

# 2024 AusLSA SUSTAINABILITY PROFILE

## CLAYTON UTZ

**Clayton Utz**  
**Headcount:** 1,489 (FTE)  
**Floor Area:** 35,386m2  
**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 solutions and bring value to their businesses. 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 four years. We have been recognised as a WGEA Employer of Choice for Gender Equality for the last 10 years and were the first law firm to become an Australian Workplace Equality Index Platinum Employer. This reflects our long-term leadership in LGBTIQ inclusion. With FY24 being the ninth 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 SUMMARY AND HIGHLIGHTS:

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

**Sustainable high performing workforce.** We utilise technology to design our future workforce and attract the best people to our firm.

**Engaging people, experience and culture.** We measure our people's CU experience regularly so 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 recognise our people's contributions and support their performance, development, and growth.

**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.** Our holistic health, safety and wellbeing program aims to help our people live healthier lifestyles, integrate wellbeing into their day-to-day experience, and bring together our wellbeing initiatives into one accessible program.

**Diversity and inclusion.** We continue to focus on and progress our diversity and inclusion strategy across gender, flexibility, LGBTIQ, cultural diversity and disability. We educate our leaders and encourage participation in internal interest groups.

### GENDER EQUALITY

**POLICY PUBLISHED**

**29% FEMALE** GENDER EQUITY TARGET  
**56% FEMALE** PARTNERS  
**68% FEMALE** LEGAL STAFF  
**55% FEMALE** NON-LEGAL STAFF  
**55% FEMALE** SENIOR PROMOTIONS

**INITIATIVES:**

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • 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 • LSNSW Charter - Advancement of Women
- Equal pay controls • Women on Boards

### INCLUSIVE WORKPLACE

**POLICY PUBLISHED**

**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 • Membership - Pride in Diversity • Training - LGBTIQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day
- Internal LGBTIQ+ networks or committees • Pro bono support • External LGBTIQ+ programs hosting • Training - LGBTIQ+ awareness • Gender pronouns promotion
- Trans Awareness Week • 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 • Domestic violence leave

### PSYCHOLOGICAL WELLBEING

**POLICY PUBLISHED**

**INITIATIVES:**

- Minds Count - TJMF Guidelines • R U OK? 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 violence 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:

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 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. We fully offset our remaining emissions through the retirement of carbon offset units eligible under that standard. We 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 FY24, the firm met over 65% of our electricity needs from renewable sources through the purchase of 100% renewable electricity for its Sydney, Melbourne and Canberra offices.



### CLIMATE ACTION

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

**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**  
 2,411t - 1.6t per employee

**BUILDINGS**  
 27% 0.02t/m<sup>2</sup> 0.32% 0.81% 685t 28%

**TRAVEL**  
 0.09% 1.7t/employee 67% 4.2% 1,726t 72%

**GREEN ENERGY** 65% **CARBON OFFSETS** 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

100% 83% 83% 83%  
 % office availability

### PAPER USAGE

**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

49,726 49% recycled content

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Pro bono work is fundamental to who we are as a firm and an entrenched part of all our lawyers' everyday practice. In FY24 we provided 53,309 pro bono hours, averaging more than 61.7 pro bono hours per lawyer, acting for 843 people and advising 782 more, along with 283 NFPs.

We continued our established community partnerships with over 18 charities across the country to connect our people and to put their resources, skills and enthusiasm to use. Through grants from the Clayton Utz Foundation and in office fundraising, we donated \$848,827 to 48 charities.

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 \$723,570 in goods and services from First Nations owned businesses and 30% of CU Foundation grants were to programs supporting First Nations people.



### INDIGENOUS RECONCILIATION

**POLICY PUBLISHED** **RAP STRETCH ACTION PLAN LEVEL**

**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
- Volunteering and secondments • Collaboration for reconciliation
- Funding and donations • Supply Nation Membership
- CareerTrackers participation

### NON LEGAL VOLUNTEERING

**PROGRAM PUBLISHED** **31% 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** **30% PARTICIPATION IN CORPORATE 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**

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:

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 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.

We have a genuine commitment to D&I. In particular, we were awarded the status of WGEA Employer of Choice for 2023-2025 and AWEI LGBTIQ Inclusion Platinum Employer status for 2024.

We also have a Cyber Security Board which oversees our approach to information security. We are whole of firm ISO27001 certified as assessed by SAI Global. 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
- BCP 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