

SUMMARY AND HIGHLIGHTS: Our firm has recently appointed a Director - Pro Bono and Community to implement a structured pro bono and community program. The firm has a number of strong relationships with a number of charities and not for profits and engages in ad hoc fundraising and

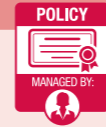
support. The goal is to formalise this support with regular yearly events and to identify one community organisation per year as a focus organisation for that year which can be supported through events and fundraising.

Hall & Wilcox is a pre-eminent independent business law firm. We have offices in Melbourne, Sydney, Newcastle, Perth and Canberra, and act nationally for Australian-based clients and multinational clients with Australian interests.

We are a firm of more than 450 people, including 65 partners. We have depth and breadth of expertise across a number of practices and industry sectors.

SUMMARY AND HIGHLIGHTS:

GENDER EQUITY



FLEXIBLE WORKING

INITIATIVES:
• Flexible hours of work • Time in lieu • Part time work • Job sharing • Telecommuting • Unpaid leave • Carer's leave



DIVERSITY

INITIATIVES:
• Diversity and Inclusion events program includes events focused on LGBTI inclusion



PSYCHOLOGICAL WELLBEING

INITIATIVES:
• RUOK programs participant • Confidential professional psychological support • Mental Health Training • Awareness and mindfulness program • Salary continuance



PHYSICAL WELLBEING

INITIATIVES:
• Ergonomics • Health checks • Flu vaccinations • Work based physical fitness • Group fitness classes • Subsidised fitness events • Health and fitness allowance • Salary continuance



SUMMARY AND HIGHLIGHTS: The Hall & Wilcox Board of Partners (Board) is responsible for firm strategy, firm governance, firm clients, firm performance and risk management. The Board discharges its responsibility for risk management via the firm's Legal Excellence & Risk Committee (a subcommittee of the Board) as regards client/legal risks, and via the COO, the Managing Partner and the firm's Corporate Services managers as regards all other categories of risk. Responsibility for individual risks is allocated in accordance with the firm's Risk Register, which is maintained by the COO and the Legal Excellence & Risk Manager. The Risk Register allocates responsibility for business continuity risk to the COO, as regards physical risks to building and equipment, and to the IT

Manager, as regards technology risk. The firm's Executive Leadership Team (ELT) is responsible for collaborating in leading the firm and its practices. The ELT is responsible for managing firm operations. Responsibility for managing individual firm policies that govern the conduct of firm personnel is allocated primarily to the relevant Corporate Services manager. Each policy will be overseen by either the Board or the ELT, in conjunction with the relevant firm committee (if applicable), depending on the subject matter of the policy.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

CODE OF CONDUCT / RISK MANAGEMENT

Further information from AusLSA
Good risk management and ethical behaviour is an important element of governance and a feature of sustainable organisation. Universal standards for the management of risks, continuity, ethics and the codes of conduct in law firms are guided by government regulation, state law societies, customer expectations and industry standards.



LEGAL PRO BONO

Further information from AusLSA

The adjacent icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre <http://probonocentre.org.au/information-on-pro-bono/our-publications/survey/> and on individual firm's websites.



NON-LEGAL VOLUNTEERING

INITIATIVES:
• Boards • Non Legal volunteering programs



CORPORATE GIVING

INITIATIVES:
• Corporate donations • Staff giving • Matched giving

INDIGENOUS RECONCILIATION

SUMMARY AND HIGHLIGHTS: 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; using natural resources responsibly to minimise the environmental impact of our business; continually striving to improve our environmental performance through training, engagement with staff and

involvement with community bodies; identifying and managing environmental risks within our operation and applying best practice principles to address those risks; implementing strategic initiatives to reduce our consumption of energy and paper. 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.

ENVIRONMENTAL MANAGEMENT

INITIATIVES:
• Earth Hour



	EMISSION TYPE	TONNES CO ²	PER EMPLOYEE	PER FLOOR AREA M ²	SCOPE 1 (0.60%, 3.96t)
SCOPE 1	Natural Gas / Onsite Combustibles	0.00	0.00	0.00	100% 660t
	Company Vehicles	0.00	0.00	0.00	
	Refrigerants	3.96	0.01	0.00	
	Total Scope 1	3.96	0.01	0.00	
SCOPE 2	Electricity	345	0.87	0.05	80% 528t
	Green Electricity	0.00	0.00	0.00	
	Total Scope 2	345	0.87	0.05	
SCOPE 3	Flights	290	0.73	0.04	60% 396t
	Car Travel (Taxis, Hire Cars and Personal Vehicles)	18.7	0.05	0.00	
	Total Scope 3	309	0.78	0.04	
	Gross emissions	658	1.67	0.09	40% 264t
	Green Energy Tariff	0.00	0.00	0.00	20% 132t
	Voluntary Carbon Offsetting	0.00	0.00	0.00	
	Net Carbon Emissions (refer Offset section, pg 24)	658	1.67	0.09	
	Paper Consumption (kg)	38,663	97.9	5.05	
	% Recycled Paper Consumption	0%			