



CLEAR THINKING

United Nations  
**Global Compact**  
**Communication on Progress**

April 2012

## Statement of continued support from Partner Phillip Cornwell – Chair of the Allens Pro Bono and Footprint Committees

Over the past year, Allens Arthur Robinson (**Allens**) has continued to support and promote the 10 principles of the UN Global Compact.

As a firm, we recognise that we have broad responsibilities to our people, their families and the communities in which we live. We have nurtured close relationships with many community groups and engage with these groups through our pro bono, charity and environmental programs and by complying with the UN Global Compact.

Our firm has maintained its focus on the plight of our indigenous people and on human rights, in particular for asylum seekers, while also prioritising equal opportunity and anti-corruption issues, and further minimising our footprint. We have made good progress in all these areas and some highlights are outlined below.

- Won the Law Award at the Australian Human Rights Commission Human Rights Awards 2011 for our work on the M61 and M70 cases, both pro bono matters on which we worked with the Refugee and Immigration Legal Centre, Debbie Mortimer SC and Richard Niall SC.
- Awarded the Equal Opportunity for Women in the Workplace Agency's Employer of Choice for Women citation for the eighth consecutive year.
- Celebrated the second anniversary of our Reconciliation Action Plan (**RAP**). In the second year of our RAP, we deepened the impact of the work we do in relation to Indigenous rights, access to justice and Indigenous enterprise, and brought to a successful conclusion a 'stolen generation' claim on behalf of an Aboriginal Australian.
- Undertook pro bono work that averaged almost 50 hours of pro bono work per lawyer for the year.

I am pleased to present this Communication on Progress, which outlines not only our commitment to the UN Global Compact but also the efforts of our people in honouring that commitment.



Partner Phillip Cornwell, Chair of the Allens Pro Bono and Footprint Committees

Cover Image:  
Allens' support of Ian Thorpe's Foundation for Youth enabled the provision of 'literacy backpacks' to more than 50 Indigenous students.

## Introduction

Allens is an international law firm with more than 900 legal staff throughout 14 offices in Australia and Asia. The firm provides a full range of commercial legal services to many of the region's leading corporations and government organisations, including 77 of Australia's top 100 public companies, and 55 of the world's largest 100 companies.

Allens was the first organisation in Australia to become a signatory to the United Nations Global Compact and this is something the firm is very proud of.

Allens' internal and external practices, including our workplace and environment policies and community activities, have regularly met the criteria set by the Global Compact.

Working to fulfil the Global Compact means businesses like ours can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.



## Human Rights

### Commitment

Every human being is entitled to basic human rights – that is, freedom, equality, justice and the right to life. However, not everyone has the access to help or finances required to uphold these rights, both in Australia and Asia, and around the world.

Allens has developed lasting relationships with non-government organisations and others within the community who are working to advance human rights. We recognise that these groups are often in the best position to identify the issues, while we have the commitment, resources and expertise to assist.

### Systems

Allens has a number of systems in place that support human rights. The firm's Reconciliation and Pro Bono systems are outlined below.

#### Reconciliation

In 2009, Allens became the first top-tier law firm in Australia to institute a Reconciliation Action Plan (**RAP**), designed to help close the gap between Indigenous and non-Indigenous Australians.

The firm took the decision that we had a vital role to play on this issue. We decided that the steps we would take under the plan would be long-term and would be based on the premise that the best results emanate from relationships of equal trust that, in turn, lead to real opportunities.

RAPs are about turning good intentions into real actions. A RAP is a business plan that uses an holistic approach to create meaningful relationships and sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

We are proud of what we have helped achieve through our RAP and we are excited at the possibilities for the future.

'Allens has demonstrated through its RAP the many ways in which an organisation from the legal profession can positively impact on the lives of Aboriginal and Torres Strait Islander people, while also achieving great success as a firm. We congratulate Allens on their outstanding commitment, which shows a truly genuine and collaborative effort to achieve great outcomes for Aboriginal and Torres Strait Islander Australians and Allens alike.'

– Reconciliation Australia

## Pro Bono

Allens' pro bono practice provides free legal assistance to a range of not-for-profit and charitable clients as well as to individuals in need. Pro bono matters are treated in the same way as fee-paying matters, except that the client is not billed.

Allens was a foundation signatory to the National Pro Bono Resource Centre Target for pro bono work, and has made a commitment to provide at least 35 hours of pro bono work per lawyer per year. Our goal was to exceed this target significantly, and we have done that this year.

In FY 2011-12, Allens:

- completed 40,700 hours of pro bono work;
- assisted 255 organisations; and
- helped 409 individuals.

Allens is prepared to take on challenging and complex human rights cases. Below are descriptions of some highlights of the firm's pro bono practice from the past financial year.

### Neville Austin



Neville Austin, speaking at the media conference that marked the Victorian State Government's apology.

Allens and a team of barristers worked with Neville Austin, an Aboriginal Australian, since 2007, to assist him to seek redress from the Victorian State Government, which wrongfully separated him from his mother when he was a young child. Mr Austin alleged that the State Government failed the duty of care owed to him, by failing adequately to investigate the suitability of his mother's home, ignoring her continued requests for contact, and refusing her demands for custody.

The matter was resolved by mediation in June 2011. The terms of settlement are confidential but exceeded expectations. The Department of Human Services provided Mr Austin with a letter of apology that acknowledged the harm caused by the Government's actions.

In June, at Mr Austin's request, a media conference was held at Allens' Melbourne office, to mark the Victorian State Government's apology to Mr Austin and his family.

'To the team of lawyers at Allens, you gave voice to a story that may have never been heard. On behalf of my mum, myself and my family, I say thank you.' – Neville Austin.

### Asylum seeker cases

In 2010 and 2011, Allens, the Refugee and Immigration Legal Centre (**RILC**), Debbie Mortimer SC and Richard Niall SC (together, **the M61/M70 team**) worked together on two landmark High Court cases that upheld human rights and the rule of law.

The first case (**M61**) established that the Australian Government is obliged to act lawfully and fairly when handling claims by asylum seekers who arrive on Christmas Island. The case established that any failure to afford procedural fairness can be reviewed by the courts.

The second case (**M70**) established that asylum seekers could not be deported from Christmas Island to Malaysia for the processing of their refugee claims because Malaysia did not meet certain international standards in its treatment of asylum seekers and refugees.

The high-profile matters, which were important for the firm and the wider community, involved lawyers from the firm's Sydney and Melbourne offices.

## Activities

Allens works hard to promote human rights via reconciliation. Below is a snapshot of what we've been doing in the space during the past year.



AIME blue hoodie day, Brisbane.



Indigenous Women and Community Leadership forum, Melbourne.

- More than 200 Allens employees, across the firm's Australian offices, wore blue hoodies for a day in support of Australian Indigenous Mentoring Experience (**AIME**), an organisation that seeks to close the gap between Indigenous and non-Indigenous high school completion rates. Allens staff also participated in AIME's professional mentoring program.
- The Melbourne RAP committee hosted an Indigenous Women and Community Leadership forum in April 2011. Guests from Westpac, NAB, Transfield, Australia Post, St. George Bank, Richmond Football Club and Teach for Australia joined employees from across the Melbourne office to hear Indigenous women Emily Carter and June Oscar talk about their experiences with leadership and change.
- As part of the newly established Jawun secondment program, Allens sent four of the firm's senior leaders to work with Indigenous businesses – in Cape York, Cairns, Shepparton and Redfern – on key projects over a four to six-week period. Jawun forms partnerships to benefit both corporate and Indigenous Australia and works to improve the lives of Indigenous people by supporting Indigenous communities on the ground.

'Not only was I able to spend time getting to know the organisations I worked with, but I was able to talk and listen to many people in the community and learn from their experiences.' – National Graduate Resourcing & Development Manager Bryony McCormack.

- Allens hosted the Australian Indigenous Education Foundation (**AIEF**) annual report launch, facilitated development workshops, and undertook extensive pro bono legal work for the private sector-led, non-profit organisation. AIEF is focused on empowering Indigenous children, in financial need, to build a future through quality education and career pathways at Australia's leading schools, universities and companies.



AURORA Lawyer Hayden Teo on his Native Title Internship.

- The Perth RAP Committee hosted a film night for staff where four short Indigenous films were shown. The films were created through the Deadly Yarns initiative, a joint initiative by ScreenWest, ABC Television and the Film and Television Institute WA. Proceeds from the night were donated to Many Rivers Microfinance, which helps Indigenous Australians develop small businesses.
- The Brisbane RAP Committee hosted a stall at the Musgrave Park Family Fun Day. The event is one of the largest held during the National Aborigines and Islanders Day Observance Committee (**NAIDOC**) week in Brisbane each year.
- The Sydney office and Reconciliation Australia hosted a panel discussion called 'Indigenous Australians and the Constitution: recognition, rights and reconciliation'. As well as hosting the forum, Allens made a submission to the Federal Government's Expert Panel on Constitutional Recognition of Indigenous Australians Enquiry. Allens' submission features heavily in the *Recognising Aboriginal and Torres Strait Islander Peoples in the Constitution* report, which is now in the hands of the Prime Minister of Australia, Julia Gillard.

'The report is an incredibly important piece of work that embodies the national conversation about the unique place of Indigenous Australians in our nation.' – Lawyer Alison Matthews.

- Guest Relations Supervisor Josephine Bryant assisted Tooth Mob with the administrative work involved in recruiting and sending volunteer dentists and dental assistants to spend two weeks working at a clinic in an Aboriginal community in the Northern Territory.

'Having grown up in the Northern Territory, I've seen the huge gap in health and life expectancy between Aboriginal and non-Indigenous Australians. By volunteering with Tooth Mob, I don't feel so overwhelmed by the problem.' – Josephine Bryant.

- Allens sponsored two employees to represent their communities at the UN Permanent Forum on Indigenous Issues in New York and Geneva.
- The firm's two-week Winter Indigenous Legal Internship was continued, with 13 Indigenous interns commencing across all Australian offices in 2011. The program has been running since 2006 and is designed to give students exposure to a commercial environment and to provide learning and development opportunities.
- Allens initiated an Indigenous cadetship program within the corporate services department.
- Adrian Craig from SBS and Bevan Mailman from National Australia Bank completed reverse secondments at Allens.
- Lawyer Hayden Teo represented Allens during a Native Title Internship. The internship was part of The Aurora Project, which oversees a number of programs that work with Australia's Indigenous communities and organisations to facilitate prosperity through capacity building. Allens has been involved in The Aurora Project since 2006.



Allens' support of Ian Thorpe's Foundation for Youth enabled the provision of 'literacy backpacks' to more than 50 Indigenous students.

- The Sydney RAP committee hosted a morning tea for the members of the Marthakal Homelands Resource Centre leadership program. The morning tea was an opportunity for the young leaders to experience an office environment.
- Chief Executive Officer Michael Rose was among 22 senior leaders who attended the Jawun Senior Executive visit in Cape York. Michael also continued his role as Chair of the Business Council of Australia Indigenous Taskforce and his role as part of the recently established reference group for constitutional recognition.
- Allens supported Ian Thorpe's Fountain for Youth, which focuses on advocacy for the needs of children living in great disadvantage. The firm's support enabled the provision of 'literacy backpacks' to more than 50 students within these communities.
- The firm continued its work with the Australian Indigenous Minority Supplier Council (AIMSC), which is Australia's premier business-to-business membership body dedicated to growing diversity within the supply chain.
- Allens strengthened its relationship with Indigenous technology, communications and media service provider Message Stick.
- The firm worked with RMIT to host a symposium on the issue of constitutional recognition for Indigenous people. Held in November 2011, the event catered to law students and the legal community.
- Allens worked with Arnold Bloch Leibler to establish the Legal Professional Reconciliation Forum for law firms and legal bodies to work together for reconciliation.

Allens has also engaged in a wide range of other activities in support of human rights in Australia and overseas during the past year. An overview of these activities is below.

- Allens assisted the UN Special Rapporteur on Human Rights with its Corporate Law Tools project by advising on and drafting a Hong Kong chapter for a larger report that addresses corporate laws and corporate social responsibility across the region.
- The firm worked on a number of projects with the UN Special Representative that are aimed at protecting human rights. Allens advised on social, legal and policy issues surrounding the corporate responsibility to respect human rights.
- We researched laws regarding economic, social and cultural rights.
- The firm worked for the Mental Health Legal Centre and participated in the Mental Health Review Boards appearance roster.
- Allens participated in Homeless Persons' Legal Clinics in Melbourne, Sydney, Brisbane and Perth.

## Performance

Allens works hard to achieve its human rights-related goals, as set out by the firm's various community committees. Our goals have been exceeded during the past year and revised targets for the coming year have been set. Our commitment to improving and protecting human rights, and our desire continually to push our human rights agenda, has been widely recognised within the broader community. In FY2011-12, Allens was named the recipient of the following awards:

### Queensland Reconciliation Awards

In 2011, Allens was nominated as a finalist in the Queensland Reconciliation Awards' business category. The awards, run by the Queensland Government, recognise businesses, organisations, educational institutions and partnership projects that are paving the way for reconciliation.

### Human Rights Awards win

Allens – with the Refugee and Immigration Legal Centre (**RILC**), Debbie Mortimer SC and Richard Niall SC – was the recipient of the Law Award at the Australian Human Rights Commission Human Rights Awards 2011 for the team's work on the M61 and M70 cases.

The same team was awarded two other important awards for this work – the Federation of Community Legal Centre's prestigious Tim McCoy Award and the Law Institute of Victoria's President's Honorary Award.

Partner Malcolm Stephens, who led the Allens team, said that the matters involved lawyers from the firm's Sydney and Melbourne offices.

'Our lawyers worked very hard on these matters and it was an honour for the firm to receive these awards alongside RILC, Debbie Mortimer and Richard Niall.' – Malcolm Stephens.

### Business Council of Australia

Allens' work on engagement and measurement relating to reconciliation was highlighted as a case study of best practice in the Business Council of Australia's *Vision and Values: Working Together to Close the Gap* report.

### Woor-Dungan Pro Bono Service Provider Partnership Award

Allens was the winner of 2011 Woor-Dungan Pro Bono Service Provider Partnership Award for the partnership between Allens and Ganbina.



Allens Partner Steve Clifford and Gabina CEO Adrian Appo.



## Labour

### Commitment

Allens maintains employment arrangements and agreements that do not prohibit or discourage freedom of association or collective bargaining. The firm opposes all forms of forced and compulsory labour and seeks to abolish child labour. The firm is also active in its endeavour to eliminate discrimination in respect of employment.

### Systems

Allens has a number of systems in place that are designed to UN Global Compact principles relating to labour. A number of these systems are highlighted below.

#### Equal Employment Opportunity (**EEO**)

Allens is committed to the principles of EEO and takes a zero tolerance approach to discrimination, harassment and bullying in the workplace.

Providing a safe and supportive workplace for our partners and employees is critical to our business. We value the diversity of our workforce, respect the differences between employees, and recognise that each person has individual talents and skills to bring to their role. All partners and employees work in an environment in which they can enjoy their work and relationships with colleagues, free from discrimination, harassment and bullying.

In November 2011, the firm rolled out compulsory online EEO training for all partners and staff. Face-to-face EEO training for all partners, directors, senior managers, special counsel and senior associates is also planned for the second half of FY12.

#### Diversity Strategy

Allens' diversity strategy is built on four key pillars: gender, flexibility, reconciliation and family. Broader areas of focus for the firm include disability, ethnicity and sexual orientation. Our diversity strategy is supported by the creation of a Diversity Advisory Board, which is made up of both internal and external members and chaired by Michael Rose. The Diversity Advisory Board met in April and November in 2011, and made recommendations for diversity actions within the firm.

#### Lesbian Gay Bisexual and Transgender (LGBT) Interest Group

In May 2011, Allens started a LGBT interest group. The group is open to employees who identify as LGBT and their supporters, associates, parents and friends. This group is regularly invited to attend external LGBT events. In November 2011, Allens sent representatives to the Pride in Practice: LGBT Workplace Conference, held in Sydney. Allens has also booked a table at the Annual Pride in Diversity business luncheon and awards celebration, which will be held in May 2012.

#### Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

#### Principle 4

Business should uphold the elimination of all forms of forced and compulsory labour

#### Principle 5

Business should uphold the effective abolition of child labour

#### Principle 6

Business should uphold the elimination of discrimination in respect of employment and occupation

## Gender

The firm's Women at Allens program regularly provides the opportunity for employees to attend events related to the development and progression of women in business. The firm also supports external organisations, including Chief Executive Women and United Nations Women, by hosting seminars and events at our offices. Each Australian office has a Women at Allens committee and, in 2011, the four committees delivered a total of 21 events. Women at Allens includes a mentoring program.

Women at Allens ties in to the firm's 2010 commitment to provide corporate leadership for gender equality.

Allens was one of the first organisations in Australia to sign the Women's Empowerment Principles, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women, and the United Nations Global Compact.



'Bring your kids to work' morning tea, Melbourne

## Flexible work arrangements

Allens' goal is to create an engaging work environment that inspires our people to give their very best. We are committed to enabling our people to balance their work and other responsibilities.

Policies such as purchased annual leave, part-time work, job share, flexible hours, working from home and a graduated return from parental leave have been introduced across the firm. All programs are supported by coaching, tools and information kits. The programs are led by the Head of Flexibility and Diversity, Jacqui Abbott.

## Managing the Transition

Allens recognises that employees' flexibility needs will vary at different life stages, particularly when family circumstances change.

The premise behind the Managing the Transition program is to acknowledge that flexibility will be different for each individual and may change over time. The program enables women and men to achieve and maintain a balance between their professional and personal commitments.

One component of the Managing the Transition program is access for all partners and staff to information kits. These kits cover topics such as families and work, eldercare, mental illness and next phase/retirement.

## Activities

In 2011, Allens conducted a range of activities that demonstrate its commitment to the United Nations Global Compact principles on labour standards. A snapshot of some recent work in this area is below.



Chief Executive Partner Michael Rose attends the launch of the *Progress of the World's Women* report.

- Allens hosted the launch of the *Progress of the World's Women: Access to Justice* report. This report is the first major publication from the newly formed United Nations Entity for Gender Equality and the Empowerment of Women and identifies effective strategies to expand women's access to justice and rights.
- In November 2011, Allens produced its annual Equality and Diversity Report, which focused on gender equality for legal professionals in the firm. The expanded 2011 report was structured in line with the UN Women's Empowerment Principles and detailed achievements since the 2010 report; how we performed against our FY11 equality and diversity objectives; and key areas of focus for FY12.
- Last year, Allens conducted two engagement projects to gain feedback from our lawyers about what drives their engagement and to identify perceived barriers to career progression. Recommendations from the projects were included in our annual Equality and Diversity Report. An internal flexibility engagement project also commenced in October 2011, to uncover what our partners and staff see as the challenges of flexible working and how we can more effectively manage flexibility.
- In 2011, Allens conducted a number of programs relating to unconscious bias. These included a three-part development program with the firm's Executive Leadership Team and a number of sessions targeted at our recruiting teams, partners and lawyers.

The firm is continuing to improve awareness and understanding of unconscious bias in the workplace.



## Performance

### EOWA citation for eighth consecutive year

In March 2012, Allens was awarded the Equal Opportunity for Women in the Workplace Agency's Employer of Choice for Women citation for the eighth year in a row. The firm was one of 125 organisations awarded the citation, which is given to non-government organisations with more than 100 employees that have policies and practices supporting women across the organisation.

### Martin Seligman Award for Health and Wellbeing

Allens, along with law firms Freehills, Mallesons, Blake Dawson & Clayton Utz, won the Martin Seligman Award for Health and Wellbeing, which was part of the 2011 AHRI National Awards. The firm was nominated for its role in developing the Resilience@Law leadership initiative, which raises awareness and understanding of the nature and impact of stress, depression and anxiety across the legal profession in Australia.

## Environment

### Commitment

What we do today to be sustainable is important for tomorrow. As a law firm, we recognise that our impact is not so much about a headline number. True sustainability comes from consistency in best practice, ranging from our procurement practices and the education of staff, to the way our offices are managed and maintained.

Allens has been committed to sustainability and to supporting the environment for more than a decade. Our commitment to being sustainable leaders is driven, and formally monitored, by the Footprint Committees, which are made up of employees whose innovative ideas, enthusiasm and passion assist the firm to reduce its impact on the environment. Below is an outline of some of the environmentally-friendly systems that have been implemented by the Footprint Committees.

### Systems

#### Sustainable transport

Travel has a huge impact on an organisation's sustainability balance – especially with international organisations where interactions are required on a global scale. Apart from sending a strong message about sustainability, implementing innovative sustainable transport practices makes economic sense. During the past year, Allens has been working on a formal transport policy and, in doing so, has asked employees whether they can avoid the need to travel, reduce the distance travelled (or use a more otherwise environmentally-friendly means of transport) and offset emissions where travel cannot be avoided. The firm has also invested in innovative communication tools, such as video phones and conferencing facilities, to help reduce the need for transport.

#### Fairtrade

The Fairtrade label guarantees that a third-world farmer has received a fair price for their produce, that no child labour or forced labour was used, and that employment and environmental standards were met. Allens was one of the first Australian organisations to become a certified Fairtrade workplace. Under the Fairtrade certification, kitchens in our Australian offices have been stocking Fairtrade tea, coffee, drinking chocolate, chocolate and sugar. As part of Fairtrade week, all Australian offices hosted morning teas that featured a range of Fairtrade products.

#### Recycling

Recycling is an excellent way to help solve the growing environmental issue of waste in landfill sites and its negative impact on the natural environment. It also saves money and those who receive the donated goods can give them a second life. Allens provides employees with a suite of recycling options, ranging from battery recycling, to confidential paper recycling. Employees are constantly reminded to 'reduce the use' and then recycle what's left. One creative example of recycling at Allens is the annual Stationery Amnesty, where unwanted office supplies are recovered and redistributed throughout the firm.

#### Principle 7

Business should support a precautionary approach to environmental challenges

#### Principle 8

Business should undertake initiatives to promote greater environmental responsibility

#### Principle 9

Business should encourage the development and diffusion of environmentally friendly technologies

### Going vegetarian

Since 2008, National Vegetarian Week (**NVW**) has been promoting the idea of vegetarianism, with participants sharing their resources and experiences. According to NVW, reports show that animal-based diets are having a significant impact on global warming, therefore, they promote the idea of going vegetarian – even for just one week of the year. In 2011, many organisations, in more than 13 countries, participated in NVW, in an effort to promote a healthier, more humane and environmentally sustainable lifestyle. This year, Allens' Footprint Committee marked the event by supplying vegetarian catering for the day.

On a permanent basis, our catering staff always ensure that at least 10 per cent of all meals supplied at the firm are vegetarian.

### Activities

#### Trigeneration

There is a building in North Sydney that is the first of its kind in Australia to use natural gas powered engines to heat and cool the building. Allens' Sydney office at Deutsche Bank Place buys some of its energy from this building.

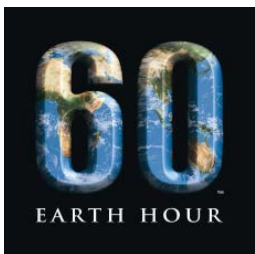
Aside from moving into a building that is capable of Trigeneration, organisations can explore different ways to benefit from this technology, including buying off-peak energy from these buildings.

#### Sustainable Gardening Australia

Melbourne staff enjoyed two eco-friendly workshops by Sustainable Gardening Australia (**SGA**). SGA is a not-for-profit, non-government organisation, dedicated to changing the way Australians garden. Over the two sessions, staff learnt about organic pest control and how to best grow plants in containers and pots.

#### Earth Hour

Hundreds of millions of people, businesses and governments around the world unite each year to support the largest environmental event in history, Earth Hour. Earth Hour was celebrated in a record 150 countries and territories and 6494 towns and cities in 2012, including at Allens' Australian offices, where lights were switched off to send the message that our combined efforts are needed to change our future to one that is sustainable. The firm marked the event with competitions and candlelit dinners for staff.



### Hong Kong's 'Stationery Amnesty' and charity drive

During Hong Kong's 'Stationery Amnesty', the office collected excess office products, and then donated these items to a small orphanage outside Ulaanbaatar in Mongolia. The Hong Kong office also ran a clothing drive to mark Chinese New Year. The donations went to local Hong Kong charity Crossroads Foundation, which distributed the items to people in need.

#### Going Green in Perth

Last year, Allens' Perth office held its annual Community Day. Community Day is an important event on the Perth office calendar as it is a great opportunity to make a non-legal pro bono contribution to the community. This year, Allens staff helped to rehabilitate a large reserve via tree planting, built enclosures for injured native birds, performed gardening duties and helped clean cages for injured ducklings and other small animals.

#### Riding, not driving

Every year, the firm gets behind causes aimed at decreasing pollution by increasing the number of people riding to work. Last year, 13 members of Allens' Melbourne office represented the firm by riding in Around the Bay in a Day. A breakfast was also held to celebrate the event and fellow riding initiative, Ride to Work Day. The Sports and Charity Committees sold baked goods to morning tea attendees and donated the proceeds to The Smith Family charity. The Smith Family's Rebecca Christian said the firm's contribution will be put towards important initiatives.

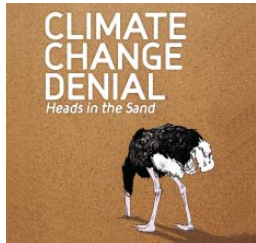


Legal Secretary Kara Seymour pedals the riding, not driving message.

'Allens' fundraising has been invested to help disadvantaged Australian children with the essentials they need for school. Allens is making a world of difference to the lives of disadvantaged children.' – Rebecca Christian, The Smith Family.

#### Sydney's recycling campaign

The Sony Foundation provides envelopes that can be used to dispose of discarded electronic goods. Shoes, books, cosmetics, batteries and ink cartridges were collected from the office's recycling campaign. Around 20 phones were collected and delivered to Sony. The remainder of items (excluding batteries and ink cartridges) were delivered to a women's shelter.



Dr Haydn Washington and John Cook, *Climate Change Denial: Heads in the Sand*, Earthscan, UK, 2011.

### Fitted for Work

Since 2005, Fitted for Work has transformed the lives of 6,500 women. Their mission is to assist disadvantaged women to get work and keep it. They do this by providing free interview-appropriate clothing, and via mentoring programs. Last year, the firm ran a clothing drive, where garments were collected and recycled for use by underprivileged women.

### Planet Ark's Plant a Tree Day

Planet Ark's National Tree Day is Australia's biggest community tree-planting event. It provides an opportunity to plant and care for native trees and shrubs, to improve the environment. The Footprint Committee celebrated National Tree Day by planting trees and hosting morning teas in the firm's Brisbane and Perth offices.

### Climate Change Denial: Heads in the Sand

Dr Haydn Washington is an environmental scientist, who has been researching climate change since his 1991 book, *'Ecosolutions'*. He is co-author of the recently published book, *Climate Change Denial: Heads in the Sand*. In 2011, the Footprint Committees hosted a lunchtime session where Dr Washington detailed the debate surrounding global warming.

### The Perth Green Fair

The Perth Green Fair was initiated by the firm in conjunction with the Perth office's building management, QV1.

The event is in its third year, and aims to encourage landlords to make environmentally sound changes to the office and to highlight what each of us can do from within the office to benefit the environment.

## Performance

Last year, our Footprint Committee created its own Charter. One of our commitments is to share our experience with other organisations, including peers and suppliers. Below is a list of some of the sustainable initiatives that have been implemented.

- Installation of Tandberg video phones for videoconferencing, reducing the need to fly.
- Roll out Project Cheetah, which means PCs have much faster load times and much quicker logins after rebooting (on average, two minutes now compared to 15 minutes on the old drives). Staff now find it far more convenient to turn their computers off at night, which helps save power.
- Swipe card and 'confidential' printing to stop uncollected printing.
- Electronic leave forms for corporate services and secretarial staff.
- Installation of T5 lighting in the Brisbane office. These globes require about 40 per cent less electricity than standard T8 tubes.



- Subsidised barista-standard reusable coffee cups and BPA-free water bottles for staff.
- A stationery amnesty to encourage staff to recycle or reuse surplus stationery.
- The Hanoi office turns off lights during daylight hours.
- The Ho Chi Minh City office turns off lights during sunny days and sets the air conditioning to 26 degrees.
- The Hong Kong office uses recycled water for all toilets.
- Replacing magazine and newspaper subscriptions with online subscriptions, where possible.
- Cleaning with 'green products'.
- Free public transport tickets for staff to go to meetings. This reduces the need for taxis and subsequently lessens pollution.
- Donating leftover food to OzHarvest.
- Waterless urinals in all Australian offices.
- Prepared a Sustainability Policy
- Completed Green IT survey



Allens' Sydney office hosted a candlelit dinner to mark Earth Hour 2012.

The Footprint Committees assisted Allens to substantially reduce its environmental impact during the past year. Some of the year's best achievements are listed below.

- Saved 150 million pages of paper since 2004.
- Saved enough water over four years to fill 8.5 Olympic-sized pools.
- Saved 785 MWh a year, which is equivalent to 90 one-bar radiators on all day, all year.
- Saved \$3.9 million over six years via 'green' initiatives.
- Emitted 31 per cent less greenhouse gases than in 2006. This equates to taking 2459 cars off the road each year.
- Received a six-star NABERS energy rating in Sydney.

## Anti-Corruption

### Commitment

As a leading law firm, Allens is committed to ensuring that our employees abide by the law. Our clients have strict anti-bribery and anti-corruption policies and they impose those obligations on us as a service provider.

### Systems

Aside from adhering to client's anti-bribery and anti-corruption directives, Allens has its own policies that prevent corruption in all its forms, including a Fraud and Corruption Prevention Policy. Two of the firm's systems that relate to anti-corruption are outlined below.

#### Fraud and Corruption Prevention Policy

Fraudulent activities, executed internally or externally, may result in large losses of money or assets and can seriously harm the reputation and long-term financial viability of our firm. Allens remains vigilant about protecting its resources and reputation, ensuring all employees have the opportunity to enjoy a workplace free from dishonest activities. The firm aims to manage and protect itself from fraudulent activities that pose a risk to its resources, both tangible and intangible, including assets, finances, physical and intellectual property, reputation, precedents and documents. The Fraud and Corruption Prevention Policy is intended to protect Allens from corruption.

#### Ethics Committee

Allens' Ethics Committee continues to help our people deal with ethical issues encountered during the course of their work, including situations where it might be suspected that a party to a transaction is engaging in corrupt conduct. The Ethics Committee is closely involved in a wide range of training at the firm, covering the issues of ethical conduct, professional responsibility and anti-corruption.

### Activities

During the past year, Allens engaged in a range of activities that demonstrated support for the Global Compact principle on anti-corruption. These included:

- holding seminars for clients detailing compliance requirements according to Australian and overseas anti-bribery laws;
- supporting the work of an anti-bribery working group that brings together members of the Global Compact's Australian arm and civil society stakeholders such as Transparency International; and
- providing extensive advice to a range of clients on establishing anti-bribery policies and compliance programs in Australia and overseas.

#### Principle 10

Business should work against corruption in all its forms, including extortion and bribery

