

# 2021 AusLSA SUSTAINABILITY PROFILE



**Firm:** Holding Redlich  
**Headcount:** 502 (FTE)  
**Floor Area:** 14,629m<sup>2</sup>

With origins dating back to the 1950s, Holding Redlich has a long history of delivering excellent results for our clients. We are a large national commercial law firm with offices in Melbourne, Canberra, Sydney, Brisbane and Cairns. We comprise more than 500 people, including partners, and our annual revenue is approximately \$100 million.

We provide practical solutions tailored to our clients' needs, underpinned by the very best legal thinking and expert industry knowledge. But it takes much more than great law to build enduring partnerships – our aim with every client. We understand that our role is to look after our clients and their best interests.

We act for a number of Australia's largest public and private companies, addressing some of their most complex and important business issues. We provide our clients with legal, commercial and strategic solutions founded on our legal and industry experience.



## OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At Holding Redlich we are committed to creating a diverse and inclusive workplace in which all our people can thrive in a supportive and rewarding environment. By creating an environment in which our people feel fully supported in all aspects of their work life, we believe this in turn, allows us to retain our people and provide the best service to our clients.

Our People and Development team is responsible for the creation and implementation of business critical initiatives that support Holding Redlich in our commitment to creating this environment; and which allows our people to feel set up to succeed. The firm has several initiatives in place to drive the efforts in the space of well-being, performance, flexibility, gender equality, diversity and inclusion and is always considering how it can further support our people.



**GENDER EQUALITY**

**POLICY**  
PUBLISHED

**GENDER EQUITY TARGET**

**GENDER PROFILE**

**31% FEMALE PARTNERS**

**72% FEMALE LEGAL STAFF**

**79% FEMALE NON-LEGAL STAFF**

**INITIATIVES:**

- CommBar Equitable Briefing Charter
- Employer of Choice for Gender Equality
- Internal networks or committees
- International Women's Day
- Male Champions of Change

**INCLUSIVE WORKPLACE**

**POLICY**  
PUBLISHED

**DIVERSITY**

**POLICY**  
PUBLISHED

**DIVERSITY**

**INITIATIVES:**

- DCA membership
- IDAHOBIT Day
- Internal networks or committees
- Pride month
- Mardi Gras celebrations
- Wear it Purple Day

**FLEXIBLE WORKPLACE**

**POLICY**  
PUBLISHED

**18 WEEKS PAID PARENTAL LEAVE**

**2 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE**

**91% PRIMARY CARER**

**INITIATIVES:**

- Carer's leave
- Child Care
- Flexible work hours
- Flexible working promotion and support
- Job sharing
- Part time options
- Phased retirement
- Purchased leave
- Religious and ceremonial leave
- Remote working tools and systems
- Study leave
- Time in lieu
- Unpaid leave

**PSYCHOLOGICAL WELLBEING**

**POLICY**  
PUBLISHED

**STAFF SURVEYS IN DEV'T**

**INITIATIVES:**

- Mental health training and internal support
- Mental Health Office Champion
- Mindfulness
- Nutrition
- Psychological support/ EAP
- Resilience and stress management training
- R U OK? programs

**PHYSICAL WELLBEING**

**POLICY**  
PUBLISHED

**STAFF SURVEYS IN DEV'T**

**INITIATIVES:**

- Ergonomics
- Wellness awareness and promotion
- Flu vax
- Fruit boxes
- Team events
- Work based exercise sessions

## 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.

**GREENHOUSE GAS EMISSIONS**

**GROSS EMISSIONS**  
952t – 1.9t/employee

**BUILDINGS**

- 91% 0.06t/yr
- 0.00%
- 0.30% 867t 91%

**TRAVEL**

- 0.00%
- 8.2% 0.16t/employee
- 0.60% 84t 9%

**NET EMISSIONS**  
952t – 1.9t/employee

**ENVIRONMENTAL MANAGEMENT**

**POLICY**  
IN DEV'T

**ENV. IMPROVEMENT TARGET**

**INITIATIVES:**

- Earth Hour
- Green Star building 4-6 star

**RECYCLING (OFFICES)**

**100%**

**100%**

**100%**

**100%**

**% office availability**

**PAPER USAGE**

**21,339kg Paper used**

**99% Recycled content**

**PAPER CERTIFICATION:**

- PEFC
- NCOS

## 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, employment law and discrimination, 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 and women experiencing family violence.

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

**RAP**  
REFLECT  
ACTION PLAN LEVEL

**INITIATIVES:**

- Cultural awareness training
- NAIDOC Week
- National Reconciliation Week
- Pro bono support
- Reconciliation Action Plan
- Collaboration for reconciliation

**NON LEGAL VOLUNTEERING**

**NON-PROFIT/ COMMUNITY PARTICIPATION**

**NON-LEGAL VOLUNTEERING ACTIVITIES**

**INITIATIVES:**

- Blood donations
- Boards
- Charity events and appeals
- Organised volunteering

**CHARITABLE GIVING**

**POLICY**  
PUBLISHED

**CORPORATE GIVING PROGRAM**

**30% PARTICIPATION CORPORATE GIVING**

**INITIATIVES:**

- Charitable Foundation
- Corporate donations
- External charity events and appeals
- Internal Appeals and Collections
- Matched workplace giving
- Workplace giving

**LEGAL PRO BONO**

**POLICY**  
PUBLISHED

**STRATEGY**  
PUBLISHED

**TARGET MET**  
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.

**Further information from AusLSA**

## OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

It is our personal and professional duty to know the law and to comply with the law. 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 team is responsible for implementing risk minimising practices and policies, conducting procedures that reduce risk, as well as managing our business continuity plan.

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.

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. For the 13th consecutive year, we have been awarded the WGEA Employer of Choice award in 2021, recognising the firm's ongoing commitment to diversity and equality.

**CODE OF CONDUCT /RISK MANAGEMENT**

**POLICY**

**CODE OF CONDUCT TRAINING**

**COMPLAINTS & GRIEVANCE MECHANISM**

**RISK MANAGEMENT PLAN**

**BCP OR ERP**

**SUSTAINABLE SUPPLY CHAIN MANAGEMENT**

**POLICY**

**SUSTAINABLE SUPPLY CHAIN MANAGEMENT**

**STANDARDS APPLY TO EXISTING SUPPLIERS**

**STANDARDS APPLY TO NEW SUPPLIERS**

**MODERN SLAVERY PROGRAM**

**FEDERAL LEGISLATION PARTICIPATION**

**NSW LEGISLATION (PENDING)**

**SUPPLIER STANDARD COVER:**

- Community Development
- Environmental Impacts
- Fair Consumer and Competition Practices
- Fair Labour Practices
- Gender Equality
- Human Rights
- Indigenous Inclusion

**SUSTAINABILITY REPORTING**

**WWW**

**AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**