

AUSTRALIAN  
LEGAL SECTOR  
ALLIANCE

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Clayton Utz

# Member Reporting Legend



## 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, Commingles, Organics and ICT Equipment



## 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.
Risk Management	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.
	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.
Code of Conduct	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	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	Complaints & Grievance Mechanism	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.

## Legend

Yes Pending No



## 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.
	Staff Gender Profile	100% Male 100% Female 100% Non-Binary/Other



## 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.

# CLAYTON UTZ



## Our Environment

We aim to minimise our use of resources, maximise re-use and recycle where possible. To do this, we focus on understanding and measuring our impacts, while simultaneously 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. We fully offset our remaining emissions through the retirement of carbon offset units eligible under that standard.



## Our Governance

We have a robust governance structure to support our risk management approach, with a Finance Risk and Audit Committee sub-committee forming 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 including our Partner Handbook, Employee Handbook, Risk Management Handbook, ISMS and WHSMS. 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.



## Clayton Utz

Headcount (FTE): 1,520

Floor Area: 35,380m<sup>2</sup>

Number of Offices: 6

Clayton Utz is a leader in legal services, bringing together teams of committed and collaborative lawyers who work to provide our clients with the right solutions and bring value to their businesses. We are much more than our commercial client work. We have a genuine commitment to environmental sustainability, community, diversity & inclusion, and pro bono which is evident through our external commitments. We are a founding member of AusLSA and have been recognised as a WGEA Employer of Choice for Gender Equality

for the last 10 years. Clayton Utz was also the first law firm to become an Australian Workplace Equality Index Platinum Employer, reflecting our long-term leadership in LGBTQIA+ inclusion. With FY25 being the tenth year in a row that we have averaged over 50 pro bono hours per lawyer, pro bono is an entrenched part of our lawyers' everyday practice.



## Our People

Our values of authenticity, belonging, collaboration, diversity of thought, and entrepreneurial spirit underpin our workplace culture and people strategy, comprising these key pillars:

Sustainable high performing workforce – utilising technology to design our future workforce and attract the best people to our firm.

Engaging people, experience and culture – including measuring our people's experience regularly to ensure 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, safety and wellbeing – our broad range of health, safety and wellbeing programs are essential in caring for our people, promoting sustainable high performance, meeting our legal and regulatory obligations and aligning with the expectations of a modern workplace.

Diversity and inclusion – we continue to progress our established strategy, which covers gender, flexibility, LGBTQIA+ inclusion, cultural diversity and disability. We educate our leaders and encourage participation in internal interest groups.



## Our Community

We continued our established community partnerships with over 20 charities across the country to connect our people and utilise their resources, skills and enthusiasm. Through grants from the Clayton Utz Foundation and in office fundraising, we donated \$960,800 to 46 charities.

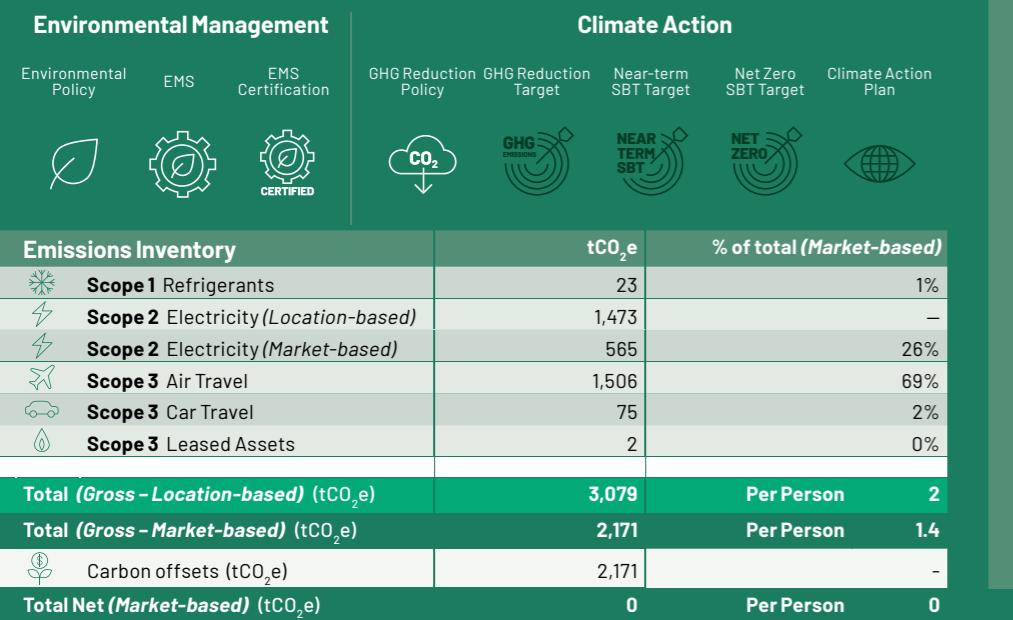
This year we granted the Clayton Utz Access to Justice Award, offering \$100,000 to support an innovative access to justice program or project, plus pro bono legal support. Inner Melbourne Community Legal's Health Justice Partnership was announced as the successful program.

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. The

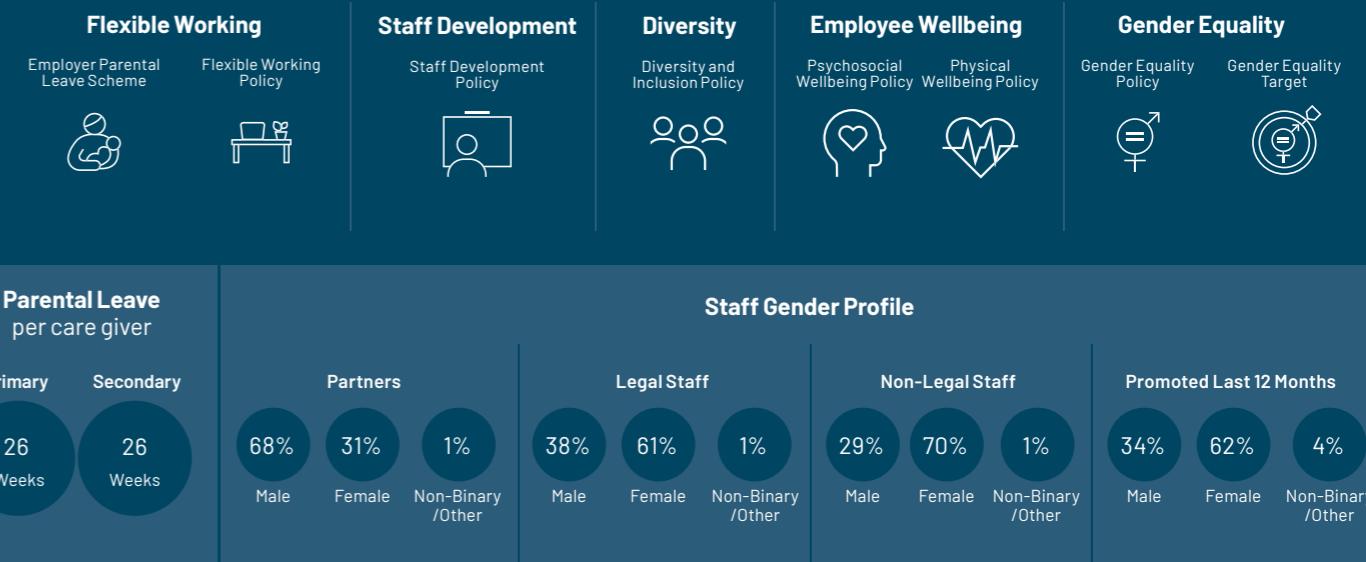
firm procured over \$693,000 in goods and services from First Nations owned businesses, and 22% of CU Foundation grants were to programs supporting First Nations people.

Pro bono work is fundamental to who we are as a firm, and part of our lawyers' everyday practice. In FY25 we provided 55,686 pro bono hours, averaging 63.6 hours per lawyer, acting for 813 people (and advising 696 more at legal clinics), along with 241 NFPs. 90% of our partners and lawyers conducted pro bono work.

## Environment



## People



ENVIRONMENTAL MANAGEMENT INITIATIVES

- Internal environmental policy or management plan
- Staff education or training on environmental management
- Paper reduction and digital transition policy or initiatives
- Green leasing or collaboration with landlords on sustainability
- Environmental Management System (EMS)
- CitySwitch member

CLIMATE ACTION INITIATIVES

- Voluntary carbon offsetting
- Teleconferencing systems and virtual meeting practices
- Renewable electricity purchases
- Remote and hybrid work practices
- NABERS Energy rating participation
- Green Star-rated buildings (4-6 star)
- Energy-efficient lighting and appliances
- Employee education and awareness training
- Air travel policy
- Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)

SUSTAINABLE WASTE INITIATIVES

- Circular economy partnerships or initiatives
- Surplus food donation or redistribution
- Reusable and recyclable coffee cup programs
- Reporting or tracking of waste volumes and diversion rates
- 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)

FLEXIBLE WORKING INITIATIVES

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

STAFF DEVELOPMENT INITIATIVES

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

GENDER EQUALITY INITIATIVES

- Women on Boards
- Sexual harassment gender equality programs / initiatives
- Internal D&I networks or committees
- Female advancement, mentoring and coaching
- Equitable briefing pledge (e.g. CommBar/LCA)
- Equal pay controls
- Employer of Choice for Gender Equality

## Governance



EXTERNAL REPORTING TYPES

- Standalone ESG or sustainability report
- Carbon Credit Retirement Certificate
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g., anti-bribery, fraud, corruption)
- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Modern slavery and human rights
- Environmental sustainability and climate impacts

MODERN SLAVERY RISK ASSESSMENT

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

## Community



COMMUNITY VOLUNTEERING INITIATIVES

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

CORPORATE GIVING INITIATIVES

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

FIRST NATIONS RECONCILIATION INITIATIVES

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