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

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 irm's operations. Our firm-wide approach is led by our Executive Committee and management team.

OUR **COMMUNITY** SUMMARY AND HIGHLIGHTS:

components of the firm's community work are its pro bono program, workplace giving program and Reconciliation Action Plan. The firm's 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



INITIATIVES:

www

- 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









- 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









• 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

leave • Family leave

 Study leave • Religious and ceremonial leave • Purchased leave • Career breaks Phased retirement • Adjusted KPIs after absences • Sabbaticals • Domestic abuse

PSYCHOLOGICAL WELLBEING





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

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













ENVIRONMENTAL

MANAGEMENT

1,021t - 2t per employee

NET EMISSIONS



794t

78%

RECYCLING OFFICES









PAPER USAGE





INITIATIVES:

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

PAPER CERTIFICATION:

INDIGENOUS RECONCILIATION W





 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







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

CHARITABLE GIVING

INITIATIVES:





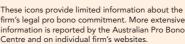
• Firm donation program • Charitable foundation • Workplace giving • Matched funding for employee donations • Internal appeals and collections • External charity events and appeals

LEGAL PRO BONO

Click for further



information from AusLSA:





27%

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 manages 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 14th consecutive year.

CODE OF CONDUCT /RISK MANAGEMENT















SUPPLIER STANDARDS COVER:

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

SUSTAINABILITY **REPORTING**





