

# 2024 AusLSA SUSTAINABILITY PROFILE



**Macpherson Kelley**  
**Headcount:** 229 (FTE)  
**Floor Area:** 5,750m<sup>2</sup>  
**Number of Offices:** 4

Macpherson Kelley is a national commercial law firm that partners with clients to achieve their business goals through practical advice they can confidently act on. We operate from 4 offices in Sydney, Brisbane, Melbourne, Dandenong and through our network in the Pacific and beyond.

Founded in 1905, Macpherson Kelley boasts a rich legacy. Over the years we have consistently adapted to the changing legal and business landscape, staying ahead of the curve to provide our clients with the best possible service.

At Macpherson Kelley each of our lawyers operate nationally however provide a local presence which is felt amongst the diverse organisations we work with. On any given day around the country, you'll find us at work in the business community, advocating for our clients' growth and prosperity, supporting industry innovation and looking for the best people to join our growing team.



PLACEHOLDER



## OUR PEOPLE SUMMARY AND HIGHLIGHTS:

At Macpherson Kelley we live by our values: talk straight, better each day, play as a team.

We are committed to inclusive and diverse workplaces driven by our policies and strategies which are supported through employee engagement across the firm. We are committed to providing flexible working arrangements, including paid parental and fertility leave. We recently established our Gender Equality Action Plan to drive societal change and advance gender equality from within.

Our Wellness+ program allows our employees access to initiatives that encourage physical and mental well-being. We support the growth of our people through the Macpherson Kelley Business School, focusing on building capacity through training and development (both personal and professional) across all levels of the firm.

In recognition of our commitment to our people being our strongest advocates, we have been recognised by Australasian Lawyer as an Employer of Choice in 2023 and 2024.

### GENDER EQUALITY

**POLICY PUBLISHED**

**36% FEMALE** PARTNERS  
**61% FEMALE** LEGAL STAFF  
**75% FEMALE** NON-LEGAL STAFF  
**62% FEMALE** SENIOR PROMOTIONS

**INITIATIVES:**

- International Women's Day • Employer of Choice for Gender Equality
- Pay Equity Ambassador • 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 • Equal pay controls
- Showcasing gender diversity experiences • Women on Boards

### INCLUSIVE WORKPLACE

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

**INITIATIVES:**

- Recruitment and promotion for D&I • Internal D&I networks or committees
- LCA Diversity and Inclusion Charter • Training - Awareness and unconscious bias
- Staff Surveys - D&I • Training - LGBTQ+ awareness • Wear it Purple Day
- Internal LGBTQ+ networks or committees • Training - LGBTQ+ awareness
- Gender pronouns promotion

### FLEXIBLE WORKPLACE

**POLICY PUBLISHED**

**20 WEEKS** PAID PARENTAL LEAVE PRIMARY CARER  
**4.0 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 • Religious and ceremonial leave • Purchased leave
- Career breaks • Phased retirement • Adjusted KPIs after absences
- Sabbaticals • Bonus leave • Domestic violence leave • Family and fertility leave

### PSYCHOLOGICAL WELLBEING

**INITIATIVES:**

- R U OK? program • Psychological support/ EAP • Mental health first aid training and support
- Training - Mental health awareness and management
- External mental health programs hosting • Domestic violence strategy
- Mental health office champion

### PHYSICAL WELLBEING

**INITIATIVES:**

- Ergonomics program • Flu vaccinations • Internal exercise sessions
- Team events • Massages • Wellness awareness and promotion
- Onsite fruit and healthy catering • Health EAP

## OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

Macpherson Kelley has an ongoing commitment to improve and expand our firmwide environmental strategy.

Each of our offices is equipped with state-of-the-art IT and video conferencing equipment, allowing us to collaborate with clients and employees across different geographical areas, reducing travel requirements.

Fifty per cent of our current office spaces are in carbon-neutral buildings, we are also focusing on and prioritising the following programs:

- Waste recycling and separation systems, including office waste, hardware and electronics
- Increased purchasing of green power across all offices and the implementation of energy reduction strategies, including forced computer shutdowns and efficient lighting automation
- Continuous reduction in paper usage across all our offices, including the ongoing commitment to the Paper Lite Office program

In FY23 we transitioned 40% of our electricity consumption to Greenpower and in FY24 that number increased to 95%. We intend to expand our environmental strategy and monitor best practice in reducing our environmental footprint.

### CLIMATE ACTION

**INITIATIVES:**

- Green Star rated buildings 4-6 star • Energy efficient refits undertaken
- Specify energy efficient appliances • Teleconferencing facilities and training • Earth Hour • End of trip facilities • NABERS Energy Rating
- Efficient building and lighting automation • Forced computer shutdown
- Renewable Electricity

**GROSS EMISSIONS**  
194t - 0.85t per employee

**BUILDINGS**  
 5.6% 0% 1.7%  
 0.002t/m<sup>2</sup> 14.3t 7.3%

**TRAVEL**  
 0% 90% 2.0%  
 0.02t/employee 180t 93%

**CARBON OFFSETS & RENEWABLES**  
 97% 0%

**NET EMISSIONS**  
194t - 0.85t per employee

### ENVIRONMENTAL MANAGEMENT

**POLICY IN DEV'T**

### RECYCLING OFFICES

100% 100% 75% 75%  
 % office availability

### PAPER USAGE

**INITIATIVES:**

- Paperlite office program • Follow me printing

**PAPER CERTIFICATION:**

- NCOS Certified Carbon Neutral • Other Certifications
- PEFC Australian Forestry standard

4,137 t/employee 36% recycled content

## OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

At Macpherson Kelley, we value our role in contributing to positive community impact.

Our community engagement is driven by our ongoing partnerships with community organisations and relationships developed through the Macpherson Kelley Foundation (MKF). MKF was established in 2016 as a vehicle for a strategic and inclusive approach to community giving.

Charitable contributions from Macpherson Kelley and our workplace giving program has enabled MKF to donate approximately \$464,000 to community organisations. This has occurred through our annual grants program, and targeted fundraising activities which have supported several one-off appeals for national and worldwide health and humanitarian crises.

In FY24, approximately 59% of our employees contributed to our workplace giving program, with Macpherson Kelley matching through charitable contributions and resourcing. This engagement demonstrates a workplace culture that values our commitment to positive outcomes for the communities in which we live and work.

To advance our community engagement we promote various volunteer opportunities to our employees who can access a paid volunteer leave day each year. In 2024 we successfully participated in the Lifeblood Blood Drive as part of our Volunteering program.

### INDIGENOUS RECONCILIATION

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

**INITIATIVES:**

- Reconciliation Action Plan • Cultural awareness training • NAIDOC Week
- National Reconciliation Week • Scholarships and student mentoring
- Funding and donations

### NON LEGAL VOLUNTEERING

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

**INITIATIVES:**

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

### CHARITABLE GIVING

**PROGRAM CORP. GIVING** **59% 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

### LEGAL PRO BONO

**STRATEGY IN DEV'T**

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:

Macpherson Kelley has a corporate structure, with governance, risk and compliance resting at or driven from the Board. The Board consists of 5 members: 3 Executive and 2 Non-Executive.

Day to day management of the legal firm subsidiary is undertaken by an Executive team of a National Managing Principal Lawyer, COO, CIO, CFO, CPO, and 4 Managing Principal Lawyers representing each of our offices.

The group is independently audited annually.

We have robust controls, policies and procedures covering ethics, conduct, bullying & harassment, wellbeing, inclusion, complaints handling. These are supported through induction and ongoing training programs.

Business continuity plans and crisis management system are constantly being reviewed and developed. Our values drive a team based, open and supportive culture.

### CODE OF CONDUCT /RISK MANAGEMENT

**POLICY PUBLISHED**

**INITIATIVES:**

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

### SUSTAINABILITY REPORTING

**www** **AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**