | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 9,530 | 112.0    | 5.70                          |
| Recycled paper  | 52%   |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

**ABOUT PEOPLE PROGRAMS**

**Family Friendly**  
Coleman Greig is dedicated to the continuation of its supportive and flexible culture for all staff. The firm's policies and daily practices reflect the belief that in order to keep the best staff, you need to enable them to achieve the right work/life balance to suit their lifestyle. These practices include working school hours, offering flexible start and finish times, working from home when required and offering emergency care arrangements when required by professional staff. To further team members' careers, the firm provides ongoing access to training, professional development, formal education and other support services.

**Wellbeing**  
Coleman Greig has a strong focus on the wellbeing of staff. Every quarter the firm holds a Wellness Week for all staff. Wellness Week is a holistic initiative and activities are designed to optimise good health and wellbeing with a focus on nutrition, physical activity and tips and strategies for enhancing mental wellbeing. Staff are encouraged to achieve a healthy work/life balance with opportunities around working remotely and flexibility around hours. In addition, there are a number of established practices which aim to foster good health throughout the working day including regular massages and the provision of healthy snack options.

**Job Creation Within the Local Community**  
Coleman Greig has established a reputation as an "Employer of Choice" within the Western Sydney region. We offer a two law student Cadetship Program each year to Western Sydney University law students, providing financial assistance for educational resources and the chance to work at Coleman Greig while studying. In addition, the firm regularly employs legal administration trainees, providing career opportunities for school leavers.

**ABOUT COMMUNITY PROGRAMS**

**Supporting Local Charitable Organisations**  
Coleman Greig is committed to working within, and supporting, our regional community. We are an integral part of the fabric of our community and we see it as our responsibility to give back to that community in the best way possible, actively supporting social, educational and environmental initiatives within our region. Through our Women in Business events we have raised over \$150,000 for a wide range of charities and causes. The firm also holds the Coleman Greig Challenge annually, providing businesses with an opportunity to give back to the community by raising money for charities in Western Sydney. Prior to the establishment of this event, the firm held a Golf Day every year to support a local school for children with special needs raising in excess of \$500,000.

**ABOUT SUPPLIER PROGRAMS**

Working with the NSW Office of Environment & Heritage, Coleman Greig is part of the Parramatta cluster of businesses participating in the NSW Sustainability Advantage Program. The program is designed to work with businesses to better understand sustainability and provide a clear path to improved environmental and business performance. We have proudly become the first law firm to achieve Silver Partner status under the State Government led program. A significant achievement was the education and lobbying of our building management to obtain \$500,000 from the Green Building Fund to improve air conditioning delivery and energy consumption throughout our office building at 100 George Street, Parramatta. The firm continues our sustainability journey and are proud to have become role models for sustainable business practice in the Western Sydney business community.

|                  |                 |           |       |                         |                     |
|------------------|-----------------|-----------|-------|-------------------------|---------------------|
| FB RICE          |                 |           |       |                         |                     |
| CONTACT          | Lesley Tanswell |           | EMAIL | ltanswell@fbrice.com.au |                     |
| REPORTING PERIOD | FY 2015         | HEADCOUNT | 121   | FLOOR AREA              | 2,133m <sup>2</sup> |

**ABOUT THE FIRM**

Founded over sixty years ago, FB Rice was recently recognised as Australia's Intellectual Property Law Firm of the Year. FB Rice demonstrates expertise encompassing biotechnology, chemistry, engineering, medical technology, pharmaceuticals, software and information technology, designs and trade marks providing coverage across all aspects of intellectual property prosecution practice including:

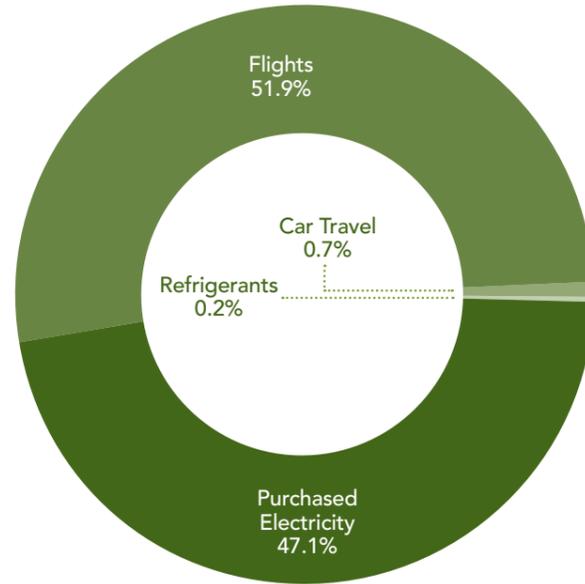
- Preparation, filing and prosecution of patent applications in Australia, New Zealand and overseas
- Oppositions in Australia and other countries
- Infringement, clearance and validity searches and opinions
- Filing and prosecution of trade marks, registered designs and plant breeders' rights.

FB Rice has offices in Melbourne, Perth and Sydney.

**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 or even avoid adverse environmental impact. Some of them are:

- Use of e-files rather than paper and plastic physical files
- LED lighting
- Virtualised computer servers and desktops
- Staff are encouraged to walk, cycle or use public transport for their commute by providing lockers and shower facilities



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 1.1   |                     |
| SCOPE 2 | Electricity                                | 321   |                     |
|         | Electricity per head                       | 2.7   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.15  |                     |
| SCOPE 3 | Flights                                    | 354   |                     |
|         | Car Travel                                 | 5.1   |                     |
|         | Total travel per head                      | 3.0   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.17  |                     |

|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 681  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 5.6  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.32 |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |      |                     |
|-----------------------------|------|---------------------|
| Green energy                | 0    | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 1000 |                     |
| <b>TOTAL</b>                | 1000 |                     |

|   |       |                     |
|---|-------|---------------------|
| NET EMISSIONS PER HEAD                      | -2.6  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | -0.15 |                     |

**PAPER AND WASTE**

|                | GROSS | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|-------|----------|-------------------------------|
| Paper (kg)     | 7,946 | 66.0     | 3.70                          |
| Recycled paper | 0%    |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 100%    |

**ABOUT PEOPLE PROGRAMS**

FB Rice provides a flexible, family-friendly working environment for staff and actively encourages sport participation and healthy eating by the provision of on-site showers and fresh fruit respectively.

**ABOUT COMMUNITY PROGRAMS**

FB Rice actively engage with humanitarian and charitable causes including assisting Sydney Cochlear Implant Centre (SCIC) in purchasing cochlear implant devices for the children whose parents do not have private health insurance or the means to fund the device and surgery themselves.

FB Rice also provides pro bono trade mark work for the Children's Hospital at Westmead and Cystic Fibrosis Australia.

**ABOUT SUPPLIER PROGRAMS**

FB Rice exercises a preference for environmentally aware suppliers.

|  |                    |           |       |                               |                      |
|--|--------------------|-----------|-------|-------------------------------|----------------------|
| <b>GADENS</b>  |                    |           |       |                               |                      |
| CONTACT  | Catherine Carrozza |           | EMAIL | catherine.carrozza@gadens.com |                      |
| REPORTING PERIOD   | FY 2015            | HEADCOUNT | 1,176 | FLOOR AREA                    | 23,473m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |                    |           |       |                               |                      |
| <p>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 137 partners and 1100 staff across all of our offices. We are a full services firm and offer a broad spectrum of legal services including: corporate and commercial; property, construction and planning; energy &amp; resources; dispute resolution and litigation; banking and financial services; corporate risk and insurance; employment and safety; insolvency and recoveries; and aged care, not for profit and tax.</p> <p>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.</p> |                    |           |       |                               |                      |

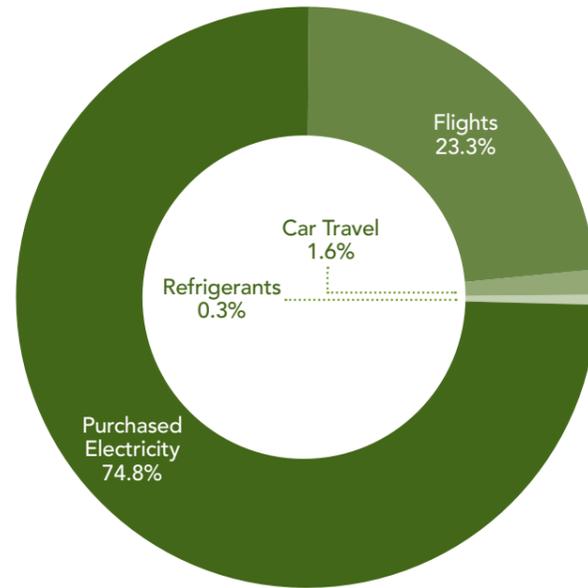
**ABOUT ENVIRONMENTAL PROGRAMS**

Gadens is proud to have reduced the firm's net total emissions by 19% in the last year, from 2882 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) in 2014 to 2348 tCO<sub>2</sub>e in 2015. This has meant a 17% reduction in the net emissions per employee from 2.41 tCO<sub>2</sub>e per employee in 2014 to 2 tCO<sub>2</sub>e per employee in 2015.

Gadens has also achieved a 5.5% reduction in total paper usage and a 4.3% increase in paper recycling over this time.

Gadens continues its commitment to further reducing our carbon footprint through a number of measures including the use of 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.

As part of this commitment, Gadens will continue to report nationally on its emissions and paper consumption.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 7.5   |                     |
| SCOPE 2 | Electricity                                | 2,054 |                     |
|         | Electricity per head                       | 1.4   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.07  |                     |
| SCOPE 3 | Flights                                    | 639   |                     |
|         | Car Travel                                 | 44.4  |                     |
|         | Total travel per head                      | 0.1   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.03  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 2,745 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.3   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |     |                     |
|-----------------------------|-----|---------------------|
| Green energy                | 397 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0   |                     |
| <b>TOTAL</b>                | 397 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.10 |                     |

**PAPER AND WASTE**

|                | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|---------|----------|-------------------------------|
| Paper (kg)     | 174,122 | 148.0    | 7.40                          |
| Recycled paper | 43%     |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS |
|---------|----------------|----------------|
| PAPER   | 100%           | COMMINGLED 83% |
| E-WASTE | 67%            | ORGANIC 17%    |

**ABOUT PEOPLE PROGRAMS**

**Diversity:**  
We are committed to providing a flexible and diverse workplace for our people. We have implemented a broad range of diversity initiatives across focus areas including gender, culture, flexibility and LGBTI to help achieve this diversity.

These include becoming a pay equity ambassador; flexibility toolkits and technology to facilitate flexible work arrangements; industry-competitive parental leave entitlements for primary and secondary care givers; a parental leave support program; Gadens Women Connect: a networking and professional development group dedicated to supporting female staff; a cultural affinity group to establish relationships with a range of cultures both internally and externally; a learning and development program with sessions focused on promoting a culturally diverse and sensitive workplace; corporate membership with Pride in Diversity and a focus group to plan key LGBTI initiatives and events.

**Employee Extras:**  
An employee benefits program which offers a range of benefits to support our people professionally and personally. Benefits are offered across four areas including career; health and wellness; financial and everyday extras.

**Tristan Jepson Memorial Foundation's (TJMF) Psychological Wellbeing:**  
Best Practice Guidelines for the Legal Profession: we are a signatory and a working party has been formed to plan initiatives to help maintain a mentally healthy workplace.

**Employee Assistance Program (EAP):**  
Offers free and confidential counselling sessions with AccessEAP to staff and their immediate family members.

**HWWA Award:**  
In 2014 our Perth office was awarded a 'Gold' level healthy workplace status from Healthier Workplace WA (HWWA), the only law firm in Western Australia to receive the recognition.

**ABOUT COMMUNITY PROGRAMS**

We make a positive difference to the wider community through our partnerships with clients in the marketplace; through providing pro bono legal services; through supporting emerging arts, youth initiatives and community projects; and through supporting Aboriginal and Torres Strait Islanders.

Some key initiatives include:

**Emerging artists and regional youth initiatives:**  
For many decades Gadens has had a commitment to supporting emerging artists, engaging our people with the arts to inspire creativity. We have longstanding partnerships with the National Art School, The Arts Law Centre of Australia, Poetry in Action and Ars Musica Australis, among others, through which we provide sponsorship for emerging artists from regional areas of Australia.

**Our pro bono program:**  
Our extensive experience with charities, arts and community organisations enables us to provide a wide range of pro bono services to numerous organisations and individuals in need, including emerging artists and the arts sector, Indigenous organisations and communities, the rural sector and other charitable organisations.

**Our Reconciliation Action Plan (RAP):**  
Gadens is committed to reconciliation with Aboriginal and Torres Strait Islanders, and working to help close the gap through education and employment. Since 2011 we have partnered with the remote Aboriginal community of Lilla in the Watarrka National Park in central Australia and have achieved numerous initiatives with the Lilla and surrounding communities since this time. We are also a signatory to the CareerTrackers 10x10 Initiative, another key focus of our RAP. In 2015 we published our fourth RAP on gadens.com.

# AusLSA ENVIRONMENTAL PROFILE 2015

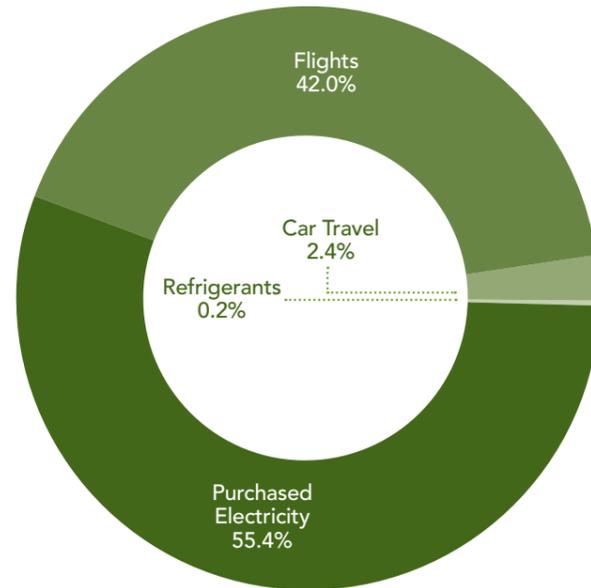
|  |                  |           |       |                      |                      |
|--|------------------|-----------|-------|----------------------|----------------------|
| <b>GILBERT + TOBIN</b>   |                  |           |       |                      |                      |
| CONTACT  | Sharmilla Bargon |           | EMAIL | sbargon@gtlaw.com.au |                      |
| REPORTING PERIOD   | FY 2015          | HEADCOUNT | 573   | FLOOR AREA           | 11,363m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |                  |           |       |                      |                      |
| <p>Gilbert + Tobin is a leading Australian corporate law firm with offices in Sydney, Melbourne and Perth.</p> <p>Our 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.</p> <p>Established in 1988, Gilbert + Tobin employs more than 500 professionals. We have the highest proportion of female partners of any major Australian law firm and are acknowledged as a pioneer in providing pro bono services, especially to Indigenous clients.</p> <p>We are 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.</p> |                  |           |       |                      |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

Gilbert + Tobin has internally approved an AusLSA certified Environmental Management System which has led us to develop a systematic approach to the identification and management of our most significant environmental impacts.

We are committed to implementing a consistent and high standard of environmental management that enables us to continually improve our environmental performance and to confidentially 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.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 5.3   |                     |
| SCOPE 2 | Electricity                                | 1,526 |                     |
|         | Electricity per head                       | 1.9   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.10  |                     |
| SCOPE 3 | Flights                                    | 1,157 |                     |
|         | Car Travel                                 | 65.1  |                     |
|         | Total travel per head                      | 2.1   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.11  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 2,754 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 4.8   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.24  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |     |                     |
|-----------------------------|-----|---------------------|
| Green energy                | 446 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0   |                     |
| <b>TOTAL</b>                | 446 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 4.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.20 |                     |

**PAPER AND WASTE**

|                | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|--------|----------|-------------------------------|
| Paper (kg)     | 45,508 | 79.0     | 4.00                          |
| Recycled paper | 76%    |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS |
|---------|----------------|----------------|
| PAPER   | 100%           | COMMINGLED 67% |
| E-WASTE | 100%           | ORGANIC 67%    |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

**ABOUT PEOPLE PROGRAMS**

Gilbert + Tobin has been long recognised as an outstanding Employer of Choice for Women and more recently as a leading employer in gender equality under the WGEA citation process. The firm has a long history of being a meritocracy where a person's genuine contribution is measured and rewarded, irrespective of their work arrangements, gender, sexual orientation etc. The firm has always had a high proportion of female partners in the partnership, currently at 33% and our female partner ratio has been well over 30% for the past 7+ years. At both manager and senior manager level the proportion of women is high again, well above 50%. We have been recognised with a number of awards and we conduct gender pay analysis as part of our annual review cycle. Our Managing Partner, Danny Gilbert promotes gender equality and inclusion at his firm wide updates (held twice annually) as well as through various external engagements and opportunities. The firm has a high proportion of people including partners who access flexible work arrangements: e.g. part-time; remote work; and job sharing.

G+T promotes wellbeing in a range of ways including:

- Provision of activities related to managing and mitigating the impact of mental health issues.
- Sponsorship of health and fitness activities in general, fun runs, Yoga, Pilates, wellbeing practice.
- A G+T Women's network and events to help support the development and promotion of women customised programs to build confidence and presence in addition to a vast array of training and development opportunities

**ABOUT COMMUNITY PROGRAMS**

G+T primarily engages with the community through our national pro bono practice. We are proud advocates of social justice and focus on providing advice and support to marginalised and disadvantaged clients. The practice covers many diverse areas of law including discrimination, administrative law, defamation, corporate issues and public international law.

Our pro bono work is particularly focused on issues affecting Aboriginal and Torres Strait Islander peoples, refugees, people with disabilities and the protection of human rights. In 2014 – 15 the firm completed more than 17,477 hours of pro bono work – an average of 64.1 hours per lawyer – conservatively valued at over \$7.86 million.

We are principal sponsor of the G+T Centre of Public Law at the University of NSW. The Centre is a focal point for research and discussion about important questions of public law, including the place of Indigenous people in the Australian Constitution, judicial appointments and accountability, balancing counter-terrorism measures with democratic values and reform of the Australian federation.

We engage with the Indigenous community through our Reconciliation Action Plan (RAP), which focuses on a cadetship program for Indigenous law students, career development for Indigenous lawyers and procurement from Indigenous businesses through Supply Nation.

We are also a proud member of the Australian Business and Community Network (ABCN). ABCN provides structured mentoring programs for disadvantaged students by partnering them with business professionals. We also support Football United, Shine for Kids and Schools Connect.

**ABOUT SUPPLIER PROGRAMS**

G+T has had a sustainable procurement policy in place since 2009. In this policy we commit to:

- integrating environmental and social considerations into our procurement policies and practices,
- encouraging suppliers to adopt practices that minimise environmental and social impacts,
- supporting the intent of G+T's Environmental Sustainability Policy, and
- supporting the intent of G+T's community programs through our business procurement.

Through our Reconciliation Action Plan (RAP) we emphasise supply chain diversity and the procurement of goods and services from Supply Nation certified Indigenous businesses. In FY2014-15 10 staff involved in procurement participated in Supply Nation run workshops on supply chain diversity and Indigenous businesses.

# AusLSA ENVIRONMENTAL PROFILE 2015

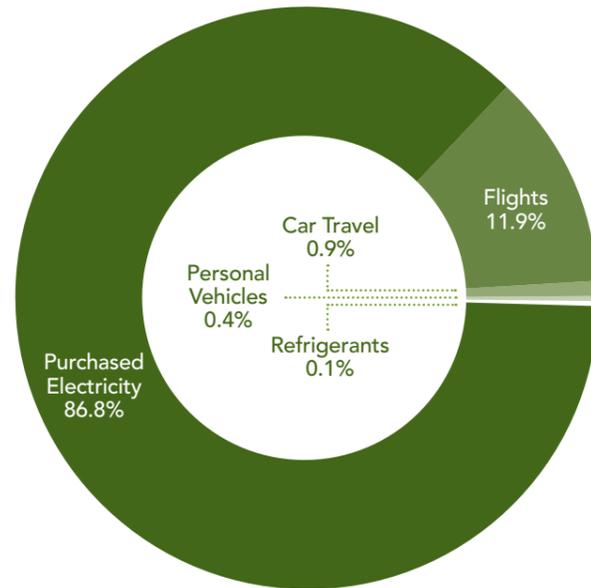
ABOUT THE FIRM

| HUNT & HUNT  |               |           |                         |            |                     |
|--|---------------|-----------|-------------------------|------------|---------------------|
| CONTACT  | Marnie Harper | EMAIL     | mharper@hunthunt.com.au |            |                     |
| REPORTING PERIOD   | FY 2015       | HEADCOUNT | 288                     | FLOOR AREA | 8,646m <sup>2</sup> |
| ABOUT THE FIRM   |               |           |                         |            |                     |
| <p>Hunt &amp; Hunt is a mid-size national law firm that provides tailored legal advice to clients across Australia and internationally.</p> <p>We regularly advise on matters regarding: banking and finance, China advisory, corporate and business advisory, customs and global trade, employment and workplace relations, environment and planning, family law, insolvency and restructuring, insurance, intellectual property, litigation and dispute resolution, mergers and acquisitions, property, local government, compulsory acquisitions, environment and planning.</p> <p>Our clients include large and small businesses, government departments, major insurance firms, not-for-profit organisations and private clients.</p> <p>Hunt &amp; Hunt is a member of Interlaw, an international network of quality-monitored, corporate, commercial and independent law firms across 120 cities.</p> |               |           |                         |            |                     |

**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. We are committed to integrating environmentally sustainable business practises in our work culture and empowering our people to take personal ownership of the firm's and their individual environmental impact.

Our initiatives include: committees in each office to find ways to reduce our environmental footprint, appointing the first carbon neutral printer in Australia, choosing environmentally responsible stationery suppliers, purchasing green power, purchasing printers that default to double sided printing, adopting recycling practices in relation to toner cartridges, paper and office equipment, investing in sophisticated management systems – towards our goal of a 'paperless' office, leasing environmentally friendly buildings and undertaking environmentally fit outs.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 0.1   |                     |
| SCOPE 2 | Electricity                                | 686   |                     |
|         | Electricity per head                       | 2.4   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.08  |                     |
| SCOPE 3 | Flights                                    | 94    |                     |
|         | Car Travel                                 | 69.7  |                     |
|         | Total travel per head                      | 0.4   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.01  |                     |

**TOTAL GROSS EMISSIONS**

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 791  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.7  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.09 |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |          |                     |
|-----------------------------|----------|---------------------|
| Green energy                | 8        | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0        |                     |
| <b>TOTAL</b>                | <b>8</b> |                     |

**NET EMISSIONS**

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.7  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.09 |                     |

**PAPER AND WASTE**

|                | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|--------|----------|-------------------------------|
| Paper (kg)     | 36,065 | 125.0    | 4.20                          |
| Recycled paper | 100%   |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 33%            | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 100%    |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

**ABOUT PEOPLE PROGRAMS**

Hunt & Hunt's equal opportunity policy ensures all employees have equal access to employment and its benefits. We treat all staff equally and select our people on the basis of their skills, qualifications, abilities, aptitude and performance. We are dedicated to making the best and most equitable use of skills available in the workforce and will address and eliminate all forms of discrimination. All levels of management share responsibility for ensuring employment practices meet firm policy.

The Equal Opportunity for Women in the Workplace Agency (EOWA) awarded Hunt & Hunt 'waived status' under the Equal Opportunity for Women in the Workplace Act 1999 for our high level of workplace program analysis, consultation with staff and formal action to address issues. EOWA commended Hunt & Hunt for our training and development program and our promotion of women to partner and associate levels.

We recognise that our people are our most important asset and that every person is an individual, with individual needs and responsibilities. To this end, we retain a degree of flexibility balancing the interests of the individual, the firm, its clients and others working with the individual.

Most importantly, we encourage all of our staff to have a work/life balance. We do not require staff to work long hours and, as a consequence, ensure that they are not 'burnt out' in their first few years as young lawyers. The firm also has appropriate team structures in place within each office and performance review procedures, to ensure that any issues staff have, whether their origin is work related or not, can be raised and dealt with.

**ABOUT COMMUNITY PROGRAMS**

To support the communities in which we live and work, we participate in three main areas:

- Pro Bono:** As lawyers admitted to practice in the courts of Australia, we take our ethical and behavioural obligations, including the various Acts governing the profession, very seriously. That's why we believe pro bono advice is an important way in which we can fulfil our professional and community responsibilities. In January 2012, Hunt & Hunt became a signatory to the National Pro Bono Aspirational Target.
- Education:** Supporting legal education needs such as sponsoring University Law Prizes.
- Community:** Supporting communities in areas where we operate as well as those around the world that have been impacted by disaster. In the last two years, Hunt & Hunt has also donated to over 20 Australian charities, including Oxfam, UNICEF, National Breast Cancer Foundation, Multiple Sclerosis Society, Make a Wish Foundation, Kids Help Line and World Vision.

Pro bono work is a vital part of our firm's culture. Hunt & Hunt encourages and supports its people to use their skills to help those who have limited resources, or who can't access legal assistance when they need it.

In addition to our work with Clean up Australia, Hunt & Hunt provides pro bono services to a number of charities. Our recent pro bono work includes acting for disability discrimination complainants, participating in ethics review committees for health organisations, and sitting on boards for not-for-profit organisations.

**ABOUT SUPPLIER PROGRAMS**

Initiatives we utilise to manage sustainability within our supply chain include:

- Maintaining local environment committees in our Sydney, Melbourne and Adelaide offices to look at ways we can reduce our environmental footprint. The Committees include lawyers as well as staff from human resources, information technology, marketing and administration areas
- Appointing the first carbon neutral printer in Australia, Finsbury Green Printing, thus eliminating the carbon emissions embedded in our stationery. Finsbury Green was the first commercial printer in Australia to join the Greenhouse Challenge, a joint initiative between the Federal Government and industry to reduce greenhouse gas emissions
- Choosing environmentally and socially responsible stationery suppliers who stock a range of 'green' stationery products
- Purchasing green power
- Purchasing printers that default to double sided printing
- Adopting recycling practices in relation to toner cartridges, paper and office equipment
- Investing in sophisticated management systems – towards our goal of a 'paperless' office
- Leasing environmentally friendly buildings and undertaking environmentally friendly fit outs.

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

SUPPLIER PROGRAMS

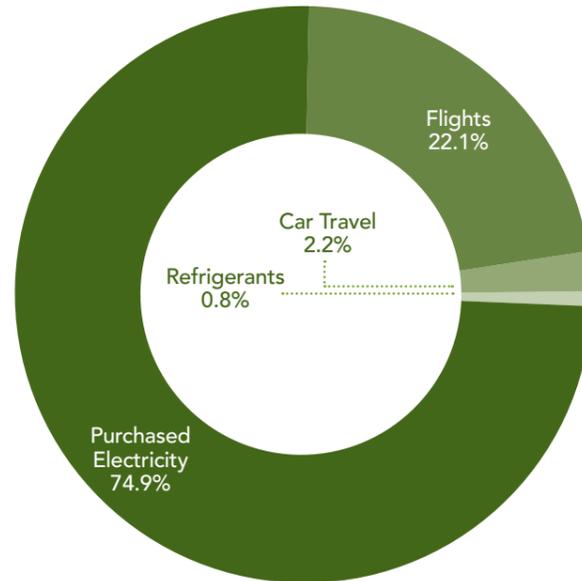
# AusLSA ENVIRONMENTAL PROFILE 2015

ABOUT THE FIRM

|   |               |           |       |                      |                     |
|---|---------------|-----------|-------|----------------------|---------------------|
| <b>JACKSON MCDONALD</b>   |               |           |       |                      |                     |
| CONTACT   | Belinda Roper |           | EMAIL | broper@jacmac.com.au |                     |
| REPORTING PERIOD  | FY 2015       | HEADCOUNT | 216   | FLOOR AREA           | 3,932m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>   |               |           |       |                      |                     |
| <p>Jackson McDonald is Western Australia's largest independent law firm employing over 215 people including 32 partners. By offering a full range of commercial legal services for over 90 years, we have played an integral role in shaping the State.</p> <p>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.</p> <p>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.</p> |               |           |       |                      |                     |

**ABOUT ENVIRONMENTAL PROGRAMS**

We continue to be conscious of our carbon emissions and initiatives implemented in previous financial years have seen our carbon footprint reduced further. For the third year in a row we have reduced our carbon dioxide emissions by approximately 100 tonnes. During the second quarter of 2014/15 Jackson McDonald relocated to new offices. In designing our new office, we considered ways of reducing our electricity consumption. As a result, sensor monitors for lighting are used throughout the fit out and the lights around the perimeter areas automatically dim to adjust to bright outside light. With our transition to electronic storage for our file storage with the implementation of eMatters, our paper consumption has reduced again. The reduction for the 2014/15 year has seen us reduce paper by 23 reams per employee, almost double from the previous years reduction of 12 reams per employee.



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 3.3  |
| SCOPE 2                    | Electricity                                | 313  |
|                            | Electricity per head                       | 1.4  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.08 |
| SCOPE 3                    | Flights                                    | 92   |
|                            | Car Travel                                 | 9.2  |
|                            | Total travel per head                      | 0.5  |
|                            | Total travel per m <sup>2</sup> floor area | 0.03 |

|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 418  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 1.9  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 1.9  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 21,259 | 98.0     | 5.40                          |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 0%             |  |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

## ABOUT PEOPLE PROGRAMS

Jackson McDonald is committed to the professional and personal development of all staff. Our staff want to see and understand their next opportunities within the Firm so we aim to create a learning environment in which staff are encouraged to participate in events and activities relevant to their work-related professional and personal development. Our success is due to the energy, commitment and excellence of our people. They are the reason we do all of the great work for our clients, in our community and for our environment.

Our Mentoring Programme was established in 2012 to assist our staff with their self-development, career development and skill development. Our programme encourages experienced staff members to share their knowledge, insight and resources to a more junior mentee. Mentoring relationships can play a critical role in a person's career through providing a safe environment in which to explore ideas, enhance professional skills, increase knowledge and develop life skills.

We are committed to supporting flexible working practices. Our commitment reflects our understanding of the diverse lifestyles and career paths of our people and almost a fifth of our staff have a formal flexible work arrangement.

The Jackson McDonald Diversity Forum was formed in order to consider and promote the benefits of diversity in our Firm and in our community. Our Diversity Forum encompass multiple diversity issues including supporting the progression and development of all men and women who are employed by the Firm.

## ABOUT COMMUNITY PROGRAMS

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 20 charities per year. Our commitment can be seen in the diverse organisations that we help such as Guide Dogs WA, Ready to Work, JDRF, Fairgame, Cancer Council WA 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.

## ABOUT SUPPLIER PROGRAMS

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 and many of whom we have established relationships with over a number of years.

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

SUPPLIER PROGRAMS

ENVIRONMENT PROGRAMS

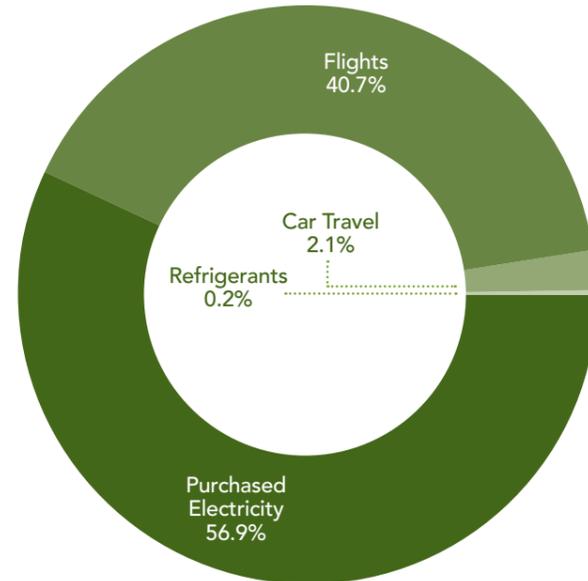
| KING & WOOD MALLESONS   |              |           |       |                         |                      |
|---|--------------|-----------|-------|-------------------------|----------------------|
| CONTACT   | Warren Booth |           | EMAIL | warren.booth@au.kwm.com |                      |
| REPORTING PERIOD  | FY 2015      | HEADCOUNT | 1,337 | FLOOR AREA              | 27,600m <sup>2</sup> |
| ABOUT THE FIRM  |              |           |       |                         |                      |
| As the first and only global law firm to be headquartered in Asia, King & Wood Mallesons is connecting Asia to the world, and the world to Asia. With unparalleled depth of both inbound and outbound capability, KWM is uniquely placed to support regional clients as they internationalise and international clients as they look to invest or expand into Asia. |              |           |       |                         |                      |
| Strategically positioned in the world's growth markets and financial capitals, the firm is powered by more than 2,700 lawyers across more than 30 international offices spanning Asia, Australia, Europe, the Middle East and North America.  |              |           |       |                         |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

With Corporate Responsibility at the heart of our firm, we do business, better. We work with charities and local communities and are at the forefront of environmental responsibility, always focused on our underlying goal of unlocking people's potential.

King & Wood Mallesons has a commitment to developing and implementing sustainable business practices to minimise our environmental impact. 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 the impact of our business on the environment through implementing changes in all Australian centres.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 15.3  |                     |
| SCOPE 2 | Electricity                                | 4,200 |                     |
|         | Electricity per head                       | 3.1   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.15  |                     |
| SCOPE 3 | Flights                                    | 3,008 |                     |
|         | Car Travel                                 | 158.1 |                     |
|         | Total travel per head                      | 2.4   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.11  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 7,381 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 5.5   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.27  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |    |                     |
|-----------------------------|----|---------------------|
| Green energy                | 0. | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0  |                     |
| <b>TOTAL</b>                | 0  |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 5.5  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.27 |                     |

**PAPER AND WASTE**

|                | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|---------|----------|-------------------------------|
| Paper (kg)     | 133,837 | 100.0    | 4.80                          |
| Recycled paper | 0%      |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS |
|---------|----------------|----------------|
| PAPER   | 75%            | COMMINGLED 0%  |
| E-WASTE | 0%             | ORGANIC 0%     |

**ABOUT PEOPLE PROGRAMS**

King & Wood Mallesons is committed to creating a workplace where equality, wellbeing and inclusion are core components of our culture and the way we do things. We recognise that they are key to our success and have created a range of policies, processes, initiatives and networks to support our commitment.

Our Diversity and Inclusion strategy centres on advancing gender equality, mainstreaming flexibility and deepening our cultural intelligence. The strategy also has a focus on LGBTI inclusion and unconscious bias training.

Behaviours such as bullying, harassment and discrimination are not tolerated at KWM and we have a robust support framework to ensure that staff can raise concerns confidently knowing that they will be addressed in a timely, sensitive and appropriately confidential manner. Our network of trained EEO Partners and Contact Officers act as a point of contact and support.

Flexibility in the way that we work is key to creating productive and sustainable careers for our people across their various life stages. We offer a wide range of flexible work options and comprehensive benefits including a broad range of programs to support all staff to manage work and life commitments.

Our Working Parents Programmes run over several months and are designed to provide working mothers and fathers with practical tools and strategies to help them manage their corporate and family responsibilities. Our Health & Wellbeing program has been in place for over 10 years and consists of initiatives including free and subsidised gym memberships; flu vaccinations; skin checks; health checks; seminars; massage, reflexology, yoga and pilates; group fitness programs; monthly newsletters and awareness campaigns; and an Employee Assistance Program. Ease of access to these initiatives results in healthier staff which inevitably leads to reduced absenteeism, higher levels of engagement, motivation and productivity.

**ABOUT COMMUNITY PROGRAMS**

Our firm is proud of the ongoing contribution that we make to the community. KWM in the Community is a multi-faceted, national integrated strategy that uses the skills of our lawyers and non-lawyers. We donate money and volunteer our time. As a firm, we have defined our specific charitable targets as being to:

- help children and young people at risk
- help alleviate poverty and improve community welfare.

In 2014-15 KWM performed approximately 30,000 hours of pro bono legal work. This equates to approximately 40 hours per lawyer per year.

KWM is a signatory to the National Pro Bono Aspirational Target. The target is a voluntary commitment of 35 hours of pro bono legal work per lawyer per year.

Pro bono work done by KWM includes matters for Australian Red Cross, The Smith Family, Sydney Children's Hospital and RSPCA.

At a dinner in late 2014 celebrating the Australian Red Cross Centenary, KWM was recognised "for dedication and commitment to [Red Cross'] humanitarian mission.

On 30 June 2015, the KWM Workplace Giving Program reached the exciting A\$10mill donations milestone. Launched firm-wide in late 2002 the program has resonated, and been well supported, by KWM partners and staff. KWM matches all staff donations.

KWM partners and staff also supported the CARE Australia Nepal Earthquakes and Cyclone Pam Appeals with donations exceeding \$20,000.

**ABOUT SUPPLIER PROGRAMS**

King & Wood Mallesons has a commitment to developing and implementing sustainable business practices to minimise our environmental impact. We require our suppliers to demonstrate their commitment to the environment and to work with us to reduce the environmental impact of the commercial relationship. In the same way we work with our clients to produce sustainable outcomes.

Our largest office goods supplier has undertaken to offset the impact of the supply of all products to King & Wood Mallesons, we purchase a significant quantity of environmental friendly products in our hospitality operations and we include a sustainability target in our office design briefs.

# AusLSA ENVIRONMENTAL PROFILE 2015

|  |                |           |                          |            |                     |
|--|----------------|-----------|--------------------------|------------|---------------------|
| <b>LANDER &amp; ROGERS</b>   |                |           |                          |            |                     |
| CONTACT  | Jenny Flintoff | EMAIL     | jflintoff@landers.com.au |            |                     |
| REPORTING PERIOD   | FY 2015        | HEADCOUNT | 485                      | FLOOR AREA | 8,872m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |                |           |                          |            |                     |
| Lander & Rogers is a leading independent Australian law firm operating nationally from Melbourne, Sydney and Brisbane. Consistently viewed as punching above our weight, we are proud to be the trusted advisor to many publicly listed and private Australian companies, Australian subsidiaries of global companies as well as all levels of government. |                |           |                          |            |                     |
| We have nearly 500 staff nationally, seven broad areas of practice, and we cover a range of industry sectors, with a focus on financial services, insurance, government, infrastructure, real estate and retail and supply chain.  |                |           |                          |            |                     |
| We believe that legal services are much more than just the law - they are about great people, sustained excellence and exceptional client service. We have a reputation in the legal market as a provider of premium legal services, and as a sought after employer. We are renowned in Australia for our down-to-earth and friendly workplace culture.    |                |           |                          |            |                     |

**ABOUT ENVIRONMENTAL PROGRAMS**

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 the management of our business in an environmentally responsible manner, to care for the environment in which we live and work, and to sustain its quality for the benefit of future generations.

We want to understand the impact our firm has on the environment and take steps to minimise our environmental footprint.

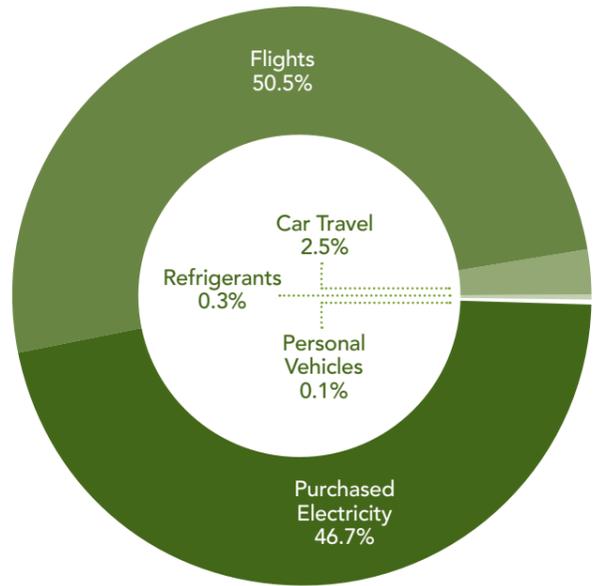
Our firm has reduced carbon emissions by 42% since 2011, and we will continue to take steps to create a positive environmental impact in the communities in which we operate to help ensure an environmentally sustainable future for Australia.

| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 4.9  |
| SCOPE 2                    | Electricity                                | 770  |
|                            | Electricity per head                       | 1.6  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.09 |
| SCOPE 3                    | Flights                                    | 833  |
|                            | Car Travel                                 | 42.1 |
|                            | Total travel per head                      | 1.8  |
|                            | Total travel per m <sup>2</sup> floor area | 0.10 |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 1,650 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.4   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19  |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 3.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19 |                     |



| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 48,484 | 100.0    | 5.50                          |
| Recycled paper  | 100%   |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 17%            |  |
| E-WASTE                        | 0%             | ORGANIC    | 100%           |  |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

**ABOUT PEOPLE PROGRAMS**

We believe that with the right level of support, it is possible to achieve an appropriate work/life balance and that there is a strong link between a happy workplace and commercial success. We have established various committees which aim to promote work/life balance, health and wellness and engagement at our firm, as well as offering activities including:

- Diversity and inclusion: We encourage our people to participate in community engagement activities which focus on enhancing social inclusion for vulnerable Australians and creating opportunities to empower people and communities. For example, together with the Human Rights Law Centre, we are leading research and case work aimed at addressing legal issues impacting GLBTI Australians and achieving systemic change for children suffering from gender dysphoria.
- Health and wellbeing: In addition to sporting events, we offer other health and wellbeing activities, including health checks, subsidised gym memberships, counselling services, meditation, Pilates and yoga.
- Supporting for personal goals: We believe in helping our people to achieve their individual personal goals through facilitating their involvement with not-for-profit organisations and charities of their choice. For example, we supported one of our people to participate in the 2015 ANZAC Kokoda Challenge to raise money for the Royal Children's Hospital Foundation.
- Flexible work arrangements: Flexible work arrangements and work/life balance are an inherent part of our firm, and approximately 20% of staff currently work part-time, including our partners. We also support the extra-curricular activities of our people. For example, by offering time-off for travelling, sport, music or other life achievements.

**ABOUT COMMUNITY PROGRAMS**

Lander & Rogers' Pro Bono & Community Support Practice has been in place for over 10 years. Our practice focuses on providing vulnerable Australians with access to justice through the strategic delivery of pro bono legal services and enhancing social inclusion through community engagement. At the heart of our pro bono legal work is the question of how we can use our legal expertise to address unmet legal need and contribute to access to justice for vulnerable Australians. Our community work is about creating opportunities to empower vulnerable Australians, as well as their communities.

We aim to contribute to positive social change and our pro bono legal practice encompasses a mix of legal case work, policy submissions to help drive systemic change and legal advisory work to strengthen not-for-profit and community organisations' capacity to deliver vital services. Our engagement in the community is focused on enhancing social inclusion for vulnerable Australians by creating opportunities to empower people and communities. For this reason we work with people and communities experiencing multiple disadvantages and/or social isolation. We are proud of our work experience program and mentoring of adolescents and our relationships with Aboriginal and Torres Strait Islander peoples and their communities. We have long standing relationships with the Foundation Young Australians, Brotherhood St Laurence, Cathy Freeman Foundation and Aboriginal Family Violence Prevention Legal Service.

During the 2014/2015 financial year our lawyers contributed 8,567 pro bono hours. The past financial year also saw the launch of Lander & Rogers' first RAP, which recognises the relationships we already have and the work we currently do with Aboriginal and Torres Strait Islander peoples, communities and organisations. We are proud to be involved in working towards genuine reconciliation in Australia. With our RAP, we aspire to create mutually beneficial and meaningful relationships from which respect and real opportunities can grow.

**ABOUT SUPPLIER PROGRAMS**

ABOUT THE FIRM

ENVIRONMENTAL PROGRAMS

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

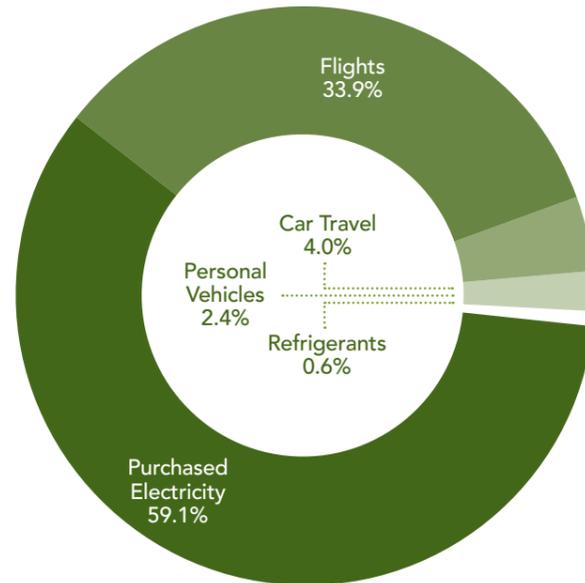
SUPPLIER PROGRAMS

# AusLSA ENVIRONMENTAL PROFILE 2015



| MCINNES WILSON LAWYERS   |                |           |       |                  |                     |
|--|----------------|-----------|-------|------------------|---------------------|
| CONTACT  | Elizabeth Rowe |           | EMAIL | erowe@mcw.com.au |                     |
| REPORTING PERIOD   | FY 2015        | HEADCOUNT | 300   | FLOOR AREA       | 3,178m <sup>2</sup> |
| ABOUT THE FIRM   |                |           |       |                  |                     |
| <p>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 32 principals and over 300 staff, with offices in Brisbane, Southport and Maroochydore, and affiliated offices in Sydney and Melbourne.</p> <p>We are a full service firm and have a wealth of experience in a broad range of specialised legal services. We take a strategic approach to providing commercial legal solution, working closely with our clients to understand their priorities and required outcomes. The firm has also recently joined Globalaw, an international affiliation of law firms.</p> |                |           |       |                  |                     |

| ABOUT ENVIRONMENTAL PROGRAMS  |  |
|---|--|
| <p>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. A variety of programs and policies have been implemented to reduce the firm's environmental impacts.</p> <p>Some of our firm-wide sustainability initiatives include:</p> <ul style="list-style-type: none"> <li>Implementing the use of sensor lighting and other technology to reduce our energy consumption</li> <li>Reducing power usage with server virtualisation technology</li> <li>Using teleconference equipment to reduce the need for travel</li> <li>Weekly collection and recycling of paper, cans, plastics, steel and aluminium</li> <li>Using 'earth friendly' cleaning products and consumable goods</li> <li>Recycling of toner cartridges and electronic waste</li> <li>Printing on recycled paper or sustainably sourced paper</li> </ul> |  |



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 11.0 |
|                            | Refrigerants                               | 2.3  |
| SCOPE 2                    | Electricity                                | 245  |
|                            | Electricity per head                       | 0.8  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.08 |
| SCOPE 3                    | Flights                                    | 141  |
|                            | Car Travel                                 | 16.2 |
|                            | Total travel per head                      | 0.5  |
|                            | Total travel per m <sup>2</sup> floor area | 0.05 |

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 415  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 1.4  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.13 |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 1.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.13 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 38,026 | 127.0    | 12.00                         |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 0%             | ORGANIC    | 100%           |  |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015



| ABOUT PEOPLE PROGRAMS  |  |
|--|--|
| <p>McInnes Wilson Lawyers is committed to developing policies and procedures which aim to eliminate gender bias in order to encourage a culture that recognises results and rewards employees in an equitable manner. In order to address and improve gender equality, the firm has recently conducted a gender pay gap analysis. The results of this analysis indicate that there are no existing gender pay gaps at the firm.</p> <p>In addition to the firm's policies and procedures addressing equality within the workplace, the firm's CEO proudly supports the 'In Your Hands' campaign, established by the Workplace Gender Equality Agency. The campaign is designed to enlist the support of various business leaders to sign up as Pay Equity Ambassadors, who aim to publically raise awareness about the causes of, and solutions to, pay equity.</p> <p>In recognising the importance of career development of our employees, the firm has established a Mentoring Program, which aims to provide staff with an ongoing source of career guidance and professional support. All professional staff up to and including three (3) years post admission experience are engaged in a formal mentoring relationship with a member of professional staff that has a minimum of five (5) years post admission experience.</p> <p>The firm also runs a successful Health, Wealth, Life and Sustainability Program that hosts multiple events every month to foster well-being amongst its employees. On-going firm-wide initiatives include:</p> <ul style="list-style-type: none"> <li>Presentations by external health professionals on an array of topics</li> <li>Flu vaccinations</li> <li>Subsidised participation in various sporting events ie. Bridge to Brisbane and Corporate Games.</li> </ul> |  |

| ABOUT COMMUNITY PROGRAMS   |  |
|--|--|
| <p>McInnes Wilson Lawyers is committed to supporting the community and encouraging all of our staff to support the events and organisations that share our mission. Our charity policy was created to encourage staff to make a donation as part of our casual dress Fridays. Each Friday a different charity benefits from the funds raised, providing a means for staff to support worthwhile causes. Our mission is to give back to the communities we live in through impactful community engagement and support.</p> <p>In recognition of the firm's commitment to the shared professional responsibility to work for the public good and enhance access to justice for those who would not otherwise have access to legal assistance, the firm is a signatory of the National Pro Bono Research Centre's Aspirational Target for pro bono legal services. As part of this initiative, the firm has provided training to lawyers in the provision of pro bono legal services and report annually to the National Pro Bono Research Centre on our various activities and progress.</p> <p>Our involvement with Self Representation Service (SRS) is just one way in which our commitment is demonstrated. The SRS assists those who are self-represented in civil matters in the Supreme, District and Federal Courts. This also extends to the Queensland Civil and Administrative Tribunal (QCAT).</p> |  |

| ABOUT SUPPLIER PROGRAMS   |  |
|---|--|
| <p>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. A variety of programs and policies have been implemented to reduce the firm's environmental impacts, which is fully endorsed by all staff.</p> <p>Sustainability initiatives are developed and implemented throughout the year, in accordance with the firm's Health, Wealth, Life and Sustainability program. One of the firm's most recent sustainability initiatives includes the Clean Up Australia Mobile Phone Muster for 2015. This initiative is designed to encourage staff to re-use or recycle their mobile phones to help decrease the impacts they can have on the environment if not handled or discarded appropriately.</p> <p>Some of our on-going firm-wide sustainability initiatives include:</p> <ul style="list-style-type: none"> <li>Implementing the use of sensor lighting and other technology to reduce our energy consumption</li> <li>Reducing power usage with server virtualisation technology</li> <li>Using teleconference equipment to reduce the need for travel</li> <li>Weekly collection and recycling of paper, cans, plastics, steel, aluminium</li> <li>Using 'earth friendly' cleaning products and consumable goods</li> <li>Recycling of toner cartridges and electronic waste</li> <li>Printing on recycled paper or sustainably sourced paper</li> </ul> |  |

ABOUT THE FIRM

ENVIRONMENT PROGRAMS

PEOPLE PROGRAMS

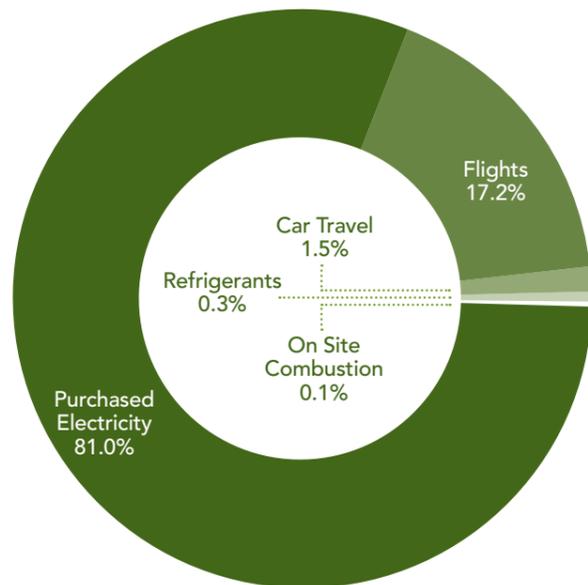
COMMUNITY PROGRAMS

SUPPLIER PROGRAMS

|  |             |                  |              |                               |                      |
|--|-------------|------------------|--------------|-------------------------------|----------------------|
| <b>MINTER ELLISON</b>  |             |                  |              |                               |                      |
| <b>CONTACT</b>   | Diana Owens |                  | <b>EMAIL</b> | diana.owens@minterellison.com |                      |
| <b>REPORTING PERIOD</b>  | FY 2015     | <b>HEADCOUNT</b> | 1,479        | <b>FLOOR AREA</b>             | 37,324m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |             |                  |              |                               |                      |
| MinterEllison is an Australian-headquartered law firm with an enterprise workforce of about 1,600 people in offices throughout Australia and in Hong Kong, Mainland China, Mongolia and the UK. The firm's specialist advisers work with domestic and multinational companies and government and are pre-eminent in industry sectors that are key to the Asia Pacific's economic growth – infrastructure, energy and resources, banking and financial services, cross-border foreign investment and international trade. |             |                  |              |                               |                      |
| MinterEllison embraces responsibilities beyond its client work. Through its Community Investment Programme it brings 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 and continues to seek new opportunities to improve its environmental performance and report progress to its clients and the wider community.                     |             |                  |              |                               |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

MinterEllison has reporting their carbon emissions since 2004 and seen an overall decrease of CO<sub>2</sub>e by 28%. We continued to reduce, recycle and reuse during the year under review. It is pleasing to note that the overall emissions for the year has decreased by 7%, showing a steady decline over the last 4 years. This is attributed mainly to a reduction of electricity usage. Brisbane and Melbourne replaced their lights to more energy efficient LEDs. Sydney and Melbourne reduced space and the use of space is more efficient. Sydney also moved to new premises in May 2015. Overall travel (flights and taxis) remain steady as the telepresence and video conferencing facilities continue to be used for Client and inter office meetings. A drive to provide a paperless office and mail scanning initiatives in Sydney may explain the slight reduction in paper consumption for the year.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 3.7   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 3.0   |                     |
|         | Refrigerants                               | 16.0  |                     |
| SCOPE 2 | Electricity                                | 4,771 |                     |
|         | Electricity per head                       | 3.2   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.13  |                     |
| SCOPE 3 | Flights                                    | 1,013 |                     |
|         | Car Travel                                 | 84.3  |                     |
|         | Total travel per head                      | 0.7   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.03  |                     |

**TOTAL GROSS EMISSIONS**

|   |       |                     |
|---|-------|---------------------|
| TOTAL GROSS EMISSIONS                         | 5,892 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 4.0   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.16  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |   |                     |
|-----------------------------|---|---------------------|
| Green energy                | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0 |                     |
| <b>TOTAL</b>                | 0 |                     |

**NET EMISSIONS**

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 4.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.16 |                     |

**PAPER AND WASTE**

|                | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|---------|----------|-------------------------------|
| Paper (kg)     | 187,925 | 127.0    | 5.00                          |
| Recycled paper | 0%      |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 100%    |

**ABOUT PEOPLE PROGRAMS**

MinterEllison's focus is to build a high-performance culture that values individual contribution, teamwork, innovation and productivity regardless of background, ethnicity, disability, gender, faith, sexual orientation or family structures.

Through its Empower Program, the firm is creating flexible work practices to drive behaviours that support employee engagement and client interactions and to support broader performance goals.

In 2014 MinterEllison was awarded an inaugural WGEA Employer of Choice for Gender Equality citation. The citation recognises organisations that have demonstrated an active commitment to gender equality in their workplace with a focus on removing the structural and cultural barriers that prevent the full participation of women at work.

**ABOUT COMMUNITY PROGRAMS**

MinterEllison co-ordinates its community engagement and pro bono efforts through its Community Investment Program (CIP), established in 2001.

With its key focus on homelessness, disadvantaged youth, alleviation of poverty, access to justice and indigenous issues, the CIP provides opportunities for everyone at MinterEllison to use their collective skills, time and resources in partnership with relevant organisations 'on the ground' to make a positive impact in their local community.

Through MatchME workplace giving, the firm supports a number of community organisations, and the commitment to breaking cycles of disadvantage for young people has resulted in a strong focus on student mentoring programs through partnerships between each MinterEllison office and a public school in its local area.

The issue of domestic and family violence has also been a key concern and MinterEllison's response has included an award-winning partnership with Australia's CEO Challenge in Brisbane and, as part of that partnership, creating a public fund-raising and awareness-raising event, the Darkness To Daylight Challenge run.

**ABOUT SUPPLIER PROGRAMS**

MinterEllison's commitment to Corporate Social Responsibility (CSR) affects its procurement decisions and influences its selection of suppliers.

All suppliers and service providers, contractors and business partners are encouraged to pursue a like minded approach to their business in the key areas of environmentally friendly products, policies and initiatives; workplace practices; community involvement; environment; and supply chain management.

As part of this wider commitment to CSR, MinterEllison periodically assesses the social, ethical and environmental impact of its own supply chain so all parties can continue to seek new opportunities to improve environmental performance and collaboratively benefit from the relationship.

# AusLSA ENVIRONMENTAL PROFILE 2015



| RUSSELL KENNEDY LAWYERS |                |           |       |                   |                     |
|-------------------------|----------------|-----------|-------|-------------------|---------------------|
| CONTACT                 | Michael Rhodes |           | EMAIL | mrhodes@rk.com.au |                     |
| REPORTING PERIOD        | FY 2015        | HEADCOUNT | 230   | FLOOR AREA        | 6,036m <sup>2</sup> |

**ABOUT THE FIRM**

Russell Kennedy is a leading mid-tier law firm committed to making a difference for its clients, providing opportunities for its people and creating positive and lasting changes within its community.

Russell Kennedy is also committed to providing exceptional legal strategies and solutions to its clients, guided by market leading expertise across its sectors of focus. These sectors align with the industry leading knowledge and experience of its lawyers, while enforcing Russell Kennedy's desire to make a difference.

The backbone of Russell Kennedy is the strong, lasting relationships built with its clients and people. It provides the right people and resources to help its clients achieve their objectives, maintaining a diverse list of clients from a range of industries, across multiple states and countries.

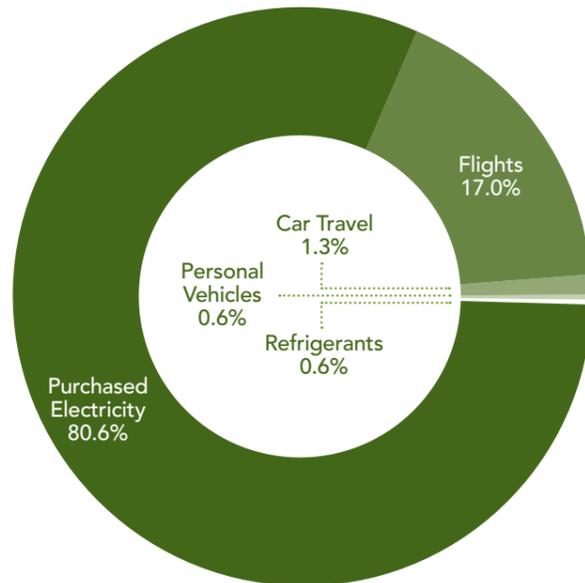
**ABOUT ENVIRONMENTAL PROGRAMS**

Russell Kennedy Lawyers recognises it is obliged to reduce its impact on the natural environment and help protect it for future generations.

Russell Kennedy is conscious of its role in reducing its environmental footprint through promoting environmental awareness among staff, clients and suppliers as well as the broader community.

Russell Kennedy's commitment to the environment and sustainable work practices has been further strengthened during 2014 and 15 through the implementation of the following initiatives;

- replacement of all halogen down lights with an LED lighting;
- installation of motion sensors to control lighting in front of house areas as well as newly renovated floors;
- replacement of T8 fluorescent lighting with T5;
- improvement, in conjunction with the building cleaners of the recycling and general waste disposal regime.



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 3.8  |
| SCOPE 2                    | Electricity                                | 477  |
|                            | Electricity per head                       | 2.1  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.08 |
| SCOPE 3                    | Flights                                    | 100  |
|                            | Car Travel                                 | 10.8 |
|                            | Total travel per head                      | 0.5  |
|                            | Total travel per m <sup>2</sup> floor area | 0.02 |

t CO<sub>2</sub>e

| TOTAL GROSS EMISSIONS                         |      | 592                 |
|---|------|---------------------|
| GROSS EMISSIONS PER HEAD                      | 2.6  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.10 |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

t CO<sub>2</sub>e

|   |      |
|---|------|
| NET EMISSIONS PER HEAD                      | 2.6  |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.10 |

t CO<sub>2</sub>e

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 39,538 | 172.0    | 6.60                          |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

# AusLSA SOCIAL SUSTAINABILITY PROFILE 2015

**ABOUT PEOPLE PROGRAMS**

Russell Kennedy recognises the importance of maintaining a balance between work and family/home life. The firm's greatest asset is its employees; therefore it's important that it creates an environment that supports a diverse and flexible workforce. Flexible work practices including working from home, job sharing, 9 day fortnight, purchased annual leave and other flexible working arrangements are common place.

Russell Kennedy is committed to the principle of Equal Opportunity in employment and aims to ensure that in the application of all employment related policies, practices and procedures, all decisions are made on the basis of merit and fairness. Russell Kennedy is also committed to promoting a diverse and progressive environment that allows it to attract and retain the most qualified staff.

**ABOUT COMMUNITY PROGRAMS**

At Russell Kennedy, commitment to the community and the wider good goes beyond a generic "tick the box" approach to corporate social responsibility. It's a part of its DNA as a firm and it's one of the main reasons people choose to work with Russell Kennedy. Staff believe in doing the right thing and want Russell Kennedy to be known for leaving a positive impact on the community, both through its work with clients and for its pro bono and charity work.

Russell Kennedy is committed to providing access to justice to people who have a special vulnerability. Pro bono referrals are assessed in light of their relevance to human rights principles. Pro bono legal assistance is provided to a large number of not for profit organisations including the Cancer Council of Victoria, Legacy Melbourne, The Luke Batty Foundation, the Victorian Foundation for Survivors of Torture (House Foundation), the Foster Care Association of Victoria, East Timor Hearts Fund, the Domestic Violence Resource Centre, Hanover Welfare Services and the Asylum Seeker Resource Centre. In addition to the provision of pro bono legal services to not-for-profits and community partners, Russell Kennedy also assists them by hosting training; meetings and events; sharing business development and human resources expertise; and donating office equipment and technologies. Russell Kennedy lawyers also participate in the Fair Work Commission Duty Lawyer Scheme and the Cancer Council's Pro Bono Legal Referral Service.

Russell Kennedy encourages and supports its people to contribute to the communities in which it operates. Many of its staff members are involved in community work through board memberships and volunteer work outside of business hours. This work is valued, recognised and rewarded. Russell Kennedy regularly gives to charities with a public benevolent purpose and those who provide direct services to the community. From a simple gold coin donation on casual Fridays going to a staff nominated charity, a collection of gifts arranged for a Christmas drive through to involving a charity partner in a client event, Russell Kennedy actively engages with charitable organisations within the community.

The Russell Kennedy Women's Network is an initiative of Russell Kennedy Lawyers designed to grow its profile and business through the connection of women. Russell Kennedy takes a proactive role in promoting the development, advancement and retention of women in the law, in business and in the community. The RKWN takes a proactive role to connect women, and to promote the development and advancement of women in the law, in business and in the community by providing:

- A network which actively promotes the development of women as leaders in the profession, in business and in the community
- Opportunities for women from diverse organisations and industries to connect and exchange ideas and experiences
- Opportunities for Russell Kennedy women to develop and grow networks within the profession and with clients

**ABOUT SUPPLIER PROGRAMS**

Russell Kennedy is committed to continually improving its impact on the environment and improving its sustainability credentials. Whilst not having a formal sustainable procurement policy or supply chain management programme, Russell Kennedy works collaboratively with its suppliers to ensure that the most environmentally sustainable products are procured.

Factors considered include;

- source of production, favouring local over imported;
- manufacturer's ethical practices such as Fairtrade;
- packaging;
- the environmental impacts over the whole life cycle of the product including, product use, consumption (low yield v's normal) and end of life disposal, is it recyclable?

We also try and manage demand through controlling unnecessary consumption, reducing the variety of products supplied and reusing, recycling what is appropriate. When engaging with new suppliers consideration is given to ethical and environmental issues and risks. Russell Kennedy engages with suppliers that can demonstrate a commitment to best practice.

ABOUT THE FIRM

ENVIRONMENT PROGRAMS

PEOPLE PROGRAMS

COMMUNITY PROGRAMS

SUPPLIER PROGRAMS

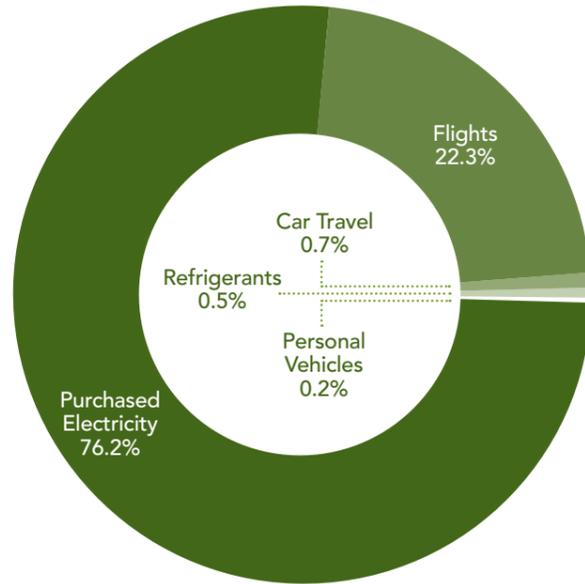
| SPARKE HELMORE LAWYERS   |             |           |       |                           |                      |
|--|-------------|-----------|-------|---------------------------|----------------------|
| CONTACT  | Hannah Rose |           | EMAIL | hannah.rose@sparke.com.au |                      |
| REPORTING PERIOD   | FY 2015     | HEADCOUNT | 675   | FLOOR AREA                | 16,121m <sup>2</sup> |
| ABOUT THE FIRM   |             |           |       |                           |                      |
| Sparke Helmore is a firm of more than 650 people working from nine offices across Australia, serving the needs of the insurance, government, financial services, mining, construction and property sectors. Our expertise spans corporate and commercial to construction, workplace to insurance, intellectual property to initial public offerings, 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. |             |           |       |                           |                      |
| We are dedicated to supporting our community, providing pro bono assistance to individuals and charities, and maintaining a workplace which is environmentally sustainable.  |             |           |       |                           |                      |

**ABOUT ENVIRONMENTAL PROGRAMS**

We are committed to minimising the environmental impact of our business. As a member of the AusLSA, we measure and report on our environmental impact on an annual basis.

This year the firm also committed to formulating an environmental management system (EMS) with the assistance of AusLSA. Due to the upcoming move of our largest premises in Sydney, we have decided to implement the EMS for the Sydney office in the first instance, and we will then take a similar approach to reduce the environmental impact of our operations in other areas throughout Australia.

Amongst other things, we are focusing on implementing new policies and procedures to reduce our paper usage and waste; we have video conferencing facilities available and are improving our other communication systems to reduce the need for travel; and we will be implementing more environmentally friendly lighting options to reduce our electricity consumption.



**CARBON EMISSIONS FOOTPRINT**

| SCOPE   | Category                                   | Value | Unit                |
|---------|--|-------|---------------------|
| SCOPE 1 | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|         | Company vehicles                           | 0.0   |                     |
|         | Refrigerants                               | 12.5  |                     |
| SCOPE 2 | Electricity                                | 1,739 |                     |
|         | Electricity per head                       | 2.6   |                     |
|         | Electricity per m <sup>2</sup> floor area  | 0.11  |                     |
| SCOPE 3 | Flights                                    | 509   |                     |
|         | Car Travel                                 | 21.3  |                     |
|         | Total travel per head                      | 0.1   |                     |
|         | Total travel per m <sup>2</sup> floor area | 0.03  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 2,281 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.4   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.14  |                     |

**CARBON MITIGATION ACTIVITIES**

|                             |   |                     |
|-----------------------------|---|---------------------|
| Green energy                | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting | 0 |                     |
| <b>TOTAL</b>                | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 3.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.14 |                     |

**PAPER AND WASTE**

|                | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
|----------------|---------|----------|-------------------------------|
| Paper (kg)     | 107,306 | 159.0    | 6.70                          |
| Recycled paper | 49%     |          |                               |

**RECYCLING FACILITIES AVAILABLE**

|         | FIRM LOCATIONS | FIRM LOCATIONS  |
|---------|----------------|-----------------|
| PAPER   | 100%           | COMMINGLED 100% |
| E-WASTE | 100%           | ORGANIC 0%      |

**ABOUT PEOPLE PROGRAMS**

We devote significant time and resources to ensuring that we provide a happy and healthy work environment for our people. We invest in our partner and staffs' well-being and professional development and offer flexible, safe work practices.

Sparke Helmore's strategic plan sets out our desire to become the firm of choice for outstanding legal talent. The current focus within our diversity strategy is on gender equality. We aim to retain our highly talented women; to increase the number of women in senior roles; and to educate and equip our leaders with the skills and knowledge to effectively manage diversity.

We have an Employee Advisory group to strengthen communication channels from and to our people on issues that affect our workplace. This group is representative of our workforce and provides insight into different employee perspectives, offering ideas and feedback that assists us to focus our efforts in this space.

A flexible work audit is conducted annually. The results show that we have good use of flexible work options and the majority of our people are comfortable and confident discussing their needs. In particular, 39% of respondents work flexibly. Anecdotal feedback is that our managers allow their employees to work flexibly when they need to, so ad-hoc flexibility is well utilised at the firm.

The firm's remuneration system is set up to produce fair and equitable outcomes by commencing with performance assessments, obtaining multi-source feedback and providing strict pay review guidelines to narrow pay inequality. Pay equity analysis is conducted each year.

We conduct succession planning to assist us identify, attract, develop, leverage and retain the best talent. By identifying our pipeline, we are better positioned to support our talent to progress.

The Six Degrees women's network is designed to encourage motivate and support women at Sparke Helmore and in our client community. It does this by providing opportunities for women to help themselves and others grow personally and professionally through leadership, mentoring, education and knowledge sharing.

We extend our efforts beyond the firm through support of and participation in the Lucy Mentoring program, now in its 10th year of operation. The program aims to inspire, motivate and educate women about the opportunities available for employment and leadership in the private and public sectors.

**ABOUT COMMUNITY PROGRAMS**

Sparke Helmore is a signatory to the National Pro Bono Aspirational Target and we have been working steadily towards that target. Our pro bono program provides access to legal services, either free of charge or at a substantially reduced rate, for charities, whose limited funds could be better spent towards achieving their charitable purposes, and individuals who might otherwise be unable to access these services.

We are proud of the contributions made by our staff this year, allowing us to achieve some important milestones.

- In total we provided 8808.3 hours of pro bono legal assistance in the 2015 financial year, which is double the amount that we provided last year.
- This equates to 29.23 hours per lawyer. Our short term goal was to achieve 25 pro bono hours per lawyer by the end of June, a target we reached in April, well ahead of schedule.
- For the first time, we have achieved national engagement in our pro bono program with lawyers from all of our 9 offices in Australia providing pro bono legal services.
- Engagement levels are at an all-time high, with our partner and lawyer participation rates up by 10% this year.

We have also launched a not-for-profit law team to respond to the growing demand for assistance to not-for-profit and charitable organisations. We assist our clients to set up their organisation, to obtain charitable status and tax concessions, to implement measures to ensure good governance and compliance, and to enter into arrangements that allow them to collaborate with other organisations to achieve their goals.

In response to stakeholder analysis conducted in 2014, the firm's community investment program has been structured in a way that supports four core support areas: mental health; access to justice; animal welfare; and health and wellbeing (specifically cancer support, and physical activity and nutrition). Through this program we facilitate workplace giving; we share resources, such as our fitness classes, meeting rooms, catering, teleconferencing facilities, expertise and networks, with our community and pro bono partners; we pay the costs for staff to volunteer with charitable organisations; we support staff to take paid leave for eligible community service activities, including jury service and voluntary emergency management activities; we regularly host or participate in activities in support of local community organisations that our staff members are actively involved in, from the grass roots level to the boardroom; we support those in need at Christmas time including organising food, gift and clothing donations, and funding Christmas activities planned by our pro bono partners.

Since 1994, the annual Sparke Helmore NBN Triathlon has also been Newcastle's premier participant sporting event, to date raising in excess of \$467,000 for the Hunter Medical Research Institute."

**ABOUT SUPPLIER PROGRAMS**

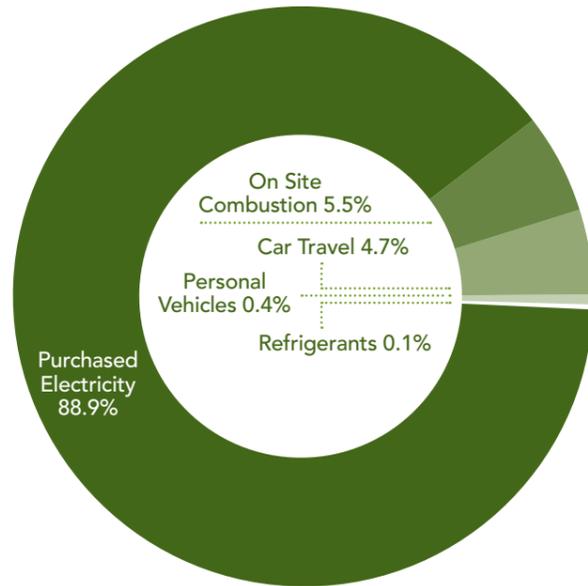
Sparke Helmore is committed to ethically responsible supply chain procurement. We are incrementally developing our supply chain management approach that is focused on ethically responsible procurement. We currently:

- undertake risk based due diligence checks on all materially significant suppliers to ensure they are socially and ethically reputable
- select suppliers based on criteria relevant to each engagement that are based on value for money and merit (technical and ethical), and
- seek to contractually enshrine ethical responsibility.

We are also progressively implementing a supply contract management system and supporting internal assurance program to further ensure compliance.

| THE LANTERN LEGAL GROUP   |            |           |       |                             |                     |
|---|------------|-----------|-------|-----------------------------|---------------------|
| CONTACT   | Shane Doak |           | EMAIL | sdoak@harwoodandrews.com.au |                     |
| REPORTING PERIOD  | FY 2015    | HEADCOUNT | 169   | FLOOR AREA                  | 3,339m <sup>2</sup> |
| ABOUT THE FIRM  |            |           |       |                             |                     |
| <p>The Lantern Legal Group P/L trades as Harwood Andrews regionally and Sladen Legal in the Melbourne CBD. The firm provides specialised legal services to its public authority and private and family business clients from its 4 offices being Geelong, Ballarat, Bendigo and Melbourne.</p> <p>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.</p> |            |           |       |                             |                     |

| ABOUT ENVIRONMENTAL PROGRAMS   |  |
|--|--|
| <p>We are committed to continually improving and minimising our impact on the environment and incorporating environmental best practices into all areas of our business.</p> <p>We consider environmental stewardship is both a management obligation and the responsibility of every employee.</p> <p>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 usage in our buildings; Recourse usage such as paper; Waste and recycled waste; Travel.</p> |  |



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 23.2 |
|                            | Company vehicles                           | 19.0 |
|                            | Refrigerants                               | 1.6  |
| SCOPE 2                    | Electricity                                | 367  |
|                            | Electricity per head                       | 2.2  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.11 |
| SCOPE 3                    | Flights                                    | 0    |
|                            | Car Travel                                 | 1.8  |
|                            | Total travel per head                      | 0.0  |
|                            | Total travel per m <sup>2</sup> floor area | 0.00 |

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 413  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.4  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 27,505 | 163.0    | 8.20                          |
| Recycled paper  | 12%    |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 83%            |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

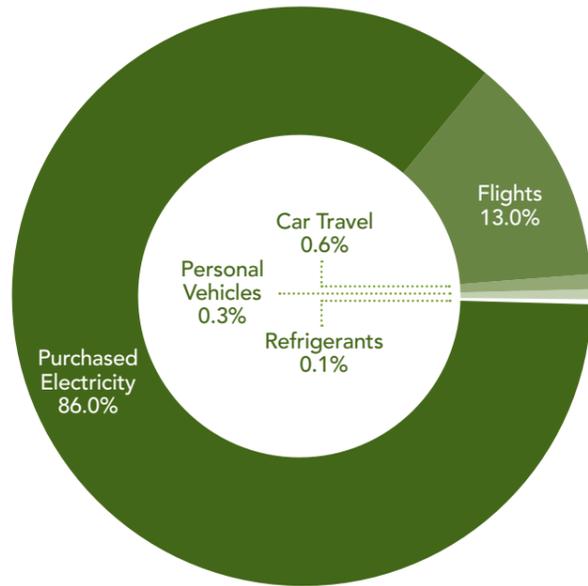
| ABOUT PEOPLE PROGRAMS  |  |
|--|--|
| <p>The Lantern Legal group has a moral and legal responsibility to provide a work environment that is free from discrimination and harassment in all its forms, as well as providing an environment of equal opportunity.</p> <p>We promote an open door policy where staff can freely discuss concerns with their colleagues and/or managers and escalate those discussions to the HR team if a satisfactory resolution is not achieved beforehand.</p> <p>We understand the needs of employees from all age groups and social backgrounds. We employ staff who have the ability and qualifications to meet the requirements of the position available, irrespective of any other consideration.</p> <p>The firm encourages and supports staff from all sections of the business to undertake further education programs.</p> <p>We have a graduate program where we provide a formal and extensive development program that focuses on advancing the graduates business skills and knowledge. A principal is appointed as a mentor to the graduate for the 12 month program. Graduates will rotate through two of our practice areas. Our quarterly recognition program allows staff to nominate colleagues who they believe are high achievers. Successful nominees are rewarded.</p> <p>On our Intranet called The Hub, our managing principal hosts an ongoing discussion page known as 'Ask Me Anything'. This has become an informative and popular thread for all.</p> |  |

| ABOUT COMMUNITY PROGRAMS   |  |
|--|--|
| <p>The firm is proud to have achieved the international B Corporation certification where our unifying goal is to redefine 'Success in business'</p> <p>Our principals have an ongoing involvement with local institutions and various community programs including:</p> <ul style="list-style-type: none"> <li>The Committee for Geelong</li> <li>ACE Radio Broadcasters Pty Ltd</li> <li>Kardinia Health Limited</li> <li>Barwon Health Foundation Future Fund</li> <li>The Australian Institute of Company Directors Geelong Regional</li> <li>Deakin University School of Law Academic Advisory Board</li> <li>The Geelong Chamber of Commerce</li> <li>The Salvation Army Geelong Region</li> </ul> |  |

| ABOUT SUPPLIER PROGRAMS  |  |
|--|--|
| <p>In line with being a member of B Corp; where possible and practical we engage local service providers. This encompasses areas like trade services, suppliers, specialised stationery, hire vehicles and event catering.</p> <p>Our staff are encouraged to support the local community, the philosophy being – together we thrive.</p> <p>We purchase products that are carbon neutral such as paper, Where possible we use green products for cleaning.</p> <p>We promote recycling to reduce landfill waste by separating clean cardboard and paper into skips. Aluminium, glass and cans are stored separately as comingled waste.</p> <p>Our used fluorescent lamps are environmentally disposed via a recycling service rather than being dumped into landfill.</p> <p>We understand that purchasing a product is only one third of the equation. Where and how the product was made plus the safe disposal of the product at the end of its life, are equally as important too.</p> |  |

| TRESSCOX LAWYERS   |                 |           |       |                                 |                     |
|--|-----------------|-----------|-------|---------------------------------|---------------------|
| CONTACT  | Katrina Begnell |           | EMAIL | katrina_begnell@tresscox.com.au |                     |
| REPORTING PERIOD   | FY 2015         | HEADCOUNT | 248   | FLOOR AREA                      | 7,328m <sup>2</sup> |
| ABOUT THE FIRM   |                 |           |       |                                 |                     |
| TressCox is a highly regarded Australian law firm that is committed to providing high quality legal services to its diverse and highly valued clients from mid-sized publically listed companies, foreign owned subsidiaries, government departments and authorities to large associations and privately owned businesses.   |                 |           |       |                                 |                     |
| We provide our clients an integrated range of commercial legal services via offices in Sydney, Melbourne, Brisbane and Canberra as well as through alliances with independent member firms of ALFA International around the world; this allows us to respond to client needs, any where and at any time.   |                 |           |       |                                 |                     |
| In Australia, TressCox has 37 Partners and approximately 120 other legal team members. Our expertise - from commercial advice to litigation - is unrivalled in a variety of sectors such as health, media, entertainment, property and insurance and our skilled lawyers deliver legal advice across 12 national service specialty practice groups and industry sectors. |                 |           |       |                                 |                     |

| ABOUT ENVIRONMENTAL PROGRAMS   |  |
|--|--|
| TressCox is aware of the effect general business can have on the environment, both directly and indirectly, and we take our responsibility as a corporate citizen very seriously.  |  |
| The Firm's environmental footprint is an important factor when considering how we operate, those who we do business with, and the impact our daily actions have on those around us and on the environment.   |  |
| TressCox management and teams are committed to implementing and maintaining environmental best practice management procedures. By designing and adopting these procedures, TressCox has dramatically reduced its environmental impacts and has also benefited financially due to the reductions in energy usage. We also recognise that the cornerstone of any successful programme is continuous improvement. |  |
| TressCox is proud to be a member of the Australian Legal Sector Alliance.  |  |



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 0.9  |
| SCOPE 2                    | Electricity                                | 733  |
|                            | Electricity per head                       | 3.0  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.10 |
| SCOPE 3                    | Flights                                    | 111  |
|                            | Car Travel                                 | 7.7  |
|                            | Total travel per head                      | 0.5  |
|                            | Total travel per m <sup>2</sup> floor area | 0.02 |

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 852  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.4  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 3.4  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.12 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 27,064 | 109.0    | 3.70                          |
| Recycled paper  | 0%     |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

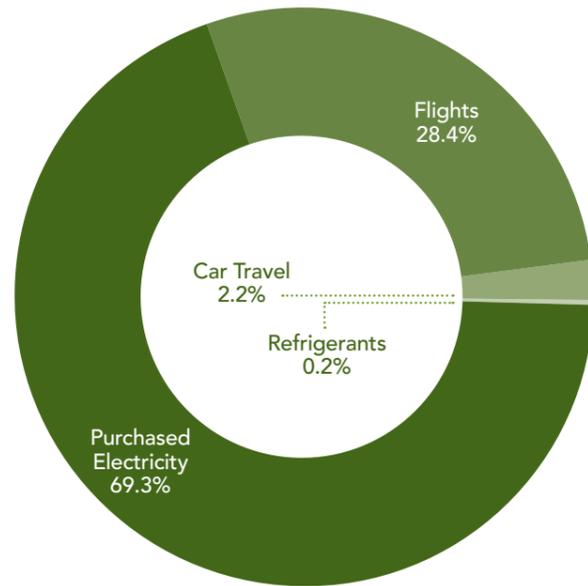
| ABOUT PEOPLE PROGRAMS   |  |
|---|--|
| TressCox is committed to ensuring equity and diversity in the workplace and continues to demonstrate and support programmes that provide an inclusive environment for all team members, potential employees and the broader community with which we are engaged. At TressCox, we are inspired by a single vision: to deliver solutions of maximum commercial value to our clients through strong relationships and the connection of talent, expertise and experience. We do this by adhering to our core values, all of which are summarised by the phrase 'Connected Talent'. |  |
| Through policy, education and recruitment TressCox has fostered a workplace that is free from all forms of discrimination and harassment. We recognise, value and utilise the knowledge, abilities, skills and ideas of all our people - irrespective of race, ethnicity or religion, gender, education level, socio-economic background, age, disability, family responsibility, sexual orientation, as well as other factors such as values and beliefs, language, goals and expectations, cultural identity, work and social experiences.                                    |  |
| TressCox places great emphasis on providing opportunities which allow; employment equity, affirmative action and diversity. Through awareness and enabling team members from diverse backgrounds to be part of the consultative and decision making processes on matters that may affect them, a number of workplace programs and community initiatives have been established.  |  |
| In addition to being an integral part of our People Strategy, TressCox meets the annual reporting requirements sufficient for compliance with the Workplace Gender Equality Act 2012 and is a signatory to the Tristan Jepson Foundation Psychological Wellbeing: Best Practice Guidelines for the Legal Profession.  |  |

| ABOUT COMMUNITY PROGRAMS  |  |
|---|--|
| TressCox Lawyers is committed to its role as a responsible corporate citizen and to maintaining the high level of Pro Bono services it provides to individuals and not-for-profit organisations.  |  |
| Pro Bono is an integral part of our philosophy. We actively seek to grow our practice and will help on a pro bono basis, subject to the requirements of our policy, for:  |  |
| <ul style="list-style-type: none"> <li>Individuals who are disadvantaged or marginalised;</li> <li>Not for profit organisations which assist disadvantaged or marginalised groups, and</li> <li>The public good in matters which raise issues of public interest or broad public concern.</li> </ul>  |  |
| We are a member of, and receive referrals through clearing houses JusticeConnect and the Queensland Public Interest Law Clearing House – charitable organisations which assess and distribute a broad range of pro bono work to their member law firms. We take referrals from LawHelp, Legal Aid, the NSW Expert Advice Exchange and receive unsolicited calls from charitable and volunteer organisations based on our reputation in commercial and pro bono work. We also ask our team members to nominate organisations with which they have a connection or commitment for pro bono assistance and offer training and information to not for profit organisations. |  |
| TressCox has been a signatory to the National Pro Bono Aspirational Target since 2011, exceeding the benchmark of 35 hours per FTE lawyer in FY15 with 42.22 hours per FTE lawyer.  |  |

| ABOUT SUPPLIER PROGRAMS  |  |
|--|--|
| TressCox is committed to the delivery of high quality service to our clients through the implementation of best practice principles, within a professional services environment; the sustainability practices we adopt are therefore reflective of such an environment.  |  |
| Recognising one of our largest consumable items is paper, TressCox has partnered with Fuji Xerox for the supply and provision of its multi-function devices, and Fuji Xerox have in turn partnered with the Carbon Reduction Institute. As a Firm, we are committed to the use of carbon neutral paper sources and our relationship with Fuji Xerox has provided for savings during the reporting period that are equivalent to:         |  |
| <ul style="list-style-type: none"> <li>36,301 litres of fuel consumption</li> <li>518,589 kilometres off the road</li> <li>37 cars off the road</li> <li>\$3,806 in payments for biomass</li> </ul>  |  |
| TressCox does however remain cognisant of the fact that sustainability is not limited to practices that take place outside the walls of our offices. For our part, we are in process of transitioning to electronic client matter files which, although currently considered best practice, will become Firm Policy from 1 January 2016, thereby further reducing our carbon footprint and consumption of paper and related consumables. |  |

| WOTTON + KEARNEY  |             |           |       |                                  |                     |
|-------------------|-------------|-----------|-------|----------------------------------|---------------------|
| CONTACT           | Karen Kelly |           | EMAIL | karen.kelly@wottonkearney.com.au |                     |
| REPORTING PERIOD  | FY 2015     | HEADCOUNT | 158   | FLOOR AREA                       | 3,955m <sup>2</sup> |
| ABOUT THE FIRM    |             |           |       |                                  |                     |
| No text provided. |             |           |       |                                  |                     |

| ABOUT ENVIRONMENTAL PROGRAMS |  |
|------------------------------|--|
| No text provided.            |  |



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 0.8  |
| SCOPE 2                    | Electricity                                | 306  |
|                            | Electricity per head                       | 1.9  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.08 |
| SCOPE 3                    | Flights                                    | 126  |
|                            | Car Travel                                 | 9.5  |
|                            | Total travel per head                      | 0.9  |
|                            | Total travel per m <sup>2</sup> floor area | 0.03 |

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 442  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.8  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.8  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 21,217 | 134.0    | 5.40                          |
| Recycled paper  | 48%    |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

| ABOUT PEOPLE PROGRAMS  |  |
|--|--|
| <p>Wotton + Kearney acknowledge that our workforce is one of the keys to our ongoing growth and success. We constantly review our people and organisational metrics to ensure initiatives around EEO, flexible work practices and diversity are linked to the growth and development of our people.</p> <p>W+K ensures equal opportunity through all hiring, promotion and development activities, having achieved 25% female partners and total female workforce at 74% female. We encourage participation in a range of groups including Victorian Women Lawyers (VWL) and the Women in Insurance (WII).</p> <p>W+K recently updated our arrangements around flexibility to encourage and promote the acceptance of the various models of flexible work arrangements including purchasing leave. Over 30% of our workforce have a flexible work arrangement in place, while the ability to work remotely is utilised by many more.</p> <p>Well-being is a key focus with support covering personal and employment related issues achieved through the upskilling of staff partners and floor support officers and an EAP for staff and family members. We actively participate in a range of activities to promote both physical and mental health &amp; wellbeing, and work with the Blackdog Institute and others to participate in Walk for Justice, City 2 Sea/ Surf and R U OK?</p> <p>Our employees are actively involved in planning and designing relevant to their ongoing development and participation across the firm. Our employees lead groups that plan our professional development, mentoring and social functions, ensuring opportunities to be engaged as they work and grow.</p> |  |

| ABOUT COMMUNITY PROGRAMS  |  |
|---|--|
| <p>W+K is extremely proud of our Pro Bono and Corporate Social Responsibility program "Community Footprint", established in 2012. Through our pro bono work we assist those who are unable to obtain legal aid or afford legal representation, while our CSR initiatives enable us to contribute in other ways to charitable organisations. Our Pro Bono/CSR Partner, Heidi Nash-Smith was awarded the 2015 Lawyers Weekly Women in Law Pro Bono Award for W+K's achievements in this area.</p> <p>Through our partnership with Justice Connect and QPILCH, our lawyers assist many vulnerable members of our community. In the last financial year our lawyers recorded 844 hours to pro bono/CSR related activities.</p> <p>W+K also strengthened its work in the community through its CSR initiatives this past year:</p> <ul style="list-style-type: none"> <li>W+K has partnered with The Black Dog Institute providing a real opportunity to address mental health issues in the workplace in a lasting and positive way, whilst fundraising and advocating.</li> <li>At Easter we launched our new partnership in Melbourne with a not for profit organisation Launch Housing (formally Hanover). Hanover helps Victorians experiencing housing crisis or homelessness. The launch involved running an Easter Appeal in the Melbourne office.</li> <li>As well as these larger projects we actively supported a number of other charitable organisations including The Smith Family, Hartley Lifecare, the Royal Children's Hospital, Lou's Place, the Cancer Council and the RSPCA.</li> </ul> |  |

| ABOUT SUPPLIER PROGRAMS   |  |
|---|--|
| <p>Wotton + Kearney does not have a formal policy on sustainable procurement but wherever possible we recycle and use products with green credentials. We discuss with our suppliers not only the economic and environmental impacts, over the entire life cycle from creation to disposal, of what we buy but also the social impacts.</p> <p>Our particular focus at present is on paper supply and we use a 100% recycled &amp; carbon neutral paper which in turn is recycled back into the supply chain. Our next challenge is working to reduce our consumption of paper using technology ie electronic rather than hard copy printing and filing.</p> <p>We also use a supplier who, where possible, uses recycled raw materials in the manufacturing process and has a sale and return policy for lever arch folders. Lever arch folders which are not able to be reused are returned and broken down into their original components, the PVC and polypropylene is used to make pipes, boxes and pots, the cardboard is used to make boxes and cartons and the metal is used in foundries.</p> <p>Wotton + Kearney will continue to work in partnership with our suppliers to build sustainability into all our purchasing decisions.</p> |  |

ABOUT THE FIRM

|                  |            |           |       |                        |                      |
|------------------|------------|-----------|-------|------------------------|----------------------|
| <b>ASHURST</b>   |            |           |       |                        |                      |
| CONTACT          | Hardy Rose |           | EMAIL | hardy.rose@ashurst.com |                      |
| REPORTING PERIOD | FY 2015    | HEADCOUNT | 1,180 | FLOOR AREA             | 32,186m <sup>2</sup> |

**ABOUT THE FIRM**  
 Ashurst Australia is one of Australia's premium law firms offering a complete range of commercial law services to a diverse range of public and private sector clients within the Asia Pacific region and globally. The firm in Australia has 154 partners and over 1100 employees across 6 Australian offices.  
 Ashurst's commitment to corporate social responsibility is core to all aspects of our operations and includes community involvement, diversity, place to work and environmental initiatives. Now part of a global firm comprised of a network of 28 offices, the firm's environmental management programme is part of a broader global initiative which continues to evolve and develop.

**ABOUT ENVIRONMENTAL PROGRAMS**

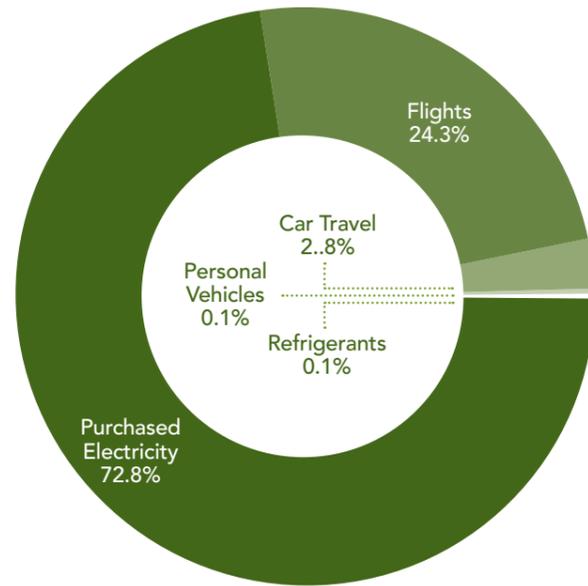
This year, the focus for the Ashurst Environment Committee was particularly on the firm's move of its largest premises in July 2015 to a 5 star NABERS building through its membership of the firm's New Premises Committee.  
 Provisions for tri-generation, rainwater harvesting, a high environmental performance glazing system, and tenant end-of-trip facilities (bicycle storage, shower and lockers) have been included in the building. Environmental considerations have been part of the operational side of the move as well as in procurement decisions for the purchase of new printing machines. In addition, the firm has continued to raise awareness of environmental issues through induction programmes provided to its graduates and participation in the annual Earth Hour event.  
 Over the coming 12 months, a particular focus will be to further consolidate the Australian and UK environmental initiatives under the aegis of a global Corporate Social Responsibility Programme.

| CARBON EMISSIONS FOOTPRINT |  |       |
|----------------------------|--|-------|
| SCOPE 1                    | Natural gas                                | 2.6   |
|                            | Company vehicles                           | 1.0   |
|                            | Refrigerants                               | 6.0   |
| SCOPE 2                    | Electricity                                | 4,397 |
|                            | Electricity per head                       | 3.7   |
|                            | Electricity per m <sup>2</sup> floor area  | 0.14  |
| SCOPE 3                    | Flights                                    | 1,468 |
|                            | Car Travel                                 | 169.0 |
|                            | Total travel per head                      | 1.4   |
|                            | Total travel per m <sup>2</sup> floor area | 0.05  |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 6,044 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 5.1   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19  |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 5.1  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.19 |                     |



| PAPER AND WASTE |         |          |                               |
|-----------------|---------|----------|-------------------------------|
|                 | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 126,009 | 107.0    | 3.90                          |
| Recycled paper  | 0%      |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |  |

ABOUT THE FIRM

|                                 |            |           |       |                         |                      |
|---------------------------------|------------|-----------|-------|-------------------------|----------------------|
| <b>CORRS CHAMBERS WESTGARTH</b> |            |           |       |                         |                      |
| CONTACT                         | Dan Martin |           | EMAIL | dan.martin@corrs.com.au |                      |
| REPORTING PERIOD                | FY 2015    | HEADCOUNT | 1,090 | FLOOR AREA              | 26,327m <sup>2</sup> |

**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 1100 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.

**ABOUT ENVIRONMENTAL PROGRAMS**

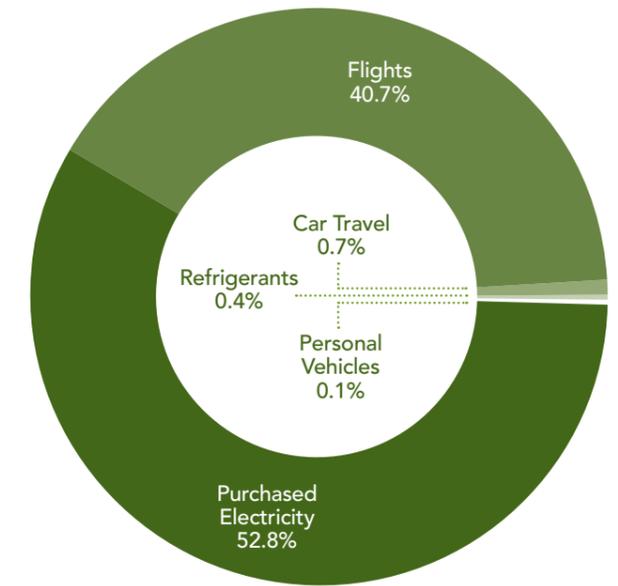
Corrs Sydney office is located in a 6 Star Green Star and 5 Star NABERS energy rated building. Corrs Brisbane moved to ONE ONE ONE Eagle Street in October 2014, also a 6 Star Green Star and 5 Star NABERS energy rated building. Corrs Melbourne office moved in July 2015 to 567 Collins Street – which is registered to target a 5 Star Green Star – Office Design v3 rating with the Green Building Council of Australia and will use the latest technology to: Minimise water usage, Improve indoor air quality and efficiency, and Promote sustainable transport initiatives.

| CARBON EMISSIONS FOOTPRINT |  |       |
|----------------------------|--|-------|
| SCOPE 1                    | Natural gas                                | 0.0   |
|                            | Company vehicles                           |       |
|                            | Refrigerants                               | 16.3  |
| SCOPE 2                    | Electricity                                | 2,629 |
|                            | Electricity per head                       | 2.4   |
|                            | Electricity per m <sup>2</sup> floor area  | 0.10  |
| SCOPE 3                    | Flights                                    | 1,839 |
|                            | Car Travel                                 | 34.2  |
|                            | Total travel per head                      | 1.7   |
|                            | Total travel per m <sup>2</sup> floor area | 0.07  |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 4,519 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 4.1   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.17  |                     |

| CARBON MITIGATION ACTIVITIES |   |                     |
|------------------------------|---|---------------------|
| Green energy                 | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting  | 0 |                     |
| <b>TOTAL</b>                 | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 4.1  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.17 |                     |



| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 78,006 | 72.0     | 3.00                          |
| Recycled paper  | 100%   |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |  |
|--------------------------------|----------------|------------|----------------|--|
|                                | FIRM LOCATIONS |            | FIRM LOCATIONS |  |
| PAPER                          | 100%           | COMMINGLED | 100%           |  |
| E-WASTE                        | 100%           | ORGANIC    | 75%            |  |

ENVIRONMENT PROGRAMS

ENVIRONMENT PROGRAMS

# AusLSA ENVIRONMENTAL PROFILE 2015



# AusLSA ENVIRONMENTAL PROFILE 2015

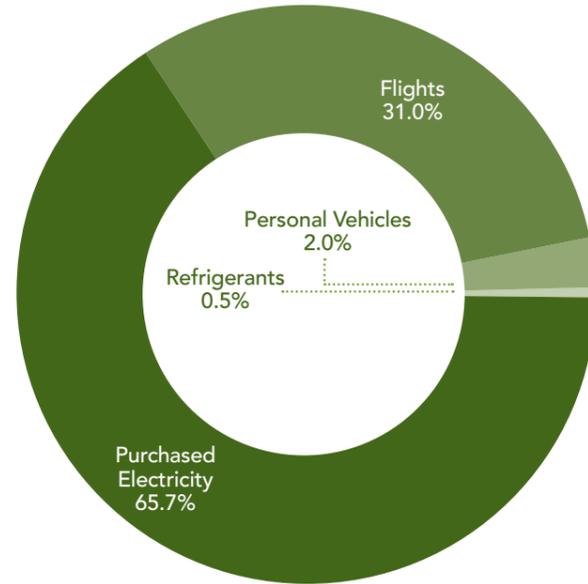
ABOUT THE FIRM

| HALL & WILCOX LAWYERS  |            |           |       |                                 |                     |
|--|------------|-----------|-------|---------------------------------|---------------------|
| CONTACT  | Scott Juza |           | EMAIL | scott.juza@hallandwilcox.com.au |                     |
| REPORTING PERIOD   | FY 2015    | HEADCOUNT | 274   | FLOOR AREA                      | 4,878m <sup>2</sup> |
| ABOUT THE FIRM   |            |           |       |                                 |                     |
| Hall & Wilcox is an Australian independent law firm, with offices in Melbourne, Newcastle and Sydney. In 2014 opened its Sydney office and Newcastle followed in June 2015. As the Newcastle acquisition is so recent we have not included data from this office in the report for this year.                  |            |           |       |                                 |                     |
| Now with 56 partners, the firm has strength in most areas of commercial practice. We also have experience in specific industries and sectors such as agribusiness, banking and financial services, franchising, retail & distribution, public sector, sports and entertainment and technology, amongst others. |            |           |       |                                 |                     |
| Our clients include public and substantial private companies; federal and state government bodies; high net worth individuals and families; and accountants, corporate advisors, financial planners and other intermediaries.  |            |           |       |                                 |                     |
| We are proud to be a member of SCG Legal, a global network of like-minded law firms.   |            |           |       |                                 |                     |

ABOUT THE FIRM

| HERBERT SMITH FREEHILLS   |                 |           |       |                         |                      |
|---|-----------------|-----------|-------|-------------------------|----------------------|
| CONTACT   | Marco Tschannen |           | EMAIL | marco.tschannen@hsf.com |                      |
| REPORTING PERIOD  | FY 2015         | HEADCOUNT | 1,861 | FLOOR AREA              | 46,486m <sup>2</sup> |
| 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. |                 |           |       |                         |                      |

| ABOUT ENVIRONMENTAL PROGRAMS  |  |
|---|--|
| Hall & Wilcox recognises that our community faces real and pressing environmental challenges. We acknowledge that we have an important part to play in helping to confront these challenges. We demonstrate our commitment to the environment and a sustainable future in a number of ways, including:  |  |
| <ul style="list-style-type: none"> <li>using natural resources responsibly to minimise the environmental impact of our business;</li> <li>continually striving to improve our environmental performance through training, engagement with staff and involvement with community bodies;</li> <li>identifying and managing environmental risks within our operation and applying best practice principles to address those risks; and</li> <li>implementing strategic initiatives to reduce our consumption of energy and paper.</li> </ul> |  |
| Our goal is to significantly reduce the production of greenhouse gases, the depletion of natural resources and non-recyclable waste resulting from our business operations.   |  |



| CARBON EMISSIONS FOOTPRINT |  |      |
|----------------------------|--|------|
| SCOPE 1                    | Natural gas                                | 0.0  |
|                            | Company vehicles                           | 0.0  |
|                            | Refrigerants                               | 2.9  |
| SCOPE 2                    | Electricity                                | 359  |
|                            | Electricity per head                       | 1.3  |
|                            | Electricity per m <sup>2</sup> floor area  | 0.07 |
| SCOPE 3                    | Flights                                    | 169  |
|                            | Car Travel                                 | 15.1 |
|                            | Total travel per head                      | 1.3  |
|                            | Total travel per m <sup>2</sup> floor area | 0.07 |

|   |      |                     |
|---|------|---------------------|
| TOTAL GROSS EMISSIONS                         | 545  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.0  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

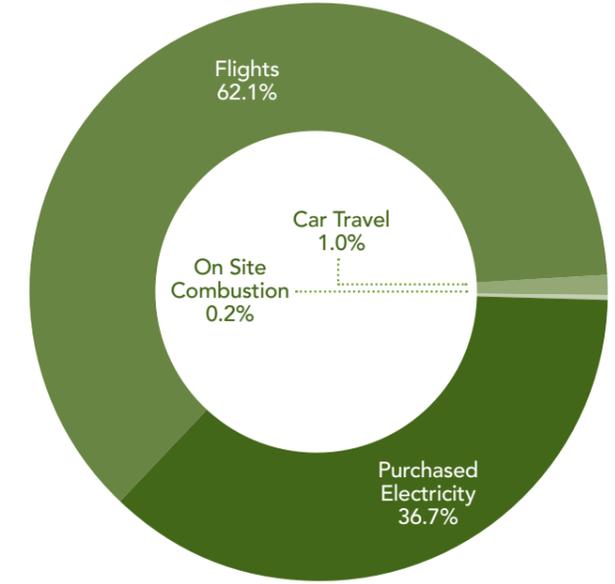
| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.11 |                     |

| PAPER AND WASTE |        |          |                               |
|-----------------|--------|----------|-------------------------------|
|                 | GROSS  | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 26,306 | 96.0     | 5.40                          |
| Recycled paper  | 73%    |          |                               |

| RECYCLING FACILITIES AVAILABLE |                |            |                |
|--------------------------------|----------------|------------|----------------|
|                                | FIRM LOCATIONS | COMMINGLED | FIRM LOCATIONS |
| PAPER                          | 100%           | 100%       | 100%           |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |

| ABOUT ENVIRONMENTAL PROGRAMS   |  |
|--|--|
| Our Australian carbon footprint was increased this year due to additional long-haul air travel as a result of the global Partners conference in Madrid, which is held every two years. Whilst this is an increase compared to the previous reporting period (where no conference was held) we are pleased to have maintained the level of 2013/14. Over the course of the last year we have reduced our electricity consumption by 13% as well as reduced our overall paper consumption by 9 tonnes. |  |
| We remain committed to reducing our environmental impact. This includes further reducing energy and carbon, food waste and increasing recycling in our offices. We are also working on a global strategy to align the efforts of all our international offices in order to achieve an integrated approach to reducing our carbon footprint and general sustainability.   |  |



| CARBON EMISSIONS FOOTPRINT |  |       |
|----------------------------|--|-------|
| SCOPE 1                    | Natural gas                                | 21.4  |
|                            | Company vehicles                           | 0.0   |
|                            | Refrigerants                               | 4.0   |
| SCOPE 2                    | Electricity                                | 4,501 |
|                            | Electricity per head                       | 2.4   |
|                            | Electricity per m <sup>2</sup> floor area  | 0.10  |
| SCOPE 3                    | Flights                                    | 7,216 |
|                            | Car Travel                                 | 122.4 |
|                            | Total travel per head                      | 4.2   |
|                            | Total travel per m <sup>2</sup> floor area | 0.10  |

|   |        |                     |
|---|--------|---------------------|
| TOTAL GROSS EMISSIONS                         | 12,261 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 6.6    |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.26   |                     |

| CARBON MITIGATION ACTIVITIES |          |
|------------------------------|----------|
| Green energy                 | 0        |
| Voluntary carbon offsetting  | 0        |
| <b>TOTAL</b>                 | <b>0</b> |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 6.6  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.26 |                     |

| PAPER AND WASTE |         |          |                               |
|-----------------|---------|----------|-------------------------------|
|                 | GROSS   | PER HEAD | PER M <sup>2</sup> FLOOR AREA |
| Paper (kg)      | 174,396 | 94.0     | 3.80                          |
| Recycled paper  | 0%      |          |                               |

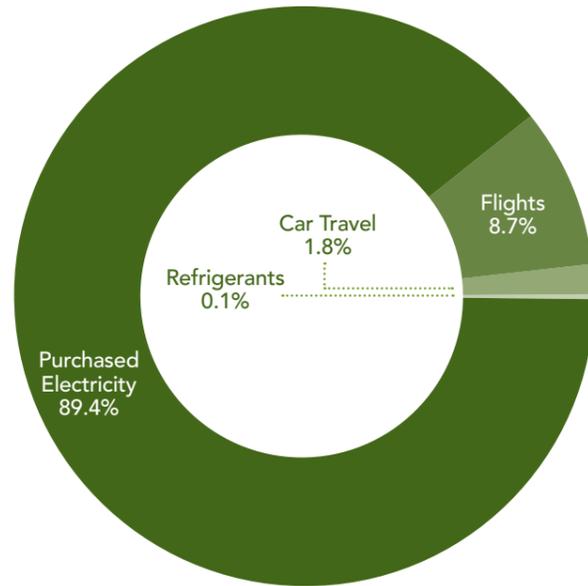
| RECYCLING FACILITIES AVAILABLE |                |            |                |
|--------------------------------|----------------|------------|----------------|
|                                | FIRM LOCATIONS | COMMINGLED | FIRM LOCATIONS |
| PAPER                          | 0%             | 100%       | 100%           |
| E-WASTE                        | 100%           | ORGANIC    | 100%           |

# AusLSA ENVIRONMENTAL PROFILE 2015

ABOUT THE FIRM

|  |             |           |                          |            |                     |
|--|-------------|-----------|--------------------------|------------|---------------------|
| <b>KEMP STRANG</b>   |             |           |                          |            |                     |
| CONTACT  | Naomi White | EMAIL     | whiten@kempstrang.com.au |            |                     |
| REPORTING PERIOD   | FY 2015     | HEADCOUNT | 143                      | FLOOR AREA | 3,854m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |             |           |                          |            |                     |
| 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 and property, collections, dispute resolutions and 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 foot print. |             |           |                          |            |                     |

|  |
|--|
| <b>ABOUT ENVIRONMENTAL PROGRAMS</b>  |
| Internally we 'live' our environmental aspirations through the use of innovative technology, renewable energy use and partnering with suppliers who share the same ideals. |



|                                   |  |      |                     |
|-----------------------------------|--|------|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |  |      |                     |
| <b>SCOPE 1</b>                    | Natural gas                                | 0.0  | t CO <sub>2</sub> e |
|                                   | Company vehicles                           | 0.0  |                     |
|                                   | Refrigerants                               | 0.4  |                     |
| <b>SCOPE 2</b>                    | Electricity                                | 339  | t CO <sub>2</sub> e |
|                                   | Electricity per head                       | 1.8  |                     |
|                                   | Electricity per m <sup>2</sup> floor area  | 0.07 |                     |
| <b>SCOPE 3</b>                    | Flights                                    | 33   | t CO <sub>2</sub> e |
|                                   | Car Travel                                 | 6.8  |                     |
|                                   | Total travel per head                      | 0.3  |                     |
|                                   | Total travel per m <sup>2</sup> floor area | 0.01 |                     |

|   |      |                     |
|---|------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 379  | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 2.7  |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.10 |                     |

|                                     |    |                     |
|-------------------------------------|----|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |    |                     |
| Green energy                        | 78 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 6  |                     |
| <b>TOTAL</b>                        | 84 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 2.1  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.08 |                     |

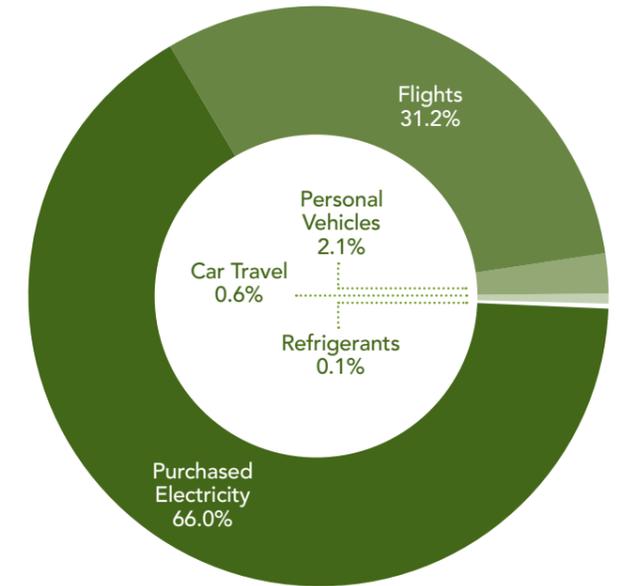
|                        |              |                 |                                     |
|------------------------|--------------|-----------------|-------------------------------------|
| <b>PAPER AND WASTE</b> |              |                 |                                     |
|                        | <b>GROSS</b> | <b>PER HEAD</b> | <b>PER M<sup>2</sup> FLOOR AREA</b> |
| Paper (kg)             | 26,485       | 185.0           | 6.90                                |
| Recycled paper         | 99%          |                 |                                     |

|                                       |                       |                       |                       |
|---------------------------------------|-----------------------|-----------------------|-----------------------|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                       |                       |                       |
|                                       | <b>FIRM LOCATIONS</b> | <b>FIRM LOCATIONS</b> | <b>FIRM LOCATIONS</b> |
| PAPER                                 | 50%                   | COMMINGLED            | 0%                    |
| E-WASTE                               | 75%                   | ORGANIC               | 0%                    |

ABOUT THE FIRM

|  |              |           |                                  |            |                      |
|--|--------------|-----------|----------------------------------|------------|----------------------|
| <b>SLATER AND GORDON</b>   |              |           |                                  |            |                      |
| CONTACT  | Suzy Mallett | EMAIL     | suzy.mallett@slatergordon.com.au |            |                      |
| REPORTING PERIOD   | FY 2015      | HEADCOUNT | 1,544                            | FLOOR AREA | 34,224m <sup>2</sup> |
| <b>ABOUT THE FIRM</b>  |              |           |                                  |            |                      |
| Slater and Gordon Limited is a leading international consumer law firm employing around 1,500 people in 80 locations across Australia. Slater and Gordon's mission is to give people easier access to world class legal services. Slater and Gordon provides specialist legal services to individuals in a range of practice areas including all areas of liability and compensation law, as well as other general legal services in areas such as family and relationship law, conveyancing, wills and estate planning. Our Business and Specialised Litigation Services includes commercial, estate and professional negligence litigation and class actions. From its inception 80 years ago Slater and Gordon have embedded socially responsible principles, from increasing access to justice for individuals through the introduction of no win no fee agreements, the provision of pro bono legal services to the recent significant expansion of philanthropic giving for people suffering from disease, disability or disadvantage. |              |           |                                  |            |                      |

|   |
|---|
| <b>ABOUT ENVIRONMENTAL PROGRAMS</b>   |
| For Slater and Gordon, the choices we make in regards to the products we use, our energy usage, travel requirements and how we dispose of waste can make a significant difference in the long term. Our commitment to monitor and measure our footprint and to engage in a process of continuous improvement is part of our overall Social Responsibility program. In FY15 we implemented our first environmental strategy with reduction targets across paper, energy, travel and waste. During FY16 we will be implementing the AusLsa Environmental Management System and focusing on reducing our paper use through moving to a more efficient electronic file management system. |



|                                   |  |       |                     |
|-----------------------------------|--|-------|---------------------|
| <b>CARBON EMISSIONS FOOTPRINT</b> |  |       |                     |
| <b>SCOPE 1</b>                    | Natural gas                                | 0.0   | t CO <sub>2</sub> e |
|                                   | Company vehicles                           | 0.0   |                     |
|                                   | Refrigerants                               | 4.5   |                     |
| <b>SCOPE 2</b>                    | Electricity                                | 3,032 | t CO <sub>2</sub> e |
|                                   | Electricity per head                       | 2.0   |                     |
|                                   | Electricity per m <sup>2</sup> floor area  | 0.09  |                     |
| <b>SCOPE 3</b>                    | Flights                                    | 1,435 | t CO <sub>2</sub> e |
|                                   | Car Travel                                 | 125.8 |                     |
|                                   | Total travel per head                      | 1.0   |                     |
|                                   | Total travel per m <sup>2</sup> floor area | 0.05  |                     |

|   |       |                     |
|---|-------|---------------------|
| <b>TOTAL GROSS EMISSIONS</b>                  | 4,597 | t CO <sub>2</sub> e |
| GROSS EMISSIONS PER HEAD                      | 3.0   |                     |
| GROSS EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.13  |                     |

|                                     |   |                     |
|-------------------------------------|---|---------------------|
| <b>CARBON MITIGATION ACTIVITIES</b> |   |                     |
| Green energy                        | 0 | t CO <sub>2</sub> e |
| Voluntary carbon offsetting         | 0 |                     |
| <b>TOTAL</b>                        | 0 |                     |

|   |      |                     |
|---|------|---------------------|
| NET EMISSIONS PER HEAD                      | 3.0  | t CO <sub>2</sub> e |
| NET EMISSIONS PER M <sup>2</sup> FLOOR AREA | 0.13 |                     |

|                        |              |                 |                                     |
|------------------------|--------------|-----------------|-------------------------------------|
| <b>PAPER AND WASTE</b> |              |                 |                                     |
|                        | <b>GROSS</b> | <b>PER HEAD</b> | <b>PER M<sup>2</sup> FLOOR AREA</b> |
| Paper (kg)             | 178,474      | 116.0           | 5.20                                |
| Recycled paper         | 100%         |                 |                                     |

|                                       |                       |                       |                       |
|---------------------------------------|-----------------------|-----------------------|-----------------------|
| <b>RECYCLING FACILITIES AVAILABLE</b> |                       |                       |                       |
|                                       | <b>FIRM LOCATIONS</b> | <b>FIRM LOCATIONS</b> | <b>FIRM LOCATIONS</b> |
| PAPER                                 | 100%                  | COMMINGLED            | 100%                  |
| E-WASTE                               | 100%                  | ORGANIC               | 100%                  |

# AusLSA REPORTING MEMBERS



## AusLSA MEMBERS

- Allen & Overy
- Allens Linklaters
- Ashurst
- Baker & McKenzie
- Carroll & O'Dea
- Clayton Utz
- Coleman Greig
- Cooper Grace Ward
- Corrs Chambers Westgarth
- Dibbs Barker
- DLA Piper
- FB Rice
- Gadens
- Gilbert + Tobin
- Hall & Wilcox
- The Lantern Group
- Henry Davis York
- Herbert Smith Freehills
- Holding Redlich
- Holman Webb
- Hunt & Hunt
- Jackson McDonald
- Kemp Strang Lawyers
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- Lander & Rogers
- Maddocks
- McCullough Robertson
- McInnes Wilson Lawyers
- Minter Ellison
- Norton Rose Fulbright Australia
- Russell Kennedy
- Shine Lawyers
- Slater & Gordon
- Sparke Helmore
- SRB Legal
- Stacks Law Firm
- Swaab Attorneys
- TressCox Lawyers
- Wotton + Kearney

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



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