# 2022 AusLSA **SUSTAINABILITY** PROFILE

# gadens

## Gadens Headcount: 581 (FTE) Floor Area: 12,292m2 Number of Offices: 4

Gadens is a leading, independent Australian law firm with offices in Adelaide, Brisbane, Melbourne and Sydney. We have over 80 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' people programs align with our strategic intent of being an employer of choice. Priority areas are:

- Flexibility: We recognise that our people 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. We have a number of policies and initiatives in support of this aim.
- Inclusion and diversity: We engage with staff to create an environment that promotes individuality and diversity. Our Indigenous Intern Program has been operating for over 15 years, and we are part of the CareerTrackers program.
- 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



 International Women's Day
Pay Equity Ambassador
LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Female advancement, mentoring and coaching  $\bullet$  Training - Gender awareness unconscious bias  $\bullet$  Gender sensitive promotion and recruitment  $\bullet$  Internal D&I networks or committees • Equal pay controls • DCA major sponsor



promotion • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics

## 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 reach Net Zero by

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
- Making environmentally sustainable procurement decisions and ensuring our key, discretional suppliers are adopting
- Improving our waste management and recycling practices, including recycling coffee cups and providing reusable kitchen
- items to staff.

#### CLIMATE ACTION

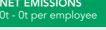
#### **INITIATIVES**

• Telecommuting • Green Star rated buildings 4-6 star • National Greenhouse and Energy Reporting (NGERs) compliant reporting • Teleconferencing facilities and training • Policy on flight offsets • Earth Hour • Ride to Work Day • End of trip facilities • Climate Active Program NABERSs Energy Rating 
Climate Active - Carbon Neutral 
Efficient building and lighting automation • Renewable Electricity • Energy audits in previous two years



RENEWABLES

GROSS EMISSIONS





CitySwitch Green Office





• Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • Other Certifications

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

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. We are committed to meeting or exceeding this target across the firm.

- Refugees and asylum seekersWomen and children in need
- Mental health

Current projects include

- Partnerships with various community legal centres including MVLS, MHLC and ASRC.

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## **INDIGENOUS** RECONCILIATION

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#### INITIATIVES:

 Reconciliation Action Plan
Cultural awareness training
NAIDOC Week National Reconciliation Week • Internships and employment • Scholarships and student mentoring  $\bullet$  Affirmative ATSI procurement  $\bullet$  Pro bono support  $\bullet$  Collaboration for reconciliation  $\bullet$  Funding and donations

- Indigenous Business Month CareerTrackers participation

### **NON LEGAL** VOLUNTEERING

#### INITIATIVES:

 NFP Boards • Organised staff volunteering • Paid volunteer time • Blood donations • Skilled volunteering program • Community volunteering • Arts support CPD for community sector lawyers



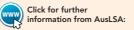
#### INITIATIVES:

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





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.









program - offsite • Health EAP









RECYCLING





INITIATIVES:

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





## 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 made, we undertake an analysis of the likelihood and 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 the likelihood of occurrence or impact. In support of our actions, we have policies and procedures in place that govern the firm and ensure our compliance with all relevant

Our Operational Risk Management and Compliance Framework covers the following areas:

Governance and Ethics,

• Quality,

- Workplace Health and Safety (WHS), Procurement, and
  - Business Continuity

ALLIANCE

PROMOTED

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.



REPORTING COVERS: Standalone environmental sustainability report