

2024 AusLSA SUSTAINABILITY PROFILE



HOLDING REDLICH

Holding Redlich
Headcount: 445 (FTE)
Floor Area: 13,021m²
Number of Offices: 10

Holding Redlich's reputation for delivering excellent results has developed over 60 years, with our roots dating back to the late 1950's. We are 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. We support our commitment to providing innovative commercial legal advice with resources and expertise across offices in Melbourne, Canberra, Sydney, Brisbane and Cairns. 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. We are accustomed to providing advice to Government and significantly, have become a firm of choice for Government at all levels - Federal, State and local. 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.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

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.



GENDER EQUALITY

POLICY PUBLISHED

39% FEMALE GENDER EQUITY TARGET
74% FEMALE PARTNERS
82% FEMALE LEGAL STAFF
69% FEMALE NON-LEGAL STAFF
69% 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

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

26 WEEKS PAID PARENTAL LEAVE
4.0 WEEKS SECONDARY CARER
93% 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

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

INITIATIVES:

- Ergonomics program
- Flu vaccinations
- Internal exercise sessions
- Team events
- Messages
- 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. 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, fit-out 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 optimisation, and the overall waste management system. This plan underscores Holding Redlich's dedication to the highest ethical standards and environmental performance.

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
807t - 1.8t per employee

BUILDINGS
 78% 0.05t/m²
 0%
 0.31% 633t
 78%

TRAVEL
 0.009%
 21% 0.27t/employee
 0.78% 174t
 22%

GREEN ENERGY
0%
0%
CARBON OFFSETS

NET EMISSIONS
807t - 1.8t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

RECYCLING OFFICES

100% 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

14,247 100%
 100% recycled content

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

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 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 continue our reconciliation work alongside First Nations peoples and organisations. As a firm, we are committed to respecting cultures, building relationships and creating opportunities for First Nations peoples.



INDIGENOUS RECONCILIATION

POLICY IN DEV'T

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

INITIATIVES:

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

CHARITABLE GIVING

PROGRAM CORP. GIVING

25% 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 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 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 16th consecutive year.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY

INITIATIVES:

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

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY

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

REPORTING COVERS:

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED