

2023 AusLSA SUSTAINABILITY PROFILE



Bartier Perry Lawyers
Headcount: 195 (FTE)
Floor Area: 4,406m²
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 and trust. Focusing firmly on providing ethical, highest quality legal services delivered in a genuinely personalised manner, we place clients at the centre of all that we do, consistently communicating clearly and demonstrating strategic, creative thinking. We are committed to driving our firm strategy which includes remaining dedicated to our community and to our ESG responsibility. 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 214-strong team includes 132 legal staff from partners to paralegals and 82 management and support staff.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Bartier Perry is committed to fostering a diverse, positive and inclusive culture that allows everyone to reach their potential and thrive. Our new premises supports our commitment to sustainability, excellence and progressive ways of working. 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.

We have:

- Award winning mentors supporting our staff.
- Gender neutral parental leave with no distinction between primary & secondary carers.

We also

- Provide 20 weeks paid parental leave with superannuation.
- Invite staff feedback through our annual engagement survey (which shows continuous high levels of staff satisfaction, commitment and engagement).

We know our most important asset is our people and we actively nurture them through initiatives including:

- Providing a Flex for All approach allowing staff to access our flexible work options.
- Expanding our pro bono commitments by employing a dedicated pro bono lawyer.
- Providing clear career pathways through tailored L&D.
- Regular social events.
- Raising awareness by regular participation in committees which support our ESG goals.



GENDER EQUALITY

POLICY PUBLISHED

20% FEMALE PARTNERS | **57% FEMALE LEGAL STAFF** | **80% FEMALE NON-LEGAL STAFF** | **50% 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
- 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 PUBLISHED | **DIVERSITY PUBLISHED**

INITIATIVES:

- Recruitment and promotion for D&I
- Internal D&I networks or committees
- Membership - DCA
- Membership - Aust Network On Disability
- Staff Surveys - D&I
- Membership - Pride in Diversity
- Training - LGBTQ+ awareness
- IDAHOBIT
- Wear it Purple Day
- Pro bono support
- Training - LGBTQ+ awareness
- Gender pronouns promotion
- Mardi Gras

FLEXIBLE WORKPLACE

POLICY PUBLISHED

20 WEEKS PAID PARENTAL LEAVE PRIMARY CARER | **20 WEEKS PAID PARENTAL LEAVE SECONDARY CARER** | **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
- Carer'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 PUBLISHED | **STAFF SURVEYS**

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

PHYSICAL WELLBEING

POLICY PUBLISHED | **STAFF SURVEYS**

INITIATIVES:

- Ergonomics program
- Proactive health checks
- Flu vaccinations
- Internal exercise sessions
- Team events
- 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. 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. Our biggest impact is office space, that's why in FY23 we prepared to move to a 6 Star Green Star rated building. By embarking on this journey, our approach to our new office was with environmental best practice front of mind. Examples of initiatives include:

- Our Paper Lite Policy has resulted in significantly reducing our reliance on hard copy paper.
- Using more efficient technology.

Sustainability is a major factor in our purchasing decisions. We examine our own supply chain and look to purchase from suppliers who align with our own sustainability commitments.

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
- NABERSs Energy Rating
- Efficient building and lighting automation
- Energy audits in previous two years

GROSS EMISSIONS
200t - 1.0t per employee

BUILDINGS 191t 95%

- 94% 0.04t/m²
- 0%
- 0.88%

TRAVEL 9.4t 4.7%

- 0.15%
- 3.3% 0.03t/employee
- 1.2% 0.01t/employee

CARBON OFFSETS & RENEWABLES

- 3.6%
- 0%

NET EMISSIONS
200t - 1.0t per employee

ENVIRONMENTAL MANAGEMENT

POLICY PUBLISHED

RECYCLING OFFICES

100% 100% 100% 100%

% office availability

PAPER USAGE

INITIATIVES:

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

PAPER CERTIFICATION:

- NCOS Certified Carbon Neutral
- PEFC Australian Forestry standard

5,258 2,262 templates | 95% recycled content

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 to champion or be part of important initiatives.

From participating in our RAP process through to helping women escaping domestic violence, our community initiatives include:

- Improving access to justice for people in need by providing compassionate pro bono legal services, with a focus on disability organisations. In FY23 we were proud to average over 41 hours of pro bono legal services per lawyer.
- Supporting The Haven - Nepean Women's Shelter, a not-for-profit organisation focused on supporting women experiencing domestic violence and homelessness. Our Bartier Perry Partner, Sharon Levy, is both founder and Chair.
- Supporting the Indigenous Literacy Foundation and the Aboriginal Legal Service.
- Raising social awareness by participation in community fundraisers.
- Promoting International Women's Day through storytelling by women and men who understand and have lived the barriers contributing to inequality.
- Supporting regional and rural businesses by revising our pro bono, donations and procurement practices.
- Helping Indigenous regional businesses in flood-affected communities.
- Development and publication of our Reflect Reconciliation Action Plan.
- Expanding Indigenous recruitment, scholarships, sponsorships and suppliers.

INDIGENOUS RECONCILIATION

POLICY PUBLISHED | **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

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

NON LEGAL VOLUNTEERING

PROGRAM VOLUNTEERING | **NON-PROFIT BOARD SUPPORT**

INITIATIVES:

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

CHARITABLE GIVING

PROGRAM CORP. GIVING

INITIATIVES:

- Firm donation program
- Workplace giving
- Internal appeals and collections
- External charity events and appeals

LEGAL PRO BONO

STRATEGY PUBLISHED | **PRO BONO CENTRE TARGET**

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.

www 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 that 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 client expectations.

CODE OF CONDUCT /RISK MANAGEMENT

COMPLAINTS & GRIEVANCE MECHANISM | **RISK MANAGEMENT PLAN** | **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

POLICY | **NEW SUPPLIERS ONLY** | **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