

2023 AusLSA SUSTAINABILITY PROFILE

macpherson kelley.

Macpherson Kelley
Headcount: 232 (FTE)
Floor Area: 5,757m²
Number of Offices: 4

Macpherson Kelley provides commercial legal guidance to medium-large organisations from our 4 offices in Sydney, Brisbane, Melbourne, Dandenong and through our network in the pacific and beyond.

118 years old but progressive and young at heart, we help our clients and our people succeed in business and in life and we want them to be our greatest advocates. We help strengthen the communities and industries in which we operate.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

We live by our values: talk straight, better each day, play as a team. Our people programs have employee experience at their heart, supporting inclusion, collaboration and development, with flexible work practices a part of who we are. The Macpherson Kelley Business School teaches our Lawyers to be business-people, bringing a commercial mindset to the legal problem at hand. Our Wellness+ program allows us to take care of our mental, emotional and physical well-being, and the Macpherson Kelley Foundation focuses our efforts to engage with our communities. We are very proud of the recent launch of our DEI Commitment, which included upgraded parental leave policies, fertility support, a commitment to pay equity, as well as initiatives to support greater awareness, inclusion and celebration of the firm's diversity. In recognition of our commitment to our people being our strongest advocates, we were recognised by Australasian Lawyer as an Employer of Choice 2023.

GENDER EQUALITY

POLICY IN DEV'T

GENDER PROFILE

- 36% FEMALE PARTNERS
- 47% FEMALE LEGAL STAFF
- 81% FEMALE NON-LEGAL STAFF
- 57% FEMALE SENIOR PROMOTIONS

INITIATIVES:

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

INCLUSIVE WORKPLACE

POLICY PUBLISHED | **POLICY IN DEV'T**

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees
- LCA Diversity and Inclusion Charter • Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • Wear it Purple Day
- Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness

FLEXIBLE WORKPLACE

POLICY

PAID PARENTAL LEAVE

- 20 WEEKS PRIMARY CARER
- 4.0 WEEKS SECONDARY CARER
- 75% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:

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

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Training - Mental health awareness and management • External mental health programs hosting • Domestic violence strategy

PHYSICAL WELLBEING

INITIATIVES:

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

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Macpherson Kelley has ambitious sustainability goals over the next few years. All offices participate in waste recycling programs, we've reduced our paper consumption by 78% in the last 7 years and shrunk the printer fleet by 38% over the same time.

We are actively assessing our supply chain to purchase energy from renewable sources, sourcing paper with greater recycled content, and other initiatives to reduce our emissions footprint. In FY23, 41% of our electricity consumption was GreenPower. We anticipate purchasing GreenPower for almost 95% of our electricity consumption for FY24.

Beyond our own offices, people and practices, we aspire to work with our clients to help them achieve their 2030 and 2050 emissions targets.

CLIMATE ACTION

INITIATIVES:

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

GROSS EMISSIONS
311t - 1.3t per employee

BUILDINGS

- 60% 0.03t/m²
- 0%
- 0.39%
- 189t 61%

TRAVEL

- 0.12%
- 38% 0.50t/employee
- 1.3% 0.02t/employee
- 122t 39%

CARBON OFFSETS & RENEWABLES

- 40%
- 0%

NET EMISSIONS
311t - 1.3t per employee

ENVIRONMENTAL MANAGEMENT

POLICY IN DEV'T

RECYCLING OFFICES

78% 75% 50% 75%

% office availability

PAPER USAGE

2,434 0.01t/employee | 0.61% 0.01% recycled content

INITIATIVES:

- Paperlite office program • Follow me printing

PAPER CERTIFICATION:

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

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Since 2016 Macpherson Kelley Foundation (MKF) has been the vehicle for a strategic and inclusive approach to community giving. MKF has positively impacted many causes and lives, providing the platform for our employees to contribute financially and of their time to causes they are passionate about, in a manner that reflects the values of the firm.

The firm continues to provide generous resources to support the running of MKF, ensuring its sustainability and growth, and meeting all MKF administrative overheads and operating costs ensuring every employee dollar donated reaches our selected Community Partners. Through the Workplace Giving Program (WPG), employees can donate part of their pre-tax salary to a pool matched dollar for dollar by the firm and granted to our Community Partners annually.

MKF has launched a number of one-off appeals for national and worldwide disasters, health and humanitarian crises. Nationally, we have distributed funds, again matched dollar for dollar by the firm, to those impacted by floods and bushfires and the Pandemic. Globally, we've reached places as far as Afghanistan, Indonesia, Ukraine and Türkiye-Syria.

Over 55% of our employees participate in our WPG program. To date, MKF has raised and donated over \$450,000.



INDIGENOUS RECONCILIATION

POLICY IN DEV'T

INITIATIVES:

- Reconciliation Action Plan • Cultural awareness training
- National Reconciliation Week • Funding and donations

NON LEGAL VOLUNTEERING

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

INITIATIVES:

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

CHARITABLE GIVING

PROGRAM CORP. GIVING | **58% PARTICIPATION IN CORPORATE GIVING**

INITIATIVES:

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



OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Macpherson Kelley has a corporate structure, with governance, risk and compliance resting at or driven from the Board. The Board consists of 6 members: 4 Executive and 2 Non-Executive. Day to day management of the legal firm subsidiary is undertaken by an Executive team of a National Managing Principal Lawyer, COO, CIO, CFO, CHRO, and 4 Managing Principal Lawyers representing each of our offices. The group is independently audited annually. We have robust controls, policies and procedures covering ethics, conduct, bullying & harassment, wellbeing, inclusion, complaints handling. These are supported through induction and ongoing training programs. Business continuity plans and crisis management system are constantly being reviewed and developed. Our values drive a team based, open and supportive culture.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

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

