

# 2022 AusLSA SUSTAINABILITY PROFILE

## CLAYTON UTZ

**Clayton Utz**  
**Headcount:** 1,411 (FTE)  
**Floor Area:** 34,697m<sup>2</sup>  
**Number of Offices:** 6

Clayton Utz is a leader in legal services, bringing together teams of smart, committed and collaborative lawyers to guide our clients to the right solution and bring value to their businesses. We're known for our commercial approach, energetic culture and the way we embrace the complex and challenging.

We are much more than our commercial client work. We have a genuine and substantial commitment to environmental sustainability, community, diversity & inclusion, and pro bono. We are a founding member of AusLSA. We have been awarded in Australia's Top 40 Best Workplaces to Give Back for three years. We are a WGEA Employer of Choice for Gender Equality and we are now an Australian Workplace Equality Index Platinum Employer - the first law firm to reach this highest level - reflecting our long-term leadership in LGBTIQ inclusion.



## OUR PEOPLE SUMMARY AND HIGHLIGHTS:

Our values of trust, respect and co-operation underpin our workplace culture and our people strategy, comprising these key pillars:

**Sustainable high performing workforce** - this means being smart in how we use technology to design our future workforce and attract the best people to our firm. Engaging people, experience and culture - a key part is our Listening Strategy; regularly surveying our people to make sure we understand what we're doing well and where we could improve.

**Talent and career management** - we're continuously reviewing our talent management frameworks, to support our people's performance, development and growth, and recognising their contributions.

**Developing our partners and employees** - our learning and development focuses on learning that aligns with different career stages, leadership and mentoring programs, and self-initiated professional education.

**Health and wellbeing** - we have made a significant investment as a firm in programs and initiatives that support our people's physical, mental and emotional wellbeing, including becoming a founding member of the Corporate Mental Health Alliance Australia.

**Diversity and inclusion** - we have made great strides with our strategy, which covers gender, flexibility, LGBTIQ inclusion, cultural diversity and disability. We educate our leaders and encourage participation in internal interest groups.

### GENDER EQUALITY

**POLICY PUBLISHED**

**29% FEMALE** PARTNERS  
**53% FEMALE** LEGAL STAFF  
**62% FEMALE** NON-LEGAL STAFF  
**57% FEMALE** SENIOR PROMOTIONS

**INITIATIVES:**

- International Women's Day • Employer of Choice for Gender Equality • Pay Equity Ambassador • Board Links Champion • LCA Diversity and Inclusion Charter
- 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 • LNSW Charter - Advancement of Women • Equal pay controls • Showcasing gender diversity experiences • Women on Boards

### INCLUSIVE WORKPLACE

**POLICY PUBLISHED** **POLICY PUBLISHED**

**D&I INITIATIVES:**

- Recruitment and promotion for D&I • Internal D&I networks or committees
- Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Membership - Aust Network On Disability • Staff Surveys - D&I • Managing Partners Diversity Forum

**LGBTQ INITIATIVES:**

- Membership - Pride in Diversity • Training - LGBTQ awareness • AWEI survey
- IDAHOBIT • Wear it Purple Day • World Aids Day • Internal LGBTQ networks or committees • Pro bono support • External LGBTQ programs hosting • Gender pronouns promotion • Pride March • Gender affirmation policy • InterFirm events • AWEI award

### FLEXIBLE WORKPLACE

**POLICY PUBLISHED**

**26 WEEKS** PAID PARENTAL LEAVE  
**26 WEEKS** 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 • Religious and ceremonial leave • Purchased leave • Career breaks • Phased retirement • Domestic abuse leave

### PSYCHOLOGICAL WELLBEING

**POLICY PUBLISHED**

**INITIATIVES:**

- Minds Count -TJMF Guidelines • R U OK? program • Black Dog Institute program
- Psychological support/EAP • Mental health first aid training and support • Mental Health Awareness Week • Resilience at Law • Training - Mental health awareness and management • Salary continuance • External mental health programs hosting • Domestic abuse strategy • Mental health office champion

### PHYSICAL WELLBEING

**POLICY PUBLISHED**

**INITIATIVES:**

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Massages • Wellness awareness and promotion • Subsidised health insurance • Onsite fruit and healthy catering • Life & TPD insurance • Ergonomics program - offsite • Health EAP

## OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Clayton Utz aims to minimise our use of resources, maximise re-use and recycle where possible; understanding our impacts, measuring these and developing systems and processes to minimise greenhouse gas emissions. We further commit to incorporating sustainability into our strategic decision making with respect to our premises, technology and office furnishings and fittings to ensure reductions in our carbon footprint.

We are carbon neutral and measure our emissions in line with the federal government's Climate Active Standard and fully offset our remaining emissions through the retirement of carbon offset units eligible under that standard. We further acknowledge that our consideration of environmental impacts extends to the products and services that we buy and we therefore seek to encourage our suppliers to adopt a sustainable approach when working with the firm.

In FY22 we sourced over 60% of our tenancy electricity from renewables, significantly reducing one of our largest emissions contributors.



### CLIMATE ACTION

**POLICY PUBLISHED** **ACTION PLAN PUBLISHED** **GHG IMPROVEMENT TARGET**

**INITIATIVES:**

- Green Star rated buildings 4-6 star • Energy efficient refits undertaken
- Teleconferencing facilities and training • Earth Hour • Ride to Work Day
- End of trip facilities • NABERS Energy Rating • Efficient building and lighting automation • Renewable Electricity • Voluntary Carbon Offsets

**GROSS EMISSIONS**  
1,458t - 1t per employee

**BUILDINGS**  
 51% 0.02t/m<sup>2</sup> • 0.22% • 1.2% • 771t • 53%

**TRAVEL**  
 0.09% • 44% 0.44t/employee • 2.8% 0.28t/employee • 687t • 47%

**CARBON OFFSETS & RENEWABLES**  
 63% • 100%

**NET EMISSIONS**  
0t - 0t per employee

### ENVIRONMENTAL MANAGEMENT

**POLICY PUBLISHED** **AEMS CERTIFIED**

**INITIATIVES:**

- World Environment Day • Office green teams
- CitySwitch Green Office

### RECYCLING OFFICES

83% • 83% • 83%  
% office availability

### PAPER USAGE

48,692 • 79% recycled content

**INITIATIVES:**

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

**PAPER CERTIFICATION:**

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro bono work is fundamental to who we are as a firm, and part of all our lawyers' everyday practice. This year we celebrate 25 years of our pro bono practice. In FY22 we provided 51,998 pro bono hours, averaging more than 60 pro bono hours per lawyer, acting for 742 people and advising 504 more, along with 272 NFPs.

The firm continued our established community partnerships with over 20 charities across the county to connect our people and uses their resources, skills and enthusiasm. In FY22, through grants from the Clayton Utz Foundation and in office fundraising, we donated \$1,087,563 to 48 charities. Notably, the Clayton Utz Foundation granted the Health Justice Partnership Award to mark over \$1 million and 10 years of strategic philanthropy to establish Health Justice Partnerships in Australia.

We are working to develop First Nations cultural capability across our people and practice. The process is ongoing, and we are committed to cultural safety, removing barriers, and meeting the cultural needs of our people and workplace. This year the firm launched the First Nations Traineeship and procured over \$430,000 in goods and services from First Nations owned businesses.

### INDIGENOUS RECONCILIATION

**POLICY PUBLISHED** **RAP INNOVATE ACTION PLAN LEVEL**

**INITIATIVES:**

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Internships and employment • Affirmative ATSI procurement • Pro bono support • Volunteering and secondments • Collaboration for reconciliation • Funding and donations • Supply Nation Membership • CareerTrackers participation

### NON LEGAL VOLUNTEERING

**PROGRAM PUBLISHED** **NON-PROFIT BOARD SUPPORT** **26% PARTICIPATION IN NON-LEGAL VOLUNTEERING**

**INITIATIVES:**

- NFP Boards • Organised staff volunteering • Paid volunteer time • Blood donations • Student tutoring and mentoring • Skilled volunteering program
- Community volunteering

### CHARITABLE GIVING

**PROGRAM PUBLISHED** **36% PARTICIPATION IN CORP. GIVING**

**INITIATIVES:**

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

### LEGAL PRO BONO

**STRATEGY PUBLISHED** **PRO BONO CENTRE TARGET MET**

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:

We have a robust governance structure to support our risk management approach, with a Finance Risk and Audit Committee sub-committee as part of our firm's Board, supported by a Risk Management Team and Office of General Counsel.

Our approach to risk and governance is set out in our Risk Appetite Statement and Risk Management Framework. Risk Appetite is embedded through our key policy documents. On-boarding training and regular risk management training are provided to all partners and employees to ensure they are familiar with key policies and expectations. These training sessions are supplemented by regular risk management email alerts and communications.

We have a Diversity Council led by our Chief Executive Partner, whose members include the Chair of the Clayton Utz Board. It is a strategic leadership body performing an oversight, advisory and advocacy role in achieving our diversity and inclusion agenda and priorities.

We also have a Cyber Security Board which oversees our approach to information security. This year, we achieved whole of firm ISO27001 certification as assessed by SAI Global for the seventh year. Clayton Utz has a mature crisis management, business continuity and disaster recovery approach, which is reviewed, updated and tested annually.

### CODE OF CONDUCT /RISK MANAGEMENT

**POLICY PUBLISHED**

**INITIATIVES:**

- Code of Conduct Training • Complaints & Grievance Mechanism • Risk Management Plan • ECP OR ERP

### SUSTAINABLE SUPPLY CHAIN MANAGEMENT

**POLICY PUBLISHED**

**INITIATIVES:**

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

### SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices
- Community development • Indigenous inclusion • Gender equality
- Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption

### SUSTAINABILITY REPORTING

**REPORT PUBLISHED** **AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**

**REPORTING COVERS:**

- Website - ESG targets and performance information • Website - Environmental sustainability targets and performance information
- Website - ESG commitments information • Website - Environmental sustainability commitments information