

AUSTRALIAN  
LEGAL SECTOR  
ALLIANCE

---

Holding Redlich

# Member Reporting Legend



## Environment

Environmental Management	Environmental Policy	A formal policy outlining a commitment to managing and reducing environmental impacts.			
	Environmental Management System (EMS)	A structured system to monitor, manage, and improve environmental performance.			
	EMS Certification	EMS has been externally certified to a recognised standard (e.g., ISO 14001, AEMS).			
Climate Action	GHG Reduction Policy	A documented policy to reduce greenhouse gas emissions.			
	GHG Reduction Target	A commitment to measurable emissions reduction targets.			
	Near-term SBT Target	Near-term science-based emissions reduction target set in line with SBTi.			
	Net Zero SBT Target	Long-term science-based emissions reduction target to achieve net-zero emissions.			
	Climate Action Plan	A structured decarbonisation plan outlining actions, timelines, and responsibilities for reducing emissions and responding to climate risks.			
Paper Use, Recycling & Waste	Organic Waste	e-Waste Recycling	Paper Recycling	Commingled Recycling	Paper Use
	Percentage of offices with recycling programs in place. Paper, Commingles, Organics and ICT Equipment				Total annual paper use



## Governance

Public Sustainability Reporting	External ESG Reporting	Public disclosure of the firm's environmental, social, and governance performance through recognised reporting frameworks.
	Promotion of AusLSA Reporting	Active communication or publication of the firm's AusLSA sustainability results to internal or external stakeholders.
Sustainable Procurement	Sustainable Procurement Policy	A formal policy guiding responsible purchasing decisions that consider environmental and social impacts.
	ISO 20400 Standard	A sustainable procurement policy aligned with the principles and guidance of ISO 20400.
	Modern Slavery Risk Assessment	A structured process for identifying, assessing, and addressing modern slavery risks in operations and supply chains.
Risk Management	Modern Slavery Act Reporting	Indicates that the firm is a reporting entity under the Modern Slavery Act 2018 (Commonwealth) and required to submit annual statements.
	Enterprise Risk Management (ERM) Framework	A structured framework for identifying, assessing, and managing organisational risks.
	ESG Risks Included	Environmental, social, and governance risks formally integrated into the firm's enterprise risk management processes.
Code of Conduct	Business Continuity Plan (BCP) / Emergency Response Plan (ERP)	Plans outlining how the firm prepares for and responds to operational disruptions or emergencies.
	Code of Conduct	A formal code establishing expected ethical behaviour and professional standards for staff.
	Code of Conduct Training	Training provided to staff to ensure understanding and adherence to the firm's code of conduct.
	Complaints & Grievance Mechanism	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.

## Legend

Yes Pending No



## People

Flexible Working	Flexible Working Policy	A formal policy outlining the firm's commitment to supporting flexible work arrangements.
	Employer Parental Leave Scheme	An employer-provided parental leave program offering paid leave entitlements beyond statutory requirements.
Staff Development	Staff Development Policy	A documented policy defining the firm's approach to training, learning, and professional development.
Diversity	Diversity and Inclusion Policy	A formal policy promoting an inclusive workplace and supporting diversity across all staff levels.
Employee Wellbeing	Psychosocial Wellbeing Policy	A policy outlining measures to support mental health and manage psychosocial risks in the workplace.
	Physical Wellbeing Policy	A policy supporting healthy work environments and initiatives that promote physical wellbeing.
Gender Equality	Gender Equality Policy	A formal policy addressing gender equality in recruitment, development, and workplace practices.
	Gender Equality Target	A commitment to measurable targets that improve gender representation at various levels of the firm.
	Staff Gender Profile	100% Male 100% Female 100% Non-Binary/Other



## Community

Community Volunteering	NFP Staff Participation	Supports for staff and partners to participate in not-for-profit or community organisations outside the legal sector.
	Community Volunteering	The firm coordinates or formally supports employee participation in community volunteering activities.
Legal Pro Bono	Pro Bono Strategy	A formal strategy outlining the firm's approach to delivering and managing legal pro bono work.
	Pro Bono Target Signatory	Indicates that the firm is a signatory to the Australian Pro Bono Centre's Aspirational Target.
Corporate Giving	Corporate Giving Plan	A structured approach to charitable giving, fundraising, or community investment activities.
First Nations Reconciliation	First Nations Reconciliation Policy	A formal policy or strategy for advancing reconciliation with Aboriginal and Torres Strait Islander peoples.
	Reconciliation Action Plan	A Reconciliation Action Plan endorsed by Reconciliation Australia that guides reconciliation commitments and activities.



## HOLDING REDLICH



### Our Environment

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. We have developed and implemented a formal environmental sustainability plan that demonstrates our commitment to environmental sustainability, waste reduction, and promotes the procurement of products containing recycled content. It includes the purchase of office supplies, fitout materials, electronic equipment, and any other products or services where recycled content can be utilised. We work collaboratively to build the capacity of our suppliers, staff and other stakeholders to improve their sustainable practice. Further, we will implement training, education and communication materials to enhance the delivery of these strategies, employee understanding of circularity and waste



### Our Governance

Our legal practice is governed by laws, regulations and the common law. Our Client Commitment Charter outlines our commitment to provide high quality service in all interactions with our clients without discrimination. Our Quality Assurance Framework ensures we provide the highest quality and updated advice 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 manages the firm's sustainability program including monitoring our supply chain for risks related to modern slavery and ensuring sustainable procurement. Since FY2019-2020 Holding Redlich has consolidated revenue of +\$100M, requiring us to report on risks of modern slavery



Holding Redlich  
Headcount (FTE): 424  
Floor Area: 13,021m<sup>2</sup>  
Number of Offices: 10

Holding Redlich is a large commercial law firm, having consistently grown due to our unwavering commitment to our clients. We provide tailored solutions, underpinned by the very best legal thinking and expert industry knowledge. Our firm has a particular focus in key areas of practice, each sector harnessing their own specialist team of trusted legal advisors and senior lawyers. We act for some of Australia's largest companies, high profile clients, corporations, Government and statutory authorities, providing our clients with

strategic solutions. Holding Redlich goes beyond legal services and is committed to strengthening the communities in which we work, with deeply embedded values and actions in social justice, Indigenous reconciliation and local economic participation. Through our pro bono program, workplace giving program (the Holding Redlich Social Justice Fund) and our ongoing reconciliation initiatives, we aim to contribute to many communities across Australia. Our key achievements include providing over 8,700 hours of pro bono work for FY24-

25, donating over \$700,000 to our charity partners since 2005, and championing law reform for Aboriginal and Torres Strait Islander peoples, including the support we provided for the Uluru Statement from the Heart.



### Our People

At Holding Redlich, we are committed to creating a diverse and inclusive workplace in which our people can thrive. We understand that diversity and inclusion is critical in 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 the leadership team and the firm's partners, are responsible for the creation and implementation of the diversity and inclusion initiatives that support the firm including initiatives around employee well-being, work performance and gender equality. Our median total remuneration gender pay gap is currently 2.1%, well below the industry average of 22.9%. We are particularly proud to have been named as an Employer of Choice for Gender Equality for the 16th consecutive year. This

is an important recognition of our firm's ongoing and unwavering commitment to diversity and equality. Only 114 other organisations have met the criteria for the citation, which becomes more stringent each year, continuously raising the bar in terms of what it means to be a leading employer in this area.

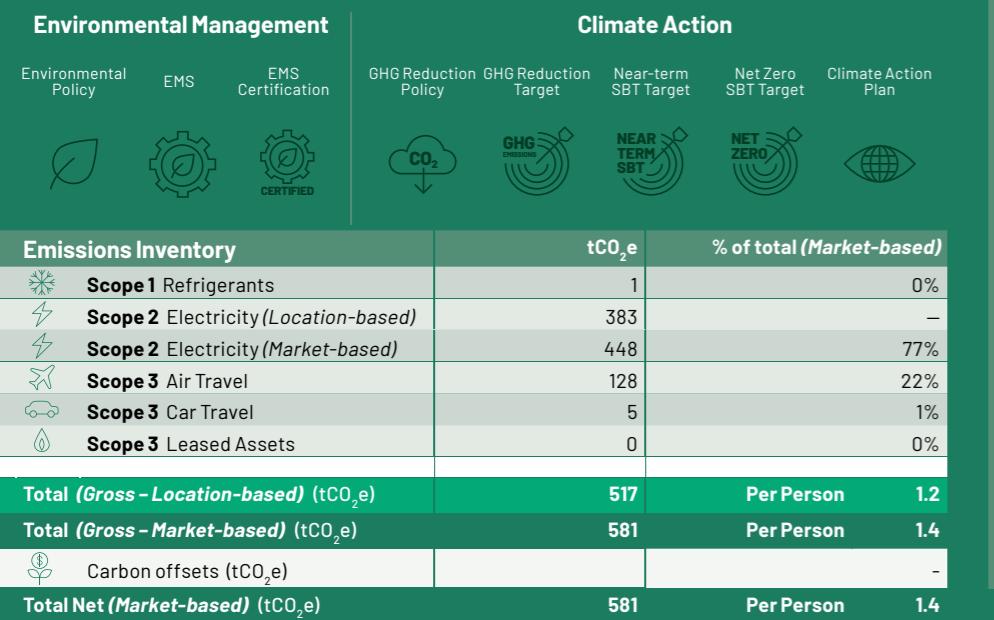


### Our Community

The three main components of Holding Redlich's community work are its pro bono program, workplace giving program and work with First Nations peoples. 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 action to engage in and promote reconciliation. In particular, we have a commitment to creating employment pathways for First Nations students through the provision of university scholarships and internship opportunities.

## Environment



## People



### ENVIRONMENTAL MANAGEMENT INITIATIVES

- Sustainable procurement policy
- Paper reduction and digital transition policy or initiatives
- Green leasing or collaboration with landlords on sustainability
- Biodiversity or nature-positive initiatives (e.g., green walls, native planting, pollinator support)

### CLIMATE ACTION INITIATIVES

- Teleconferencing systems and virtual meeting practices
- Sustainable procurement (e.g., ECO-Buy, green purchasing policies)
- Remote and hybrid work practices
- Green Star-rated buildings (4-6 star)
- Energy-efficient lighting and appliances
- Employee education and awareness training
- Air travel policy
- Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)

### SUSTAINABLE WASTE INITIATIVES

- Reusable and recyclable coffee cup programs
- Paper reduction and digital transition policy or initiatives
- Office waste segregation (e.g. organics, co-mingled, soft plastics)
- Internal waste education or behaviour change campaigns
- E-waste and office equipment reuse or donation
- Battery and mobile phone recycling (e.g. Mobile Muster)

### FLEXIBLE WORKING INITIATIVES

- Flexibility for disability needs
- Adjusted KPIs after leave
- Phased retirement
- Career breaks
- Sabbaticals
- Purchased leave
- Religious/cultural leave
- Study/professional development leave
- Family and domestic violence leave
- Parental/fertility-related leave
- Carer's leave
- Unpaid personal leave
- Time in lieu (TOIL)
- Formal flexible work policy
- Remote/hybrid work options
- Part-time arrangements
- Flexible working hours

### STAFF DEVELOPMENT INITIATIVES

- Tuition assistance and study leave programs, leadership development programs
- Internal policy training
- Technology training
- Substantive law
- Professional skills
- Personal development
- Mentoring
- Internally delivered training programs
- Coaching
- Attending external training or seminars

### GENDER EQUALITY INITIATIVES

- Women on Boards
- Training - Gender awareness unconscious bias
- Sexual harassment gender equality programs / initiatives
- LSNSW Charter - Advancement of Women
- LCA Diversity and Inclusion Charter
- International Women's Day
- Internal D&I networks or committees
- Gender-sensitive promotion and recruitment
- Female advancement, mentoring and coaching
- Equal pay controls
- Employer of Choice for Gender Equality

## Governance

### Public Sustainability Reporting

External ESG Reporting



Promotion of AusLSA Reporting



### Sustainable Procurement

Sustainable Procurement Policy



### Risk Management

ISO 20400 Standard



Modern Slavery Risk Assessment



### Code of Conduct

Modern Slavery Act Reporting



### Code of Conduct

ERM Framework



### Code of Conduct

ESG Risks Included



### Code of Conduct

BCP / ERP



### Code of Conduct

Code of Conduct Training



### Code of Conduct

Complaints &amp; Grievance Mechanism



## Community

### Community Volunteering

NFP Staff Participation



### Legal Pro Bono

Community Volunteering



### Corporate Giving

Pro Bono Strategy



### Corporate Giving

Pro Bono Target Signatory



### First Nations Reconciliation

Corporate Giving Program



### First Nations Reconciliation Initiatives

First Nations Reconciliation Strategy



### EXTERNAL REPORTING TYPES

### SUPPLIER STANDARD COVERAGE

### MODERN SLAVERY RISK ASSESSMENT

### MODERN SLAVERY RISK ASSESSMENT

- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Fair competition and consumer protection
- Environmental sustainability and climate impacts
- Ethical business conduct (e.g., anti-bribery, fraud, corruption)
- Modern slavery and human rights

Yes, we have engaged a third party to undertake a modern slavery risk assessment on our operations and supply chains

### COMMUNITY VOLUNTEERING INITIATIVES

- Organised staff volunteering
- NFP Boards
- Community volunteering
- CPD for community sector lawyers

### CORPORATE GIVING INITIATIVES

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

### FIRST NATIONS RECONCILIATION INITIATIVES

- First Nations spend targets
- Partnerships and collaboration for reconciliation
- Pro bono legal or business support
- Funding and donations
- Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)
- Volunteering and secondees
- Scholarships and student mentoring
- Indigenous employment pathways (e.g., internships, graduate roles)
- Reconciliation Action Plan (RAP)