

OUR PEOPLE

SUMMARY AND HIGHLIGHTS:

Gadens' Employee Program is aligned with our strategic intent of being an employer of choice. Priority areas are:

- Flexibility – We recognise that staff need to achieve an effective balance between their work and other commitments, and that a flexible workplace is essential to attracting and retaining high performing people.
- Diversity and inclusion – We engage with staff to create an environment that promotes individuality and diversity. Our Indigenous Intern Program has been operating for over 13 years (to date we have employed over 27 interns). We signed up to the CareerTrackers 10x10 Program.
- Health and wellbeing – Our wellbeing initiatives support a healthy and balanced lifestyle, providing opportunities for staff to mentally and physically unwind through participation in a range of activities.
- Learning and development – Our L&D Framework has been designed to deliver focused, career-long L&D to improve skills at all levels and support career progression. This covers technical and business skills training, and providing support for education assistance.
- Corporate social responsibility – We maintain a culture of sustainability and sound corporate responsibility. We assist the communities in which we live and work, enhance access to the legal system and embrace social responsibility.

OUR GOVERNANCE

SUMMARY AND HIGHLIGHTS:

Gadens has an Operations and Risk Management Framework that is underpinned by our values and prescribes our approach to corporate governance, risk management and compliance with legal and regulatory requirements. The framework incorporates extensive business continuity and disaster recovery protocols. Our interaction with clients, contractors and suppliers is guided by this framework.

For each decision that is to be made, we undertake an analysis of the impact that a particular risk or group of risks may have on the firm's operations, and ensure that mitigating controls and / or actions are put in place to minimise such impact.

In support of our actions, we have a significant number of policies and procedures in place that govern the firm and ensure our compliance with all relevant laws. Our Operations and Risk Management Framework covers the following areas:

- Governance and Ethics,
- Workplace Health and Safety (WHS),
- Quality,
- Sustainability,
- Procurement, and
- Business Continuity.

Our Boards and Executive Management Teams operate within the above governance framework and are accountable for their respective areas of responsibility. Equity and other partner meetings are held as required.

INCLUSIVE WORKPLACE

POLICY

PUBLISHED

POLICY

PUBLISHED

INITIATIVES:

• Training - LGBTQ+ awareness
Unconscious bias and inclusion • Wear it Purple

GENDER EQUALITY

INITIATIVES:

• Employer of Choice for Gender Equality • Equitable Briefing Commitment (CommBar/LCA/etc) • International Women's Day • Law Council D & I Charter • Pay Equity Ambassador • Training - Gender inclusion

POLICY

PUBLISHED

33% FEMALE PARTNERS

60% FEMALE LEGAL STAFF

74% FEMALE NON-LEGAL STAFF

ENVIRONMENTAL MANAGEMENT

INITIATIVES:

• Green Star rated buildings 4-6 star • Earth Hour • Bio waste separation

POLICY

PUBLISHED

GREENHOUSE GAS EMISSIONS

GROSS
1,002t – 1.9t/employee

SCOPE ONE

0.00% 0.00% 0.03% 3.0t 0.30%

SCOPE TWO

89% 0.00% 893t 89%

SCOPE THREE

9.4% 1.2% 107t 10.6%

NET
1,002t – 1.9t/employee

PAPER USAGE

CERTIFICATION:

• NCOS • Other

62,116kg 118kg/employee

50% Recycled content

RECYCLING

OFFICES

100% 100% 100% 100%

% office availability

CHARITABLE GIVING

INITIATIVES:

• Corporate donations • External events and appeals • Internal appeals and collections • Workplace giving programs

CORPORATE GIVING PROGRAM

NON LEGAL VOLUNTEERING

INITIATIVES:

• Blood donations • Boards • Charity events and appeals • General Community Volunteering • Host or lead external events • Secondments to NGOs • Student tutoring and mentoring

NON-PROFIT/ COMMUNITY PARTICIPATION

NON LEGAL VOLUNTEERING ACTIVITIES

LEGAL PRO BONO

Further information from AusLSA

The below 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.

STRATEGY

PUBLISHED

PRO BONO CENTRE TARGET

INDIGENOUS RECONCILIATION

INITIATIVES:

• Affirmative procurement programs • Internship and employment programs • NAIDOC Week activities • National Reconciliation Week • Non Legal volunteering and secondments • Pro bono support • Reconciliation Action Plan

POLICY

PUBLISHED

RAP REFLECT ACTION PLAN LEVEL

SUPPLY CHAIN MANAGEMENT

SUPPLIER STANDARDS COVER:

• Community Development • Environmental Impacts • Fair Labour Practices • Gender Equality • Human Rights • Indigenous Inclusion

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

STANDARDS APPLY TO EXISTING SUPPLIERS

STANDARDS APPLY TO NEW SUPPLIERS

FEDERAL LEGISLATION PARTICIPATION IN DEV'T

SUSTAINABILITY REPORTING

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED

CODE OF CONDUCT / RISK MANAGEMENT

POLICY

CODE OF CONDUCT TRAINING COMPLAINTS & GRIEVANCE MECHANISM RISK MANAGEMENT PLAN BCP OR ERP

OUR ENVIRONMENT

SUMMARY AND HIGHLIGHTS:

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, discretionary 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.