

OUR PEOPLE

SUMMARY AND HIGHLIGHTS:

Hall & Wilcox is proud of its culture.

We are committed to creating a workplace that is welcoming, inclusive and supportive. Ongoing development of our people is a key priority.

We are committed to building and supporting a learning culture which features structured learning and development programs aligned to the firm's strategy, creating a high performance learning culture. This includes supporting our people to work flexibly to balance their professional, personal and family life, health and wellbeing. This includes formal flexible arrangements and informal arrangements such as agile working. This is central to our ongoing commitment to the wellbeing of all of our people.

We advocate a holistic approach to wellbeing to support our people both in and outside the workplace. This is also achieved by our pro bono practice and our engagement with not-for-profit community groups, individuals and charities. We run a coordinated pro bono practice that acknowledges the time spent by our people on pro bono matters. Recognising that there is a compelling unmet need for these legal services in our community, we encourage and give full credit for pro bono work to everyone at the firm.

OUR GOVERNANCE

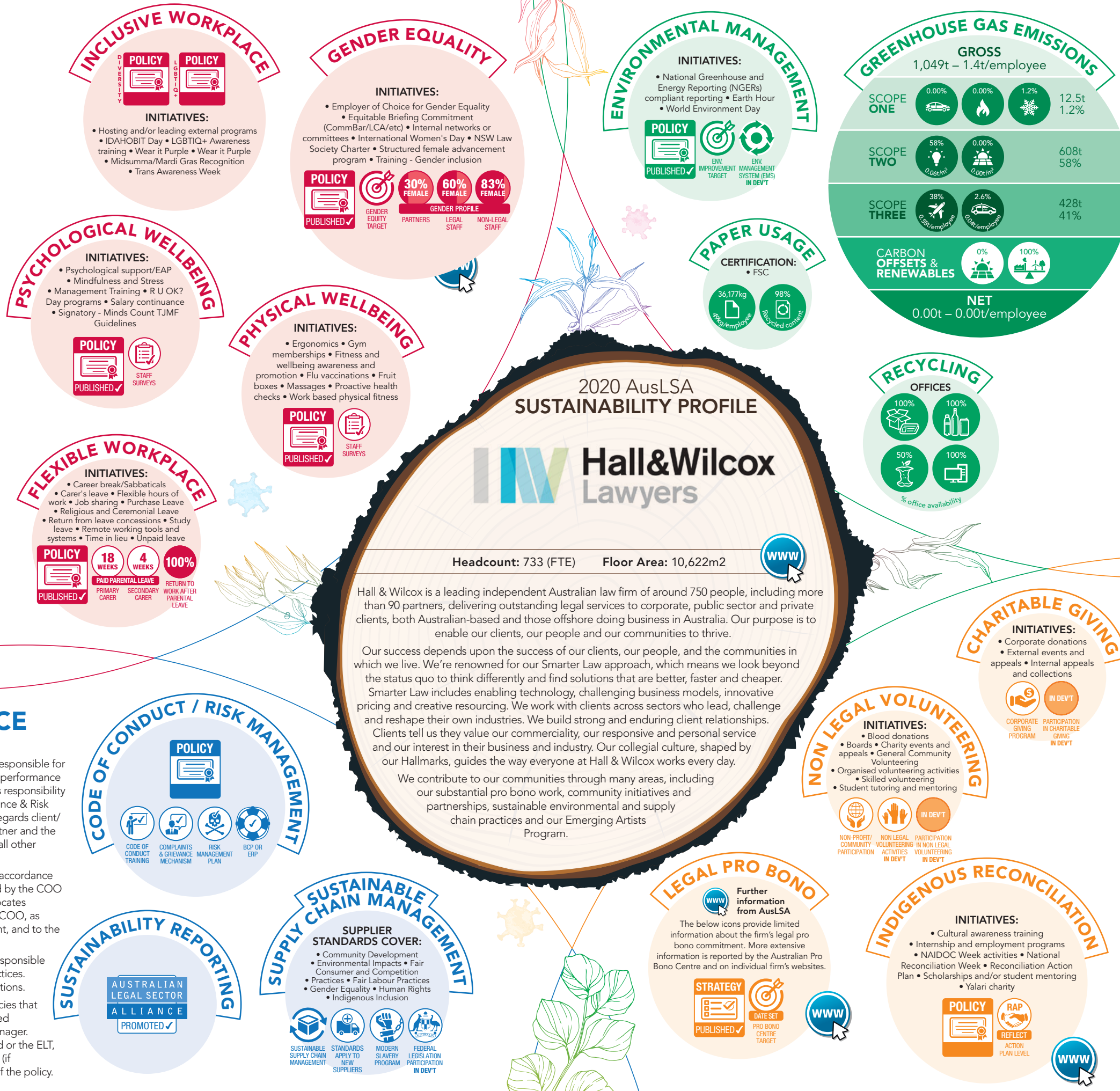
SUMMARY AND HIGHLIGHTS:

The Hall & Wilcox Board of Partners (Board) is responsible for firm strategy, firm governance, firm clients, firm performance and risk management. The Board discharges its responsibility for risk management via the firm's Legal Excellence & Risk Committee (a subcommittee of the Board) as regards client/legal risks, and via the COO, the Managing Partner and the firm's Corporate Services managers as regards all other categories of risk.

Responsibility for individual risks is allocated in accordance with the firm's Risk Register, which is maintained by the COO and the General Counsel. The Risk Register allocates responsibility for business continuity risk to the COO, as regards physical risks to building and equipment, and to the IT Manager, as regards technology risk.

The firm's Executive Leadership Team (ELT) is responsible for collaborating in leading the firm and its practices. The ELT is responsible for managing firm operations.

Responsibility for managing individual firm policies that govern the conduct of firm personnel is allocated primarily to the relevant Corporate Services manager. Each policy will be overseen by either the Board or the ELT, in conjunction with the relevant firm committee (if applicable), depending on the subject matter of the policy.



OUR ENVIRONMENT

SUMMARY AND HIGHLIGHTS:

At Hall & Wilcox, our purpose is "To enable our people, our clients and our communities to thrive". To stay true to this purpose, we are committed as a firm to taking a leadership role in responding to the challenge of climate change.

We have an active Environment Committee that meets and reports regularly. Our Environment Committee runs awareness events, recycling training and other activities in support of sustainability initiatives.

We have substantially reduced our emissions and environmental footprint in recent years through going open-plan, reducing paper use and similar projects. This has resulted in a 38% reduction in per-employee emissions between 2012 and 2019. In the last 2 years we have been offsetting all of our scope 1 and scope 2 emissions by purchasing gold standard carbon credits from WithOneSeed (a certified carbon farming program in Timor Leste).

We are beginning the process of official certification as carbon neutral and expect to achieve this over the next financial year. As part of the certification process our emissions base will reset, so it is an opportune time to review our environmental goals and commit to ambitious emissions reductions. We will continue to report and review this regularly.

OUR COMMUNITY

SUMMARY AND HIGHLIGHTS:

The firm's community program has a strong focus on mentorship and education. The firm has a long and proud history with the Australian Business and Community Network (ABCN). The firm now undertakes mentorship programs in nearly all of its offices assisting students from disadvantaged schools to realise their full potential.

Continuing this tradition, the firm has been one of the first participants in the Gawanga Jina Indigenous Careers Academy, which was initiated by Career Trackers. This project introduces students to career paths that they may not previously have considered. The firm plans to further develop its involvement in this project.