



AUSTRALIAN  
LEGAL SECTOR  
ALLIANCE



Gadens

# Member Reporting Legend

## Legend

Yes Pending No



## Environment

Environmental Management	Environmental Policy	A formal policy outlining a commitment to managing and reducing environmental impacts.
	Environmental Management System (EMS)	A structured system to monitor, manage, and improve environmental performance.
	EMS Certification	EMS has been externally certified to a recognised standard (e.g., ISO 14001, AEMS).
Climate Action	GHG Reduction Policy	A documented policy to reduce greenhouse gas emissions.
	GHG Reduction Target	A commitment to measurable emissions reduction targets.
	Near-term SBT Target	Near-term science-based emissions reduction target set in line with SBTi.
	Net Zero SBT Target	Long-term science-based emissions reduction target to achieve net-zero emissions.
	Climate Action Plan	A structured decarbonisation plan outlining actions, timelines, and responsibilities for reducing emissions and responding to climate risks.
Paper Use, Recycling & Waste	Organic Waste                     e-Waste Recycling                     Paper Recycling                     Commingled Recycling                     Paper Use	Percentage of offices with recycling programs in place. Paper, Comingles, Organics and ICT Equipment
		Total annual paper use



## People

Flexible Working	Flexible Working Policy	A formal policy outlining the firm's commitment to supporting flexible work arrangements.
	Employer Parental Leave Scheme	An employer-provided parental leave program offering paid leave entitlements beyond statutory requirements.
Staff Development	Staff Development Policy	A documented policy defining the firm's approach to training, learning, and professional development.
Diversity	Diversity and Inclusion Policy	A formal policy promoting an inclusive workplace and supporting diversity across all staff levels.
Employee Wellbeing	Psychosocial Wellbeing Policy	A policy outlining measures to support mental health and manage psychosocial risks in the workplace.
	Physical Wellbeing Policy	A policy supporting healthy work environments and initiatives that promote physical wellbeing.
Gender Equality	Gender Equality Policy	A formal policy addressing gender equality in recruitment, development, and workplace practices.
	Gender Equality Target	A commitment to measurable targets that improve gender representation at various levels of the firm.
	<b>Staff Gender Profile</b> 100% Male                     100% Female                     100% Non-Binary/Other	The percentage breakdown of staff by gender across the firm.



## Governance

Public Sustainability Reporting	External ESG Reporting	Public disclosure of the firm's environmental, social, and governance performance through recognised reporting frameworks.
	Promotion of AusLSA Reporting	Active communication or publication of the firm's AusLSA sustainability results to internal or external stakeholders.
Sustainable Procurement	Sustainable Procurement Policy	A formal policy guiding responsible purchasing decisions that consider environmental and social impacts.
	ISO 20400 Standard	A sustainable procurement policy aligned with the principles and guidance of ISO 20400.
	Modern Slavery Risk Assessment	A structured process for identifying, assessing, and addressing modern slavery risks in operations and supply chains.
	Modern Slavery Act Reporting	Indicates that the firm is a reporting entity under the Modern Slavery Act 2018 (Commonwealth) and required to submit annual statements.
Risk Management	Enterprise Risk Management (ERM) Framework	A structured framework for identifying, assessing, and managing organisational risks.
	ESG Risks Included	Environmental, social, and governance risks formally integrated into the firm's enterprise risk management processes.
	Business Continuity Plan (BCP) / Emergency Response Plan (ERP)	Plans outlining how the firm prepares for and responds to operational disruptions or emergencies.
Code of Conduct	Code of Conduct	A formal code establishing expected ethical behaviour and professional standards for staff.
	Code of Conduct Training	Training provided to staff to ensure understanding and adherence to the firm's code of conduct.
	Complaints & Grievance Mechanism	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.



## Community

Community Volunteering	NFP Staff Participation	Supports for staff and partners to participate in not-for-profit or community organisations outside the legal sector.
	Community Volunteering	The firm coordinates or formally supports employee participation in community volunteering activities.
Legal Pro Bono	Pro Bono Strategy	A formal strategy outlining the firm's approach to delivering and managing legal pro bono work.
	Pro Bono Target Signatory	Indicates that the firm is a signatory to the Australian Pro Bono Centre's Aspirational Target.
Corporate Giving	Corporate Giving Plan	A structured approach to charitable giving, fundraising, or community investment activities.
First Nations Reconciliation	First Nations Reconciliation Policy	A formal policy or strategy for advancing reconciliation with Aboriginal and Torres Strait Islander peoples.
	Reconciliation Action Plan	A Reconciliation Action Plan endorsed by Reconciliation Australia that guides reconciliation commitments and activities.



Gadens

Headcount (FTE): 694

Floor Area: 13,505m<sup>2</sup>

Number of Offices: 5

Gadens is a leading independent Australian law firm with offices in Adelaide, Brisbane, Melbourne, Canberra and Sydney. Our vision is to be widely regarded as a leading Independent Australian law firm by helping people succeed in a complex world. Our values drive our behaviours, which are at the heart of our culture. We are committed to being an inclusive workplace, championing diversity and equality. We strive to create a culture where the principles of sustainability and corporate social responsibility

are embraced and lived by our people every day, leaving a lasting impact in the communities in which we live and work. Allowing our staff to give back, and participate in projects that have real impact, is a continuing priority. This extends to fostering sustainable communities, minimising our impact on the environment and continually trying to minimise our environmental footprint.



### Our Environment

Sustainability and Social Impact is one of the Firm's five key strategic pillars. Part of this strategy has been informed by the adoption of seven of the United Nations Sustainable Development Goals framework. Gadens is certified as carbon neutral by Climate Active for both our business operations and services, and we have pledged to reach NetZero by 2030. In our efforts to minimise our impact on the environment and take ownership of our environmental footprint, we are continuously looking for ways to maximise the efficient use of energy, water and other resources, and minimise pollution and waste. Gadens is committed to continuing to measure and manage our environmental impact, assessing our suppliers

and reviewing our procurement practices, ensuring shared values with our clients, and continuing to work with our clients and the legal profession to promote and support responsible business.



### Our People

Gadens continues to be a recognised employer of choice. We recognise the importance of our staff being able to work flexibly, and we have a number of policies and initiatives in place to support this approach. We continue to have a market-leading parental leave policy, one that does not distinguish between the primary and secondary caregiver. As a firm, we continue to partner with CareerTrackers to provide first nations law students with the opportunity to undertake paid internships during their law degree. Our inclusion and diversity work aims to create a safe and inclusive workplace, one that contributes to our staff leading healthy and balance lifestyles. We have a strong focus on learning and development, and our framework has been

designed to deliver focused, career-long learning and development to improve skills at all levels and support career progression. Finally, we strive to maintain a culture of sustainability and sound corporate social responsibility. We do this by assisting the communities in which we live and work, enhancing access to the legal system thereby providing access to justice.



### Our Governance

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 laws. Our Operational Risk Management and Compliance Framework covers 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.



### Our Community

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 in its 11th year of being 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 exceeding this target across the firm. Gadens prioritises the provision of pro bono legal services to First Nations Australians, refugees and asylum seekers, people

experiencing domestic and family violence and people living with disability. In undertaking this work, Gadens partners with community legal centres such as Arts Law Centre of Australia, Asylum Seeker Resource Centre, Eastern Community Legal Centre, Fitzroy Legal Service, Immigration Advice and Rights Centre, Queensland Advocacy for Inclusion, Redfern Legal Centre and Women's Legal Service Victoria.

## Environment

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

### Environmental Management

Environmental Policy, EMS, EMS Certification

### Climate Action

GHG Reduction Policy, GHG Reduction Target, Near-term SBT Target, Net Zero SBT Target, Climate Action Plan

### Paper Use, Recycling & Waste



### Emissions Inventory

	tCO <sub>2</sub> e	% of total (Market-based)
<b>Scope 1</b> Refrigerants	14	2%
<b>Scope 2</b> Electricity (Location-based)	557	—
<b>Scope 2</b> Electricity (Market-based)	317	48%
<b>Scope 3</b> Air Travel	311	47%
<b>Scope 3</b> Car Travel	15	2%
<b>Scope 3</b> Leased Assets	0	0%
<b>Total (Gross - Location-based) (tCO<sub>2</sub>e)</b>	<b>897</b>	<b>Per Person 1.3</b>
<b>Total (Gross - Market-based) (tCO<sub>2</sub>e)</b>	<b>657</b>	<b>Per Person 0.9</b>
Carbon offsets (tCO <sub>2</sub> e)	2,272	—
<b>Total Net (Market-based) (tCO<sub>2</sub>e)</b>	<b>0</b>	<b>Per Person 0</b>

### ENVIRONMENTAL MANAGEMENT INITIATIVES

- Climate Active Certification
- Regular environmental compliance or risk audits
- Internal environmental policy or management plan
- Green leasing or collaboration with landlords on sustainability
- CitySwitch member
- Paper reduction and digital transition policy or initiatives

### CLIMATE ACTION INITIATIVES

- Remote and hybrid work practices
- Energy auditing
- Voluntary carbon offsetting
- Renewable electricity purchases
- Energy-efficient lighting and appliances
- Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)
- NABERS Energy rating participation
- Climate Active certification
- Air travel policy
- Participation in national reporting schemes (e.g., NGER)
- Green Star-rated buildings (4-6 star)
- Teleconferencing systems and virtual meeting practices

### SUSTAINABLE WASTE INITIATIVES

- Reusable and recyclable coffee cup programs
- Reporting or tracking of waste volumes and diversion rates
- Volunteering leave
- Paper reduction and digital transition policy or initiatives
- Office waste segregation (e.g. organics, co-mingled, soft plastics)
- Internal waste education or behaviour change campaigns
- E-waste and office equipment reuse or donation
- Battery and mobile phone recycling (e.g. Mobile Muster)

## People

### Flexible Working

Employer Parental Leave Scheme, Flexible Working Policy

### Staff Development

Staff Development Policy

### Diversity

Diversity and Inclusion Policy

### Employee Wellbeing

Psychosocial Wellbeing Policy, Physical Wellbeing Policy

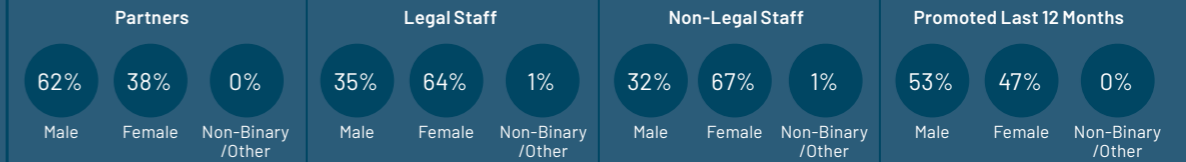
### Gender Equality

Gender Equality Policy, Gender Equality Target

### Parental Leave per care giver



### Staff Gender Profile



### FLEXIBLE WORKING INITIATIVES

- Flexibility for disability needs
- Phased retirement
- Volunteering leave
- Career breaks
- Adjusted KPIs after leave
- Sabbaticals
- Purchased leave
- Study/professional development leave
- Family and domestic violence leave
- Parental/fertility-related leave
- Unpaid personal leave
- Carer's leave
- Time in lieu (TOIL)
- Formal flexible work policy
- Remote/hybrid work options
- Part-time arrangements
- Flexible working hours

### STAFF DEVELOPMENT INITIATIVES

- Internal policy training
- Technology training
- Personal development
- Substantive law
- Attending external training or seminars
- Internally delivered training programs
- Professional skills
- Mentoring
- Coaching

### GENDER EQUALITY INITIATIVES

- LCA Diversity and Inclusion Charter
- Sexual harassment gender equality programs / initiatives
- Diversity Council of Australia major sponsor showcasing gender diversity experiences
- Equal pay controls
- Training - Gender awareness unconscious bias
- Pay Equity Ambassador
- Internal D&I networks or committees
- Host or lead external programs and/or forums
- Gender-sensitive promotion and recruitment
- Female advancement, mentoring and coaching
- Equitable briefing pledge (e.g. CommBar/LCA)
- International Women's Day

## Governance

### Public Sustainability Reporting

External ESG Reporting, Promotion of AusLSA Reporting

### Sustainable Procurement

Sustainable Procurement Policy, ISO 20400 Standard, Modern Slavery Risk Assessment, Modern Slavery Act Reporting

### Risk Management

ERM Framework, ESG Risks Included, BCP / ERP

### Code of Conduct

Code of Conduct, Code of Conduct Training, Complaints & Grievance Mechanism

### EXTERNAL REPORTING TYPES

- Website disclosure of ESG strategy, targets, and performance
- Standalone ESG or sustainability report
- Modern Slavery Statement publication
- Climate Active certification and public disclosure

### SUPPLIER STANDARD COVERAGE

### MODERN SLAVERY RISK ASSESSMENT

Yes, we have undertaken an internal modern slavery risk assessment on our operations and supply chains

## Community

### Community Volunteering

NFP Staff Participation, Community Volunteering

### Legal Pro Bono

Pro Bono Strategy, Pro Bono Target Signatory

### Corporate Giving

Corporate Giving Program

### First Nations Reconciliation

First Nations Reconciliation Strategy, Reconciliation Action Plan

Innovate

### COMMUNITY VOLUNTEERING INITIATIVES

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

### CORPORATE GIVING INITIATIVES

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

### FIRST NATIONS RECONCILIATION INITIATIVES

- Indigenous Business Month
- Indigenous partnership programs (e.g., CareerTrackers)
- Funding and donations
- Partnerships and collaboration for reconciliation
- Volunteering and secondments
- Pro bono legal or business support
- First Nations partnerships and procurement initiatives
- Scholarships and student mentoring
- Indigenous employment pathways (e.g., internships, graduate roles)
- Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)
- Cultural awareness training
- Reconciliation Action Plan (RAP)