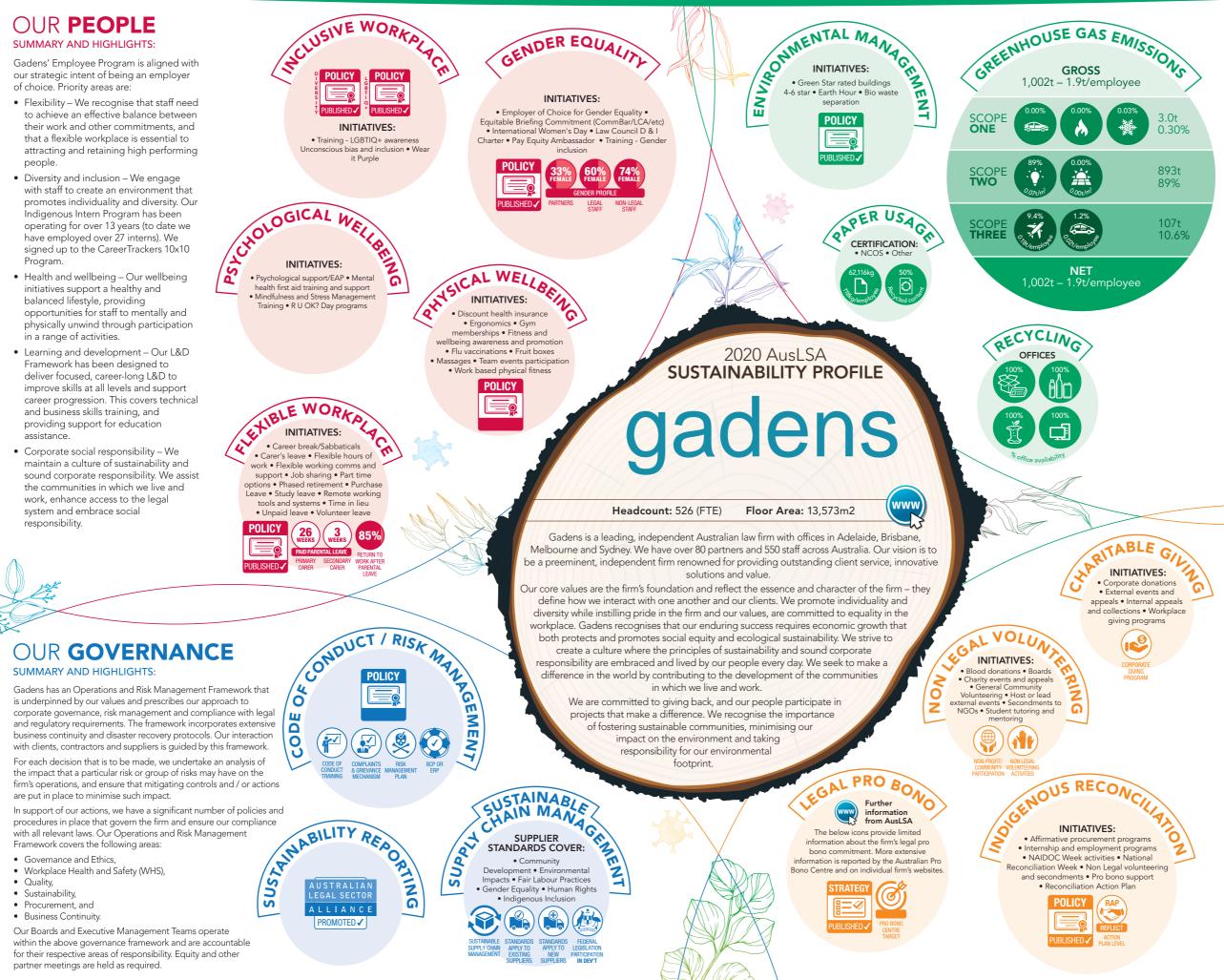
## 2020 | GENERAL | GADENS





## OUR **ENVIRONMENT**

Gadens aims to be recognised as an environmentally responsible business that respects the environment and communities in which it operates. We believe our commitment to managing our operations in an environmentally sustainable manner will maximise value for the firm and all our stakeholders.

We are committed to minimising adverse environmental impacts and reducing our environmental footprint by continually reviewing operations and improving the efficiency of our natural resource consumption.

Our initiatives are focused around:

- Reducing our power consumption and minimising energy use;
- Reducing paper usage or only using carbon neutral, acid-free paper.
- Moving towards a more electronic way of working across the firm.
- Making environmentally sustainable procurement decisions and ensuring our key, discretional suppliers are adopting sustainable business practices wherever possible.
- Improving our waste management and recycling practices.

## OUR COMMUNITY

SUMMARY AND HIGHLIGHTS:

As a law firm, our privileged professional standing confers a responsibility to contribute to the general betterment of our community. This includes our professional and ethical responsibility to enhance access to the legal system.

We also have a responsibility to assist disadvantaged and marginalised people within the communities in which we live and work.

We are signatories to the Australian Pro Bono Centre's Target, and we encourage staff across all areas and levels of our firm to proactively undertake pro bono work and participate in community assistance initiatives.

The five key priority areas nationally that form the basis of our pro bono program are:

- Homelessness
- Indigenous Australians
- Refugees and asylum seekers
- Women and children in need
- Mental health

Gadens has a long history of supporting emerging and established artists. Our involvement with the arts extends beyond traditional forms of corporate support such as sponsorships and corporate art collections, to the integration of the arts into many facets of the firm. Our approach to the arts is based on a philosophy of creative engagement designed to encourage our people to think outside the box and to feel comfortable sharing ideas.