

2022 AusLSA SUSTAINABILITY PROFILE



Holding Redlich
Headcount: 514 (FTE)
Floor Area: 14,948m²
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 70 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 is 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

32% FEMALE GENDER EQUITY TARGET
71% FEMALE PARTNERS
80% FEMALE LEGAL STAFF
75% FEMALE NON-LEGAL STAFF
80% 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

D&I INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Training - Awareness and unconscious bias
- Staff Surveys - D&I

LGBTQ INITIATIVES:

- IDAHOBIT
- Wear it Purple Day
- Internal LGBTQ networks or committees
- Pride March
- Mardi Gras
- InterFirm events

FLEXIBLE WORKPLACE

POLICY PUBLISHED

18 WEEKS PAID PARENTAL LEAVE
4 WEEKS PRIMARY CARER
97% SECONDARY CARER
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 abuse leave
- Family leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:

- R U OK? program
- Psychological support/EAP
- Domestic abuse strategy

PHYSICAL WELLBEING

INITIATIVES:

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

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Holding Redlich aims to promote best practice sustainability commitments and performances to further reduce our impact on the environment by implementing programs and policies to improve our sustainability impact. Our organisation-wide approach is led by our Sustainability Committee, whose purpose is to support and encourage all Partners and staff to improve their environmental awareness and actions at work, while helping the firm pursue its goal of carbon neutrality.

CLIMATE ACTION

INITIATIVES:

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

GROSS EMISSIONS
1,021t - 2t per employee

BUILDINGS
 78% 0.05t/yr
 0% 0t/yr
 0.25% 794t
 78%

TRAVEL
 0.14% 0.02t/employee
 21% 0.42t/employee
 0.73% 0.01t/employee
 226t
 22%

NET EMISSIONS
1,021t - 2t per employee

ENVIRONMENTAL MANAGEMENT

POLICY IN DEV'T

RECYCLING OFFICES

100% 100% 100%
 % office availability

PAPER USAGE

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:

Holding Redlich's legal practice is underpinned by a strong commitment to human rights and social justice. The three main components of the firm'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 and asylum seekers, First Nations peoples, women and youth at risk, elder abuse, the arts, the environment, and charities and not-for-profits. 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 biannual 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 RAP provides a framework for supporting the national reconciliation movement. We are committed to respecting cultures, building relationships and creating opportunities for First Nations peoples.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED

INITIATIVES:

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

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING

INITIATIVES:

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

CHARITABLE GIVING

PROGRAM CORP. GIVING

27% 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

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 Sustainability Committee manages the sustainability of our services, including environmental sustainability and monitoring 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 14th consecutive year.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED

INITIATIVES:

- 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