

CORRS DIVERSITY

DIVERSITY PROGRESS
REPORT – 2016

DIVERSITY AT CORRS

Corrs Chambers Westgarth is enabling a truly diverse workforce. We aim to create a high performance culture that not only supports and fosters diversity, but celebrates it. Creating and maintaining this culture requires diligence and concrete actions - not just aspirations.

Corrs is strongly committed to taking the steps needed to truly advance diversity in the workplace and subjects itself to the same governance principles that apply to its Australian Securities Exchange (ASX) listed clients. Corrs' Diversity Policy (first published in 2012) is compliant with the ASX Corporate Governance Principles and Recommendations on diversity, even though the firm is not a listed ASX company. Current diversity objectives include:

1. Increasing gender diversity in senior roles, including:
 - 33% of Corrs' Board to be women;
 - 40% of senior management to be women;
 - 35% of the partnership to be women.
2. Creating flexible career paths for all Corrs people; and
3. Celebrating, supporting and including the diverse range of people at Corrs and in the broader community, through concrete initiatives – including regarding Indigenous peoples (supported by a documented Innovate RAP), LGBTI people (supported by an LGBTI Network and inclusiveness plan), people with disabilities, and people of all ages, cultures and ethnicities.

Corrs has put in place solid measures to help reach these goals and has made good progress.

PROGRESS ON DIVERSITY OBJECTIVES TO 30 AUGUST 2016

The Corrs Diversity Council continues to meet monthly to oversee the implementation and advancement of the firm's diversity objectives, with regular reporting and updates provided to the firm's Executive Leadership Team (ELT) and the Board. It is supported by a dedicated Diversity & Inclusion Manager and an Advisory Team, which is made up of staff from across the firm, and helps to advance and identify new initiatives.

Gender Diversity

	Data as at 30 June 2016
Women on Board	22.2%
Women in Senior Management ¹	36.8%
Women in Partnership	25.4%
Overall women within the firm ²	66.1%

1. Includes representation of women on the firm's Executive Leadership Team and Business Services Leadership Team.

2. Includes partners and staff.

Corrs' Diversity Policy and gender targets are underpinned by a gender equality strategy, to aid the retention of talent and promote a supportive and inclusive workplace culture. Key programs, policies and initiatives

implemented and/or continued in 2015-16 which support our gender diversity objectives include:

- executive coaching for female partners and senior female lawyers, to assist them to maximise their career potential;
- mentoring and networking opportunities for staff and partners (including formal mentoring programs as well as several women's networking events each year, such as Corrs Women in Business events);
- our key industry partnership with the University of Melbourne's Centre for Ethical Leadership to identify and remove barriers to gender equality and flexibility;
- unconscious bias awareness training for leaders, partners, senior business services staff and senior lawyers;
- a commitment to identifying and addressing gender pay equity – our CEO John Denton is a Workplace Gender Equality Agency (WGEA) Pay Equity Ambassador;
- participating along with other major law firms in Australia, in the Managing Partners' Gender Diversity Initiative, to determine ways to contribute to improving gender diversity internally and across the broader legal profession;
- rolling out a Working Mothers' Programme nationally, providing individuals with support, strategies and techniques to achieve success at work and at home (a broader Working Carers' workshop is also being implemented);

- an industry leading 18 weeks paid parental leave for employees who are the primary care-giver and 3 weeks paid parental leave for secondary care-givers;
- financial planning and literacy programs to assist women get on the front foot financially;
- launching a Family Violence Policy and implementing associated training and processes; and
- hosting and speaking at events to continue the public dialogue and share information and tools to advance gender diversity across the profession.

In November 2015, Corrs was awarded the 'Diversity Law Firm of the Year' award at the fourth annual Lawyers Weekly Women in Law Awards. Corrs was recognised with three further finalist nominations – 'Female Partner of the Year', 'Senior Associate of the Year' and 'Marketing Communications Executive of the Year'. The firm is also a WGEA Employer of Choice for Gender Equality (2014, 2015).

"The firm's success relies on attracting and retaining talented people – of all genders – with diverse ideas, backgrounds and experiences, and providing a supportive culture that enables them to contribute fully and to thrive. My commitment and the firm's commitment to diversity, including gender equality, is essential to a healthy firm. It is the essence of a world class law firm."

John W. H. Denton AO, Corrs Partner & CEO

Creating flexibility

Corrs has continued implementation of its Mainstreaming Flexibility@Corrs project, promoting flexible work options to all Corrs people. The goal is

to further strengthen commitment to and understanding of flexibility across the firm, so it becomes standard business practice and an option for all staff and partners at various stages of their lives and careers, regardless of gender or age.

Our Flexibility@Corrs Policy provides an array of options to enable individuals to fulfil their work and life responsibilities and interests. Corrs continued its involvement in WGEA's Equilibrium Man Challenge, an online documentary series that demonstrated how a group of men and their organisations redefined workplace flexibility. Challenging norms that govern workplace culture, it positioned flexibility as an option for everyone.

This exciting project was endorsed by WGEA and made possible by anchor sponsors Mirvac and Telstra, with the support of Corrs and Diversity Council Australia.

Further information is available here: <http://equilibriumchallenge.com.au/>.

Flexibility training has been undertaken nationally in conjunction with the Centre for Ethical Leadership and further work will focus on practical implementation avenues to reduce barriers and improve flexibility uptake.

Celebrating, supporting and including the diverse range of people at Corrs and in the broader community

(i) Corrs Innovate Reconciliation Action Plan 2014-2016

Corrs' 'Innovate Reconciliation Action Plan (RAP) 2014-2016' formalises our commitment to supporting meaningful reconciliation, and builds upon the firm's strong history of activities and key partnerships with

Aboriginal and Torres Strait Islander peoples. In implementing our RAP, we have sought to:

- increase our peoples' awareness and understanding of the range of issues affecting Aboriginal and Torres Strait Islander peoples and cultures;
- increase opportunities for Aboriginal and Torres Strait Islander peoples to participate in legal education and careers; and
- increase our engagement with and support of organisations that support and promote opportunities for Aboriginal and Torres Strait Islander peoples.

Some key achievements over the last 12 months include:

- participation in the CareerTrackers Program, an Indigenous employment/career pathway;
- rolling out cultural awareness training nationally;
- funding a yearly indigenous scholarship at Melbourne Law School;
- being a principal donor to the University of NSW First People's Moot, which focuses on Indigenous Law, and hosting the inaugural grand final in August 2015;
- sponsoring an indigenous textbook scholarship scheme at the University of NSW; and
- strengthening our relationship with the Aboriginal Legal Service in Perth, providing increased pro bono assistance to indigenous peoples and organisations.

Corrs is also a member of Supply Nation, an organisation which facilitates the opportunity for

Indigenous businesses to be integrated into the supply chain of Australian organisations.

A copy of our RAP is available here:

<http://www.corrs.com.au/assets/about/CorrsReconciliationActionPlan.PDF>

“The actions and commitments in our RAP will guide us in working shoulder-to-shoulder with Aboriginal and Torres Strait Islander peoples to develop and deepen mutual respect, relationships, opportunities and meaningful support. Our RAP records the many ways in which we continue to seek to do so— using business and community activities to support and build opportunities for participation by Aboriginal and Torres Strait Islander peoples in the commercial frameworks that enable social inclusion and economic independence.”

John W. H. Denton AO, Corrs Partner & CEO

(ii) LGBTIQCorrs

The firm’s LGBTIQCorrs Network is managed by a national LGBTI Steering committee, which consists of volunteers from across the firm. Our LGBTI Network aims to increase and support the inclusion of our LGBTI people and enhance our broader engagement with the LGBTI community. The LGBTI Network is not only for our LGBTI employees—allies are welcome and encouraged to join.

Corrs is a proud member of Pride in Diversity (PID), Australia’s leading organisation for the promotion of

LGBTI equality and inclusion in the workplace. Some key achievements over the last 12 months include:

- achieving bronze tier status in Pride in Diversity’s 2015-16 Australian Workplace Equality Index;
- LGBTI inclusion awareness sessions held in each of our offices for staff and partners to gain a better understanding and awareness of why LGBTI workplace inclusion is important, the challenges faced by LGBTI employees and the LGBTI community more broadly, and to learn how each of us can help create a more inclusive work culture;
- recognising and celebrating key community events, including Sydney Gay and Lesbian Mardi Gras, Wear It Purple Day and World Aid’s Day;
- hosting an IDAHOBIT Day event with the Victorian Commissioner for Gender and Sexuality, Rowena Allen, as guest speaker;
- hosting the inaugural interfirm LGBTI drinks for professional services firms in Melbourne and continued participation in networking events nationally, including PID roundtable events; and
- partnering with Pride in Diversity to produce a handbook entitled “LGBTI Workplace Inclusion – Anti-discrimination law and practice” to be distributed to Pride in Diversity’s membership.

(iii) Cultural diversity

Corrs values the cultural diversity of our people and of the broader community.

We are a member of the Asian Australian Lawyers Association (AALA) which promotes cultural diversity in the law and hosts its AGM in our Melbourne and Sydney offices. In August 2016, the firm hosted the launch of a ‘A Blueprint for Cultural Diversity and Inclusive Leadership’, the Australian Human Rights Commission’s research and paper on improving cultural diversity in leadership.

Corrs continues to support the Australian Human Rights Commission’s ‘Racism. It Stops With Me’ campaign. Understanding and valuing cultural diversity is key to respecting individual differences and countering racism.

RACISM. IT STOPS WITH ME