# 2024 AusLSA **SUSTAINABILITY** PROFILE



**Bartier Perry Lawyers** Headcount: 213 (FTE) Floor Area: 2,910m2 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 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 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

- 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.

 $\bigcirc$ 

### GENDER EQUALITY PUBLISHED 🖌 INITIATIVES:

POLICY

POLICY

PUBLISHED

20 100%

POLICY

PUBLISHED -

Ê

0

 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 ecruitment 
Internal D&I networks or committees 
Equal pay controls
DCA major sponsor 
Showcasing gender diversity experiences Women on Boards



 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



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







 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.

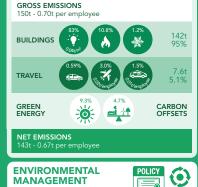
- developed and implemented an Environment Management Policy & Sustainable Procurement Policy, ensuring sustainable practices are built into our decision making at every level
- From analysing and making decisions relating to our own supply chain through to decisions relating to technology, which reduces 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.
- 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.

#### CLIMATE ACTION



### INITIATIVES:

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









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

#### PAPER CERTIFICATION:

 NCOS Certified Carbon Neutral 
Other Certifications
PEEC Australian Forestry standard

### OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

### INDIGENOUS RECONCILIATION



۲

.

Ø

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

#### INITIATIVES:

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

**CHARITABLE** GIVING

#### 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

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.

strong association with key industry bodies and our Environmental Social Governance (ESG) program.

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

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 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





