

2021 AusLSA SUSTAINABILITY PROFILE



Firm: Gadens
Headcount: 542 (FTE)
Floor Area: 12,292m²

Gadens is a leading, independent Australian law firm with offices in Adelaide, Brisbane, Melbourne and Sydney. We have over 75 partners and 600 staff across Australia. Our vision is to be recognised as a leading Australian law firm, and help people achieve their purpose in a complex world. Our culture includes our values, and our values reflect the essence of the firm – they underpin everything we do and guide our daily behaviour. We promote individuality and diversity while instilling pride in the firm and are committed to equality in the workplace.

Gadens recognises that our enduring success requires economic growth that both protects and promotes social equity and ecological sustainability. We strive to create a culture where the principles of sustainability and sound corporate responsibility are embraced and lived by our people every day. We seek to make a difference in the world by contributing to the development of the communities in which we live and work. We are committed to giving back, and our people participate in projects that make a difference. We recognise the importance of fostering sustainable communities, minimising our impact on the environment and taking responsibility for our environmental footprint.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Gadens' Employee Program aligns 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 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. We signed up to the CareerTrackers 10x10 Program. Our Women@Gadens Committee actively raises awareness of the importance and benefits of gender equality for everyone at Gadens.
- **Health and wellbeing:** Our wellbeing initiatives support a healthy and balanced lifestyle, providing opportunities for staff to mentally and physically unwind through 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 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.



GENDER EQUALITY

POLICY PUBLISHED ✓

33% FEMALE PARTNERS **54% FEMALE LEGAL STAFF** **75% FEMALE NON-LEGAL STAFF**

INITIATIVES:

- Employer of Choice for Gender Equality • Equitable Briefing Commitment (CommBar/LCA/etc) • Gender sensitive promotion and recruitment
- International Women's Day • LCA Diversity and Inclusion Charter • Pay Equity Ambassador • Training - Gender awareness unconscious bias • Pro bono support for Women at Risk • Women's Legal Service Victoria partnership

INCLUSIVE WORKPLACE

POLICY PUBLISHED ✓

INITIATIVES:

- DCA membership • Internal networks or committees • LCA Diversity and Equality Charter • Training - Cultural awareness unconscious bias • Pro bono legal support • Wear it Purple Day • World Aids Day

FLEXIBLE WORKPLACE

POLICY PUBLISHED ✓

26 WEEKS PAID PARENTAL LEAVE **3 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** **80%**

INITIATIVES:

- Career break /Sabbaticals • Carer's leave • COVID leave • Flexible work hours • Job sharing • Part time options • Phased retirement • Purchased leave • Remote working tools and systems • Study leave • Time in lieu • Unpaid leave

PSYCHOLOGICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- Mental health training and internal support • Health & Wellbeing Committee program • Health Awareness internal CLE • Psychological support/ EAP • R U OK? programs

PHYSICAL WELLBEING

POLICY PUBLISHED ✓

INITIATIVES:

- Ergonomics • Gym memberships • Wellness awareness and promotion • Flu vax • Fruit boxes • Proactive health checks • Team events • Work based exercise sessions

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Sustainability and Social Impact is one of the firm's key strategic pillars. Gadens has also adopted the United Nations Sustainable Development Goals framework and pledged to achieve certified carbon neutral status within 12 months and reach Net Zero by 2030. 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:

- Achieving net zero emissions.
- Reducing our power consumption and minimising energy use.
- Reducing paper usage or only using carbon neutral, acid-free paper from farmed trees.
- 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, including recycling coffee cups and providing reusable kitchen items to staff.

GREENHOUSE GAS EMISSIONS

GROSS EMISSIONS 744t – 1.4t/employee

BUILDINGS 94% 0.00% 1.0% 703t 95%

TRAVEL 0.00% 5.0% 0.50% 41t 6%

NET EMISSIONS 744t – 1.4t/employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED ✓

INITIATIVES:

- CitySmart member • CitySwitch Green Office • Earth Hour • Green Star building 4-6 star • NGERs compliant reporting • Circular Economy: No Waste is Wasted • Cleverbox reduced packaging

ISO 14001 EMS CERTIFICATION

RECYCLING (OFFICES)

100% 100% 100% 100%

% office availability

PAPER USAGE

73,146kg 43% recycled content

PAPER CERTIFICATION:

- FSC • NCOS • Other

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

As a law firm, Gadens has a privileged and professional standing that confers a responsibility to contribute to the betterment of our community. This includes our professional and ethical responsibility to enhance access to the legal system, assisting disadvantaged and marginalised people and embracing the concept of corporate social responsibility.

Gadens is a signatory to the Australian Pro Bono Centre's National Pro Bono Target, which encourages lawyers to subscribe to a voluntary target of 35 hours of pro bono work per annum. Gadens is committed to meeting or exceeding this target across the firm.

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

Current projects include:

- CareerTrackers Indigenous Internship Program
- Long term secondment with Women's Legal Service Victoria, South Australia and Queensland
- Partnerships with Moonee Valley Legal Service, Mental Health Legal Centre and the Asylum Seeker Resource Centre.



INDIGENOUS RECONCILIATION

POLICY PUBLISHED ✓

INITIATIVES:

- Affirmative procurement • Cultural awareness training • Indigenous Business Month • Indigenous employment and internships • NAIDOC Week • National Reconciliation Week • Pro bono support • Reconciliation Action Plan • Collaboration for reconciliation • Volunteering and secondments

NON LEGAL VOLUNTEERING

INITIATIVES:

- Blood donations • Boards • Charity events and appeals • Community Volunteering • Host external sporting events • Organised volunteering • Secondments to NGOs • Skilled volunteering

CHARITABLE GIVING

INITIATIVES:

- Corporate donations • External charity events and appeals • Internal Appeals and Collections • Workplace giving • Ronald McDonald House sponsor

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.

Further information from AusLSA

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Gadens has an Operational Risk Management and Compliance 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 Operational Risk Management and Compliance 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.

CODE OF CONDUCT /RISK MANAGEMENT

POLICY PUBLISHED ✓

INITIATIVES:

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

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY PUBLISHED ✓

INITIATIVES:

- 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:

- Human Rights • Environmental Impacts • Fair Labour Practices
- Community Development • Indigenous Inclusion • Gender Equality
- UN Global compact and Sustainable Development Goals • Risk management

SUSTAINABILITY REPORTING

REPORT PUBLISHED ✓

AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED ✓

CSR

