

# 2023 AusLSA SUSTAINABILITY PROFILE



**Holding Redlich**  
**Headcount:** 510 (FTE)  
**Floor Area:** 14,948m<sup>2</sup>  
**Number of Offices:** 10

Holding Redlich's reputation for delivering excellent results for our clients has developed over 60 years. We are a large commercial firm, having consistently grown and now recognised as one of Australia's top 20 law firms. We support our commitment to providing innovative commercial legal advice with the resources and expertise of more than 500 staff, including 200 lawyers and over 60 partners across our offices in Melbourne, Canberra, Sydney, Brisbane and Cairns. Notwithstanding the growth of Holding Redlich, we have always played to our strengths and consider ourselves as a boutique specialist firm, with a particular focus in key areas of practice, each sector harnessing their own specialist team of trusted legal advisors and senior lawyers. With extensive experience in our key practice areas and legal project management our clients can be confident that we know what works (and what doesn't) and have the systems in place to move quickly, reduce risk and provide value for money. We act for some of Australia's largest companies, further to all tiers of government, statutory authorities, high profile clients and corporations providing our clients with trusted commercial legal advice and strategic solutions founded on our industry experience.



## OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At Holding Redlich we are committed to creating a diverse and inclusive workplace in which all of our people can thrive. We understand that diversity and inclusion is critical to enabling an environment in which our people feel fully supported in all aspects of their work life, which enhances the likelihood of talent retention, and ultimately the provision of high quality services to our clients. The People and Development team, in conjunction with its leaderships team and the firm's partners, are responsible for the creation and implementation of the diversity and inclusion initiatives that support Holding Redlich. However, we recognise the importance of our leadership roles in the delivery of these and in ensuring a diverse and inclusive culture in practice, thereby ensuring our people are set up to succeed. The firm has several initiatives in place in terms of well-being, performance, gender equality, diversity and inclusion, and we're always considering how we can further support our people in this regard.



### GENDER EQUALITY

**POLICY PUBLISHED**

**33% FEMALE PARTNERS** | **71% FEMALE LEGAL STAFF** | **79% FEMALE NON-LEGAL STAFF** | **70% FEMALE SENIOR PROMOTIONS**

**INITIATIVES:**

- International Women's Day • Employer of Choice for Gender Equality
- Male Champion of Change • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • LSNSW Charter - Advancement of Women • Equal pay controls • Women on Boards

### INCLUSIVE WORKPLACE

**POLICY PUBLISHED** | **DIVERSITY** | **POLICY PUBLISHED**

**INITIATIVES:**

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Training - Awareness and unconscious bias • Staff Surveys - D&I • Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day • Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness • Trans Awareness Week • Pride March • Mardi Gras • InterFirm events

### FLEXIBLE WORKPLACE

**POLICY PUBLISHED**

**18.0 WEEKS PAID PARENTAL LEAVE PRIMARY CAREER** | **4.0 WEEKS SECONDARY CAREER** | **97% 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 • Religious and ceremonial leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Sabbaticals
- Domestic violence leave • Family and fertility leave

### PSYCHOLOGICAL WELLBEING

**STAFF SURVEYS**

**INITIATIVES:**

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

### PHYSICAL WELLBEING

**STAFF SURVEYS**

**INITIATIVES:**

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

## OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Holding Redlich aims to improve our sustainability impact by implementing achievable and practical programs and policies to reduce our impact on the environment in all aspects of the firm's operations. Our firm-wide approach is led by our Executive Committee and management team.

### CLIMATE ACTION

**INITIATIVES:**

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refits undertaken • Teleconferencing facilities and training • Earth Hour
- End of trip facilities • NABERSs Energy Rating • Efficient building and lighting automation

### GROSS EMISSIONS

1,071t - 2.1t per employee

**BUILDINGS:** 67% (0.05t/m<sup>2</sup>), 0%, 0.24% (715t, 67%)

**TRAVEL:** 0.02%, 32% (0.07/employee), 0.93% (356t, 33%)

### CARBON OFFSETS & RENEWABLES

0% | 0%

### NET EMISSIONS

1,071t - 2.1t per employee

### RECYCLING OFFICES

100% | 100% | 100% | 100%

% office availability

### PAPER USAGE

16,315 COPIES/EMPLOYEE | 99% RECYCLED CONTENT

**INITIATIVES:**

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

**PAPER CERTIFICATION:**

- PEFC Australian Forestry standard

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

The three main components of Holding Redlich's community work are its pro bono program, workplace giving program and Reconciliation Action Plan. The firm's pro bono program is an integral part of its work and culture in fulfilling its commitment to human rights and social justice. The work performed through our pro bono program covers a number of areas of law and groups of people, including refugees, First Nations peoples, women and youth at risk, elder abuse, the arts, the environment, and charitable organisations. The Holding Redlich Social Justice Fund (workplace giving program) receives individual contributions from partners and staff, with all individual contributions being matched by the firm. The Fund makes donations to our charity partners, and currently focuses on supporting vulnerable young people, women experiencing family violence and First Nations peoples. Holding Redlich recognises that we have a responsibility to take genuine action to engage in and promote reconciliation. The firm's Reflect RAP provided a framework for supporting the national reconciliation movement. We completed our Reflect RAP and are in the process of seeking endorsement for our Innovate RAP. As a firm, we are committed to respecting cultures, building relationships and creating opportunities for First Nations peoples.



### INDIGENOUS RECONCILIATION

**POLICY IN DEV'T** | **RAP REFLECT ACTION PLAN LEVEL**

**INITIATIVES:**

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Pro bono support • Volunteering and secondments
- Collaboration for reconciliation • Funding and donations

### NON LEGAL VOLUNTEERING

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

**INITIATIVES:**

- NFP Boards • Organised staff volunteering • Blood donations
- Community volunteering

### CHARITABLE GIVING

**PROGRAM CORP. GIVING** | **26% 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

### LEGAL PRO BONO

**STRATEGY PUBLISHED** | **PRO BONO CENTRE TARGET**

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

[Click for further information from AusLSA:](#)

## OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Our legal practice is governed by laws, regulations and the common law. Our Client Commitment Charter outlines our commitment to provide high quality client service in all interactions with our clients without discrimination. Our Quality Assurance Framework ensures we provide the highest quality and updated advice in order to meet risk management requirements. Our Risk Management Committee is responsible for managing the firm's risk profile, including the identification, assessment and prioritisation of the firm's strategic, legal and operational risks and key risk indicators. Our Executive Committee and management team manage the firm's sustainability program and monitoring of our supply chain for risks related to modern slavery. Since FY2019-2020 Holding Redlich has consolidated revenue of +\$100M, requiring us to report on risks of modern slavery within our operations and supply chains, and actions to address them. We require all major suppliers to agree to our Supplier Code of Conduct. Our policies ensure our staff have safe and flexible working environments, with our Diversity and Inclusion Committee encouraging a workplace where all our people feel included. We have been awarded by the Australian Government's Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality for the 15th consecutive year.

### CODE OF CONDUCT /RISK MANAGEMENT

**POLICY** | **CODE OF CONDUCT TRAINING** | **COMPLAINTS & GRIEVANCE MECHANISM** | **RISK MANAGEMENT PLAN** | **BCP OR ERP**

### SUSTAINABLE SUPPLY CHAIN MANAGEMENT

**POLICY** | **BOTH CURRENT AND NEW SUPPLIERS** | **MODERN SLAVERY PROGRAM** | **FEDERAL LEGISLATION PARTICIPATION**

**SUPPLIER STANDARDS COVER:**

- Human rights • Environmental impacts • Fair labour practices • Fair consumer and competition practices • Community development
- Indigenous inclusion • Gender equality • Modern Slavery
- Diversity and Inclusion • Fraud bribery & corruption

### SUSTAINABILITY REPORTING

**AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**

