



AUSTRALIAN
LEGAL SECTOR
ALLIANCE



Macpherson Kelley

Member Reporting Legend

Legend

Yes Pending No

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, Comingles, Organics and ICT Equipment
		Total annual paper use

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.
<p style="text-align: center;">Staff Gender Profile</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>100%</p> <p>Male</p> </div> <div style="text-align: center;"> <p>100%</p> <p>Female</p> </div> <div style="text-align: center;"> <p>100%</p> <p>Non-Binary/Other</p> </div> </div> <p style="text-align: right;">The percentage breakdown of staff by gender across the firm.</p>		

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.
	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.
Risk Management	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.
	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	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	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.

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.

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Macpherson Kelley
 Headcount (FTE): 242
 Floor Area: 5,854m²
 Number of Offices: 4

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.

Macpherson Kelley is a Commercial law firm that thinks differently - our

lawyers possess a rare combination of commercial acumen, legal ingenuity, and human insight. That's why we treat each client's business as if it's our own, delivering intelligent recommendations they can act on.

Our lawyers work across a broad spectrum of practice areas, each

offering specialised, industry-led expertise and a full suite of services. With offices in Melbourne, Dandenong, Sydney, Brisbane and Adelaide, our law firm is equipped to provide practical advice and intelligent insight throughout every stage of the business lifecycle. In addition, our international network extends through the Pacific and beyond.



Our Environment

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.

Two of our office spaces are in carbon-neutral buildings, and we are focusing on and prioritising the following programs:

- Waste recycling and separation systems, including office waste, hardware and electronics
- Continued purchase of green power across our 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 FY25, we successfully transitioned 100% of our electricity consumption to Greenpower.

We intend to expand our environmental strategy and monitor best practice in reducing our environmental footprint.



Our People

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. Our Gender Equality Action Plan drives 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, 2024 and 2025.



Our Governance

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 consisting of a National Managing Principal Lawyer, COO, CIO, CFO, CPO, and 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 systems are constantly being reviewed and developed. Our values drive a team based, open and supportive culture.



Our Community

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 have enabled MKF to donate approximately \$599,000 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 FY25, approximately 48% 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 2025 we successfully participated in the Lifeblood Blood Drive as part of our Volunteering program.

Environment

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Environmental Management

Environmental Policy, EMS, EMS Certification

Climate Action

GHG Reduction Policy, GHG Reduction Target, Near-term SBT Target, Net Zero SBT Target, Climate Action Plan

Paper Use, Recycling & Waste

Offices with waste facilities: Organic Waste 75%, e-Waste Recycling 75%, Paper Recycling 100%, Commingle Recycling 100%. Paper Use: Total 4,063kg, Per Person 16.8kg

Emissions Inventory

	tCO ₂ e	% of total (Market-based)
Scope 1 Refrigerants	3	1%
Scope 2 Electricity (Location-based)	293	—
Scope 2 Electricity (Market-based)	0	0%
Scope 3 Air Travel	120	95%
Scope 3 Car Travel	4	1%
Scope 3 Leased Assets	0	0%
Total (Gross - Location-based) (tCO₂e)	420	Per Person 1.7
Total (Gross - Market-based) (tCO₂e)	126	Per Person 0.5
Carbon offsets (tCO ₂ e)	-	-
Total Net (Market-based) (tCO₂e)	126	Per Person 0.5

ENVIRONMENTAL MANAGEMENT INITIATIVES

- Sustainable procurement policy
- Paper reduction and digital transition policy or initiatives
- Internal environmental policy or management plan
- Green leasing or collaboration with landlords on sustainability
- Environmental Management System (EMS)

CLIMATE ACTION INITIATIVES

- Sustainable procurement (e.g., ECO-Buy, green purchasing policies)
- Teleconferencing systems and virtual meeting practices
- Renewable electricity purchases
- Remote and hybrid work practices
- Energy-efficient lighting and appliances
- Green Star-rated buildings (4-6 star)
- NABERS Energy rating participation
- Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)

SUSTAINABLE WASTE INITIATIVES

- Office waste segregation (e.g. organics, co-mingled, soft plastics)
- Reusable and recyclable coffee cup programs
- Paper reduction and digital transition policy or initiatives
- E-waste and office equipment reuse or donation
- Battery and mobile phone recycling (e.g. Mobile Muster)

People

Flexible Working

Employer Parental Leave Scheme, Flexible Working Policy

Staff Development

Staff Development Policy

Diversity

Diversity and Inclusion Policy

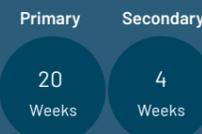
Employee Wellbeing

Psychosocial Wellbeing Policy, Physical Wellbeing Policy

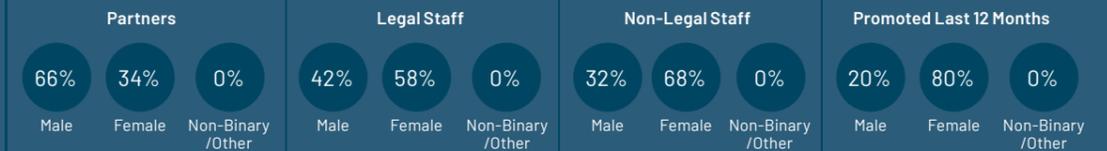
Gender Equality

Gender Equality Policy, Gender Equality Target

Parental Leave per care giver



Staff Gender Profile



FLEXIBLE WORKING INITIATIVES

- Phased retirement
- Adjusted KPIs after leave
- Sabbaticals
- Purchased leave
- Religious/cultural leave
- Volunteering leave
- Study/professional development leave
- Family and domestic violence leave
- Parental/fertility-related leave
- Carer's leave
- Unpaid personal leave
- Time in lieu (TOIL)
- Formal flexible work policy
- Remote/hybrid work options
- Part-time arrangements
- Flexible working hours

STAFF DEVELOPMENT INITIATIVES

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

GENDER EQUALITY INITIATIVES

- Women on Boards
- Training - Gender awareness unconscious bias
- Sexual harassment gender equality programs / initiatives
- Pay Equity Ambassador
- International Women's Day
- Internal D&I networks or committees
- Female advancement, mentoring and coaching
- Equal pay controls
- Employer of Choice for Gender Equality

Governance

Public Sustainability Reporting

External ESG Reporting, Promotion of AusLSA Reporting

Sustainable Procurement

Sustainable Procurement Policy, ISO 20400 Standard, Modern Slavery Risk Assessment, Modern Slavery Act Reporting

Risk Management

ERM Framework, ESG Risks Included, BCP / ERP

Code of Conduct

Code of Conduct, Code of Conduct Training, Complaints & Grievance Mechanism

EXTERNAL REPORTING TYPES

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g., anti-bribery, fraud, corruption)
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

Yes, we have a general understanding of modern slavery risk in our operations and supply chains but have not undertaken a formal modern slavery risk assessment

Community

Community Volunteering

NFP Staff Participation, Community Volunteering

Legal Pro Bono

Pro Bono Strategy, Pro Bono Target Signatory

Corporate Giving

Corporate Giving Program

First Nations Reconciliation

First Nations Reconciliation Strategy, Reconciliation Action Plan, Reflect

COMMUNITY VOLUNTEERING INITIATIVES

- Paid volunteer time
- Organised staff volunteering
- NFP Boards
- Community volunteering
- Blood donations

CORPORATE GIVING INITIATIVES

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

FIRST NATIONS RECONCILIATION INITIATIVES

- Cultural awareness training
- Reconciliation Action Plan (RAP)
- Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)
- Funding and donations