

# 2024 AusLSA SUSTAINABILITY PROFILE



**Bartier Perry Lawyers**  
**Headcount:** 213 (FTE)  
**Floor Area:** 2,910m<sup>2</sup>  
**Number of Offices:** 1

Bartier Perry provide highest quality legal services across a wide range of industries including property, construction, financial services, private clients, education, insurance, health and government. The success of clients and the wellbeing of our people is underpinned by clearly articulated values of collaboration, performance, diversity, equity and inclusion, down to earth, innovation, quality, respect and trust. Bartier Perry focuses firmly on providing sustainable, ethical and highest quality legal services delivered in a genuinely personalised manner. We place our clients and people at the centre of all that we do, demonstrating strategic, creative thinking combined with technical excellence. We are committed to driving our firm strategy which includes remaining dedicated to our community and to our ESG responsibilities. Established in 1942 and incorporated in 2007, Bartier Perry is a privately-owned Australian commercial law firm based in Sydney. Supported by a network of trusted firms in major Australian centres and internationally, Bartier Perry's 231-strong team includes 155 legal staff from partners to paralegals and 76 support and management staff.



## OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Bartier Perry is committed to fostering a diverse, positive and inclusive work culture that allows everyone to reach their potential and thrive. Our commitment to DEI is ongoing and has been successful in supporting and expanding our indigenous recruitment initiatives and sponsorships. We provide opportunities for all to excel, be equal in the workplace and to have career progression at a pace that suits different life situations. Our Wellbeing Policy supports the holistic wellbeing of our people and their families. We have award winning mentors to support and grow our staff. Our generous, gender-neutral parental leave policy offers 20 weeks paid leave, with superannuation, for all carers. We invite staff feedback through our annual engagement survey which shows consistent high levels of staff satisfaction, commitment and engagement. We know our most important asset is our people and we actively nurture their wellbeing through initiatives including:

- A Flex for All approach allowing staff to access flexible work options.
- Increased pro bono work opportunities through the expansion of our pro bono program.
- Clear career pathways through individually tailored learning and development goals.
- Regular social events.
- Incentive program to reward and recognise excellence
- Regular participation in community fundraisers.



### GENDER EQUALITY POLICY

**24% FEMALE PARTNERS** **59% FEMALE LEGAL STAFF** **82% FEMALE NON-LEGAL STAFF** **40% FEMALE SENIOR PROMOTIONS**

**INITIATIVES:**

- International Women's Day • Pay Equity Ambassador • Male Champion of Change • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching
- Training - Gender awareness unconscious bias • Gender sensitive promotion and recruitment • Internal D&I networks or committees • Equal pay controls
- DCA major sponsor • Showcasing gender diversity experiences
- Women on Boards

### INCLUSIVE WORKPLACE POLICY

**INITIATIVES:**

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • External D&I programs and/or forums hosting
- Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Membership - Pride in Diversity
- Training - LGBTQ+ awareness • IDAHOBIT • Wear it Purple Day
- Internal LGBTQ+ networks or committees • Pro bono support • Training - LGBTQ+ awareness • Gender pronouns promotion • Pride March • Mardi Gras

### FLEXIBLE WORKPLACE POLICY

**20 WEEKS PAID PARENTAL LEAVE** **20 WEEKS SECONDARY CAREER** **100% RETURN TO WORK AFTER PARENTAL LEAVE**

**INITIATIVES:**

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Career's leave
- Study leave • Volunteering leave • Purchased leave • Career breaks
- Phased retirement • Adjusted KPIs after absences • Bonus leave
- Domestic violence leave • Family and fertility leave

### PSYCHOLOGICAL WELLBEING POLICY

**INITIATIVES:**

- Beyond Blue program • R U OK? program • Black Dog Institute program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management
- Domestic violence strategy • Mental health office champion

### PHYSICAL WELLBEING POLICY

**INITIATIVES:**

- Ergonomics program • Flu vaccinations • Internal exercise sessions • Team events • Massages • Wellness awareness and promotion • Onsite fruit and healthy catering • Ergonomics program - offsite • Health EAP

## OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Bartier Perry is committed to reducing our impact on the environment through our interactions with our people, our suppliers and our clients.

We believe this is part of good business practice. We have developed and implemented an Environment Management Policy & Sustainable Procurement Policy, ensuring sustainable practices are built into our decision making at every level.

From analysing and making decisions relating to our own supply chain through to decisions relating to technology, which reduces the need to print, we actively work to embed sustainability considerations throughout our business. We have recycled waste programs and initiatives, including for paper, cardboard, plastic, electronic waste & organic. Our Travel Policy incorporates the purchase of carbon offsets for air travel.

Our biggest impact is office space, that's why in FY24 we moved into a 6 Star Green Star rated building. In embarking on this journey, our approach to our new office was with environmental best practice front of mind.

Examples of initiatives include:

- Paper Lite Policy.
- Sensor lighting, air conditioning and appliances using more efficient technology.
- Enhanced natural light.
- Use of highly recycled content.

### CLIMATE ACTION POLICY

**INITIATIVES:**

- Telecommuting • Green Star rated buildings 4-6 star • Energy efficient refts undertaken • Specify energy efficient appliances • Teleconferencing facilities and training • Policy on flight offsets • Earth Hour • End of trip facilities • Climate Active Program • NABERS Energy Rating
- Efficient building and lighting automation • Forced computer shutdown
- Renewable Electricity • Voluntary Carbon Offsets
- Energy audits in previous two years

**GROSS EMISSIONS**  
150t - 0.70t per employee

**BUILDINGS**  
83% 00kWh/m<sup>2</sup> 10.8% 1.2% 142t 95%

**TRAVEL**  
0.59% 3.0% 1.5% 7.6t 5.1%

**GREEN ENERGY**  
9.3% 4.7% **CARBON OFFSETS**

**NET EMISSIONS**  
143t - 0.67t per employee

### ENVIRONMENTAL MANAGEMENT POLICY

**INITIATIVES:**

- World Environment Day • Office green teams

### RECYCLING OFFICES

100% 100% 100% 100%  
% office availability

### PAPER USAGE POLICY

**INITIATIVES:**

- Paperlite office program • Green accredited paper purchase specification
- Follow me printing • Recycled paper purchase specification

**PAPER CERTIFICATION:**

- NCS Certified Carbon Neutral • Other Certifications • PEFC Australian Forestry standard

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Everyone at Bartier Perry is provided with the chance to make a difference in our workplace and community. All our people are supported to get involved and be part of important initiatives. From participating in our Innovate RAP process through to helping our people escaping domestic violence, our community initiatives include:

- Improving access to justice for people in need by providing compassionate pro bono legal services. In FY24 we averaged 52 hours of pro bono legal services per lawyer.
- Providing financial support to First Nations university students.
- Supporting The Haven - Neapean Women's Shelter, a not-for-profit organisation supporting women experiencing domestic violence and homelessness. Our Bartier Perry Partner, Sharon Levy, is both Founder and Chair.
- Aiding the vulnerable through our support of Indigenous Literacy Foundation and the Aboriginal Legal Service.
- Raising social awareness by participation in community fundraisers.
- Promoting International Women's Day and International Men's Day through storytelling by those who have lived the barriers contributing to inequality.
- Supporting regional and rural organisations through development of our Procurement Policy.
- Supporting an Indigenous artist to a pathway of independence.
- Providing financial support to women studying law.
- Working towards our Innovate RAP.

### INDIGENOUS RECONCILIATION POLICY

**INITIATIVES:**

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Affirmative ATSI procurement • Pro bono support
- Collaboration for reconciliation • Funding and donations
- Indigenous Literacy Day • CareerTrackers participation

### NON LEGAL VOLUNTEERING PROGRAM

**INITIATIVES:**

- NFP Boards • Organised staff volunteering • Paid volunteer time • Student tutoring and mentoring • Secondments to NFPs • Community volunteering
- Arts support • CPD for community sector lawyers

### CHARITABLE GIVING PROGRAM

**INITIATIVES:**

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

### LEGAL PRO BONO STRATEGY

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.

[Click for further information from AusLSA:](#)

## OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Delivering outstanding legal services while working to the highest ethical standards is intrinsic to how we do business at Bartier Perry.

Our commitment to service excellence is evidenced by our strong association with key industry bodies and our Environmental Social Governance (ESG) program.

Our management structure is transparent. Our firm is led by its Shareholders, Partners, the Board and our CEO. Supporting our management is a comprehensive committee structure and a suite of policies, procedures and guidelines, including our Code of Conduct.

These are clearly communicated to our people and available to all via our intranet. Areas addressed include sustainable supply chain management, risk management, ethics and conduct. We build robust systems and processes to ensure transparent and ethical delivery of our commitments. We aim to surpass universal standards for the management of risks, business continuity, ethics and the codes of conduct set by government regulations, the Law Society of NSW, industry standards and our people, client and community expectations.

### CODE OF CONDUCT /RISK MANAGEMENT POLICY

**INITIATIVES:**

- Code of Conduct Training
- Complaints & Grievance Mechanism
- Risk Management Plan
- BCP-DR-ERP

### SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

**INITIATIVES:**

- Both Current and New Suppliers
- Modern Slavery Program
- Federal Legislation Participation

**SUPPLIER STANDARDS COVER:**

- Human rights • Environmental impacts • Fair labour practices
- Modern Slavery • Fraud bribery & corruption

### SUSTAINABILITY REPORTING REPORT

**REPORTING COVERS:**

- Website - ESG commitments information

**AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**