



CLEAR THINKING

United Nations
Global Compact
Communication on Progress

Allens Arthur Robinson
March 2010

Statement of continued support from Michael Rose – Chief Executive Partner



Michael Rose

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

As a firm, we believe that we have significant obligations not only to our employees and clients, but also to the wider communities in which we operate and to which our people belong. We engage with these communities through our pro bono, charity and environmental programs and by complying with, and supporting, the UN Global Compact.

Over the past year, our firm has continued to focus its attention on human rights, labour standards, the environment and anti-corruption. The following are some of the highlights of this work:

- We completed 40,800 hours of pro bono work, including work focused on human rights, access to justice and the rights of refugees.
- We continued to work hard to minimise our impact on the environment and we achieved record reductions in the firm's water, paper and energy usage.
- In 2009, we became the first major Australian law firm to implement a Reconciliation Action Plan. By doing so, we are making a public commitment towards the national effort to close the 17-year life expectancy gap between Indigenous and non-Indigenous Australians.
- We have dedicated a lawyer to participate in the Working Group of the UN Global Compact Australian Local Network.
- In a joint project between the UN Global Compact and the International Bar Association, we are contributing to the development of an educational video for corporate counsel, explaining the ten principles of the UN Global Compact.

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.



Michael Rose
Chief Executive Partner
Allens Arthur Robinson

About Allens

Allens Arthur Robinson (**Allens**) is an international law firm with offices throughout Australia and Asia. Allens has more than 900 legal staff working in the region.

With more than 180 years of experience in the corporate and commercial fields, the firm acts for 60 of Australia's and 45 of the world's top 100 companies, and government and private companies across Asia.

Allens was the first organisation in Australia to commit to the United Nations Global Compact in 2001. Since that time, Allens has worked to increase the alignment of its activities with the ten principles set out in the Global Compact.

Our firm's annual community brochure is available online:
<http://www.aar.com.au/comm/index.htm>





Category of principles 1: Human Rights

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2:

make sure that they are not complicit in human rights abuses.

In 2009, Allens conducted a range of activities that demonstrate its commitment to human rights.

These fall under the categories of pro bono work, working with clients and internal programs.

Pro Bono work

In the past year, Allens:

- completed 40,800 hours of pro bono work;
- assisted over 180 organisations; and
- helped more than 350 individuals.

Allens provides free legal assistance to those in need and to not-for-profit and charitable clients in many areas of the law.

It is not just our lawyers who offer their expertise. Our vacation clerks, secretaries, IT experts and corporate services staff also provide much needed skills to our pro bono clients.

Activities

In 2009, pro bono activities that particularly supported the human rights-related principles in the Global Compact included:

- matters for the Human Rights Law Resource Centre;
- research on the justiciability of economic, social and cultural rights;
- ongoing work for the Mental Health Legal Centre, including participation in the Mental Health Review Board appearance roster;
- Stolen Generations-related cases in Victoria and New South Wales;
- participation in the Homeless Persons' Legal Centres in Melbourne, Sydney and Brisbane; and
- ongoing work for the UN Special Representative on business and human rights, including advising on the human rights obligations of corporations in the Asia-Pacific for its Corporate Law Tools project.

Image: Our people in the community:
Lawyer and Charity Committee member
Sophie Ryan took a six-month leave of absence to work
as a United Nations consultant in Vienna, focusing on
development initiatives relating to Sudanese prisons.

Kracke v Mental Health Review Board

In 2009, a team of lawyers assisted the Human Rights Law Resource Centre (**HRLRC**) in its appearance as a ‘friend of the court’ on an application to the Victorian Civil and Administrative Tribunal (**VCAT**) to review a decision of the Mental Health Review Board (**MHRB**).

The case involved Mr Kracke, who was subjected to involuntary medical treatment for mental illness under a Community Treatment Order (**CTO**). Despite complaining of side effects, Mr Kracke had his CTO extended on two separate occasions without the MHRB reviewing it in the timeframe required by the *Mental Health Act 1986* (Vic) (the **MHA**).

The case raised several issues relating to how the *Charter of Human Rights and Responsibilities Act 2006* (Vic) (the **Charter**) is interpreted and the obligations the Charter imposes on public authorities and tribunals. It is now clear from the *Kracke* case that when legislation is interpreted, it must be done in a manner that is consistent with the human rights protected by the Charter. The submissions on which Allens worked, and which were made by the HRLRC, were considered by VCAT in reaching its decision in the case. This decision was the first time that a court or tribunal in Victoria had given extensive consideration to how the MHA, and, in fact, all Victorian legislation, must be interpreted to reflect the human rights protected by the Charter.

A snapshot of relevant pro bono work in 2009

Fitzroy Legal Service

Fitzroy Legal Service (**FLS**) in Victoria is one of the oldest community legal centres in Australia. FLS advises on a wide range of legal issues, including criminal matters, family law, consumer problems, employment, wills and immigration.

In addition to the firm taking pro bono referrals from FLS on general matters and special projects, Allens has funded the employment of a graduate lawyer at FLS for the past 10 years, the only ongoing graduate lawyer position in the community legal sector in Victoria. Allens’ secretaries also provide administrative support to FLS one day per week.

Public Interest Advocacy Centre

In 2009, Allens continued funding the Indigenous Justice Project at the Public Interest Advocacy Centre, which we have supported since 2001. The project aims to address the needs of Aboriginal and Torres Strait Islander people through legal advice, case work, policy interventions and community education. Last year, the project assisted more than 130 clients with claims under the Aboriginal Trust Fund Repayment Scheme to gain access to the wages withheld by the NSW Government, 15 claims of which were directly run by Allens lawyers as pro bono matters.

The Refugee and Immigration Legal Service

The Refugee and Immigration Legal Service (**RAILS**) provides free legal assistance in immigration and refugee cases to people in need. Allens works with RAILS each year to conduct education programs. In 2009, our lawyers presented a series of legal education seminars at refugee resettlement agencies covering the topics of police, driving, health and work rights. Allens also assists with RAILS case work, by helping to draft written statements and legal submissions to support protection visa applications.



Image: The team that worked on the Kracke case: Senior Associate Rachel Nicolson, Lawyer Helen Beatty, Lawyer Monique Carroll and Partner Belinda Thompson.



Image: Allens staff conducting an education program at RAILS

Oxfam Australia

Helping Oxfam Australia review the International Hydropower Association’s audit tool for addressing social and environmental impacts of hydropower projects. The firm addressed how human rights standards can be better incorporated into the audit tool.

Bahay Tuluyan

Working with Bahay Tuluyan, a grassroots Filipino organisation, to research and prepare a report for UNICEF on the subject of the forced rescue of street children in Manila and the impact of this practice on the rights of those children.

Public Interest Law Clearing House

Working with the Public Interest Law Clearing House (Victoria) on a draft submission for the Senate review of the *Migration Amendment (Immigration Detention Reform) Bill 2009*.

Human Rights Law Resource Centre

Helping put together a high-quality set of background materials for the HRLRC to support organisations to make submissions to the consultation on a National Charter of Human Rights.

Working with clients

In 2009, Allens continued to conduct client work on the human rights obligations of business, including:

- numerous seminars for clients, from a range of sectors, as well as in-house events, on corporate responsibility relating to human rights;
- seminars for public authorities and the private sector on the *Charter of Human Rights and Responsibilities Act 2006* (Vic);
- advising clients on the development and implementation of human rights policies;
- advising clients who engage with public and private security forces, and operate in conflict zones, on minimising the risk of complicity; and
- advising clients on transnational litigation involving human rights allegations.

Internal programs

The firm has a range of internal programs that demonstrate support and respect for human rights, including:

Reconciliation Action Plan

In 2009, Allens became the first major Australian law firm to implement a Reconciliation Action Plan (**RAP**).

Working closely with Reconciliation Australia, Allens’ RAP initiatives are aimed at building relationships and respect and creating opportunities for Indigenous Australians.



Image: RAP launch: Professor Michael McDaniel, Dean, Indigenous Education, University of Western Sydney, future Allens law graduate Rebecca McGrath and Allens Chief Executive Partner Michael Rose.

The firm recognises the importance of Reconciliation to our firm and our society. It is vital that the gap between Indigenous and non-Indigenous Australians, including the 17-year gap in life expectancy, is closed.

Through our RAP, we have committed ourselves to action: action as lawyers who can work to support Indigenous rights and Indigenous enterprises; action as employers who can play a role in the development of talented people; and action as members of the legal and commercial communities who can build relationships and foster understanding. This is how we will play a part in closing the gap between Indigenous and non-Indigenous Australians.

Allens' RAP commits the firm to an extension of existing pro-bono and employment activities involving Indigenous people and groups, and a series of new actions with targets to be met by August 2010 that are aimed at:

- building cultural awareness across our firm and community;
- continuing our pro bono commitment;
- creating employment opportunities in our firm and in our community;
- advocating and lead on reconciliation in our profession; and
- investing in Indigenous commercial relationships.

General activities – 2009

Allens has engaged in a number of general activities in support of the UN Global Compact in Australia and globally.

First, Allens has dedicated a lawyer to participate in the working group of the UN Global Compact Australian Local Network. The Australian Local Network was launched in 2009, and the working group is establishing its corporate governance framework and agenda for the coming years.

Secondly, Allens is contributing to the development of an educational video for corporate counsel on the ten principles of the UN Global Compact. This is a joint project between the UN Global Compact and the International Bar Association.

More information detail on internal programs is provided under 'Labour Standards' on page 11.

Category of principles 2: Protection of labour standards in the workplace

In 2009, Allens conducted a range of activities that demonstrate its commitment to the principles on labour standards.

Principle 3

Allens maintains employment arrangements and agreements that do not prohibit or discourage freedom of association or collective bargaining.

Principles 4 and 5

The firm implements a process for screening suppliers based on environmental, social and ethical conduct. More information on Allens' procurement guidelines for suppliers is provided under 'Environmental Responsibility' on page 19.

In 2009, Allens provided pro bono legal advice on child and forced labour issues in the cocoa industry for Fairtrade Labelling Australia & New Zealand.

Fairtrade Labelling Australia & New Zealand

Last year, a team of Melbourne lawyers acted for Fairtrade Labelling Australia & New Zealand (**FLANZ**) in negotiating a licence agreement with Cadbury Australia & New Zealand, which allows Cadbury to use the Fairtrade certification mark on its Dairy Milk® products.

The term 'fair trade' describes a system where producers or farmers, mostly in developing countries, receive fair payment for their goods. This allows the producers and farmers to improve their lives and plan for their future, while promoting sustainability and minimising child labour and trafficking.

For Cadbury, the relevant fair trade ingredient in the Cadbury Dairy Milk products is cocoa, which will be sourced from a Fairtrade-certified supply chain in Ghana. According to FLANZ, the five markets (Australia, New Zealand, Canada, the UK and Ireland) will quadruple Fairtrade cocoa sales from Ghana, adding an additional 15,000 tonnes – from 5,000 tonnes in 2008 to 20,000 tonnes in 2010.

For FLANZ, entering into this agreement with Cadbury on a mass global scale means that the concept of fair trade is shifting into the mainstream, and may no longer just apply to a niche market. This means that approximately one quarter of Cadbury Dairy Milk® global sales and 350 million Cadbury Dairy Milk® bars will be Fairtrade-certified in 2010.

Principle 3:

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

Principle 4:

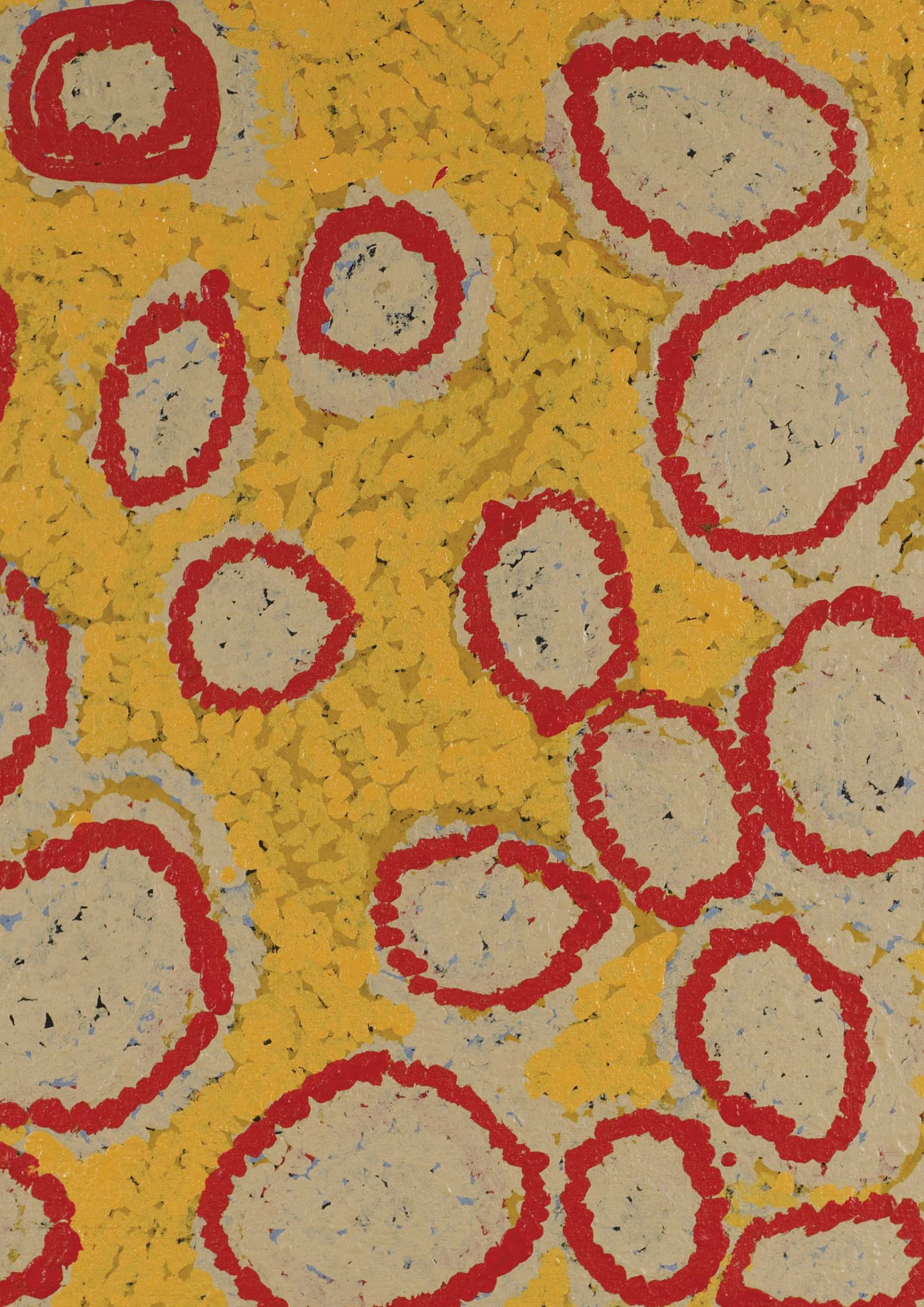
the elimination of all forms of forced and compulsory labour;

Principle 5:

the effective abolition of child labour; and

Principle 6:

the elimination of discrimination in respect of employment and occupation.



Principle 6

Allens does not tolerate any type of discrimination, in particular discrimination based on gender, race, religious views, marital or maternity status, political beliefs, age, sexuality, disability or carer responsibilities. We have adopted internal policies that reflect our commitment to equality. Decisions on hiring, remuneration, benefits, advancement, termination and retirement are bound by clear non-discrimination policies.

In 2009, Allens introduced a number of programs to support the principle of eliminating discrimination in respect of employment and occupation.

Women at Allens

In 2009, Allens reinvigorated and extended our professional and career development programs for women. The revised program, called Women at Allens, plays an important part in our development and acceleration of outstanding female professionals in all areas of our firm – not just our lawyers.

Flexibility

Allens believes that providing a genuinely flexible work environment for its employees is key to protecting labour in the workplace, especially for female employees. It is more than just establishing a flexible work arrangement: it is about how, when, and where work is done and about empowering employees to develop efficient and effective work practices that benefit themselves and the firm.

Since the launch of Allens flexibility team, Allens has introduced a number of initiatives to support and promote the idea of flexibility and flexible working.

The firm has seen an increase in the number of people adopting flexible working arrangements, with 10 per cent working under a formal flexible arrangement, and 23 per cent of our corporate services employees also working flexibly within a formal arrangement.

Allens has seen many benefits from implementing flexibility programs and having family-friendly policies. Staff are more engaged and there is a sense of building trust. Our people are given opportunities to help further themselves – both professionally and personally.

Importantly, the structures and programs that promote flexibility recognise that our people have different roles and responsibilities in their lives, resulting in more satisfied and rounded individuals working at the firm.

INYUWA NAMPITJINPA
(c1922 - 1999)

community: Walungurru (Kintore), Northern Territory
language group: Pintupi
Untitled 1996

synthetic polymer paint on linen, 61.5 x 55 cm (unframed)
© estate of the artist licensed by Aboriginal Artists Agency 2006
image reproduced courtesy of the artist, the Aboriginal Artists
Agency and Utopia Art Sydney
collection: Allens Arthur Robinson



Image: Managing the Transition Program helps employees manage their different life stages with work, including when starting a family

Managing the transition

Managing the Transition programs are a key platform of the Allens' flexibility initiative.

The firm recognises that employees' flexibility needs will vary at different life stages, particularly when family circumstances change, and has introduced Managing the Transition programs for new parents and carers of sick or elderly family members. The premise behind each of the programs is to acknowledge that flexibility will be different for each individual and may change over time, and encourages employees to consider how we can work together to achieve an increasingly flexible workplace that works for our employees, their family and the firm. The program includes coaching before and after maternity leave, information kits, a 'buddy' system and network lunches with women on, back from, or just about to go on, maternity leave.

Mental health

Depression and Anxiety Working Group

Allens recognises the importance of supporting the mental health of its people. The firm is a member of the Depression and Anxiety Working Group, which is a collaboration by the managing partners and human resources directors of the five Australian top tier law firms and the College of Law. The group was assembled partially in response to the report *Courting the blues: attitudes toward depression in Australian law students and legal practitioners*. The group's purpose is to take a national leadership role in building resilience and raising awareness and understanding of the nature and impact of stress, depression and anxiety across the legal profession. During 2010, the working group will deliver education programs to law students and newly appointed law firm partners, and produce a short film on mental health and resilience in legal careers for use in graduate and partner training programs, as well as for a broader application.

MyView and focus groups

For three years, Allens has run a firm-wide people engagement survey called 'MyView'. Managed by an independent organisation, the survey seeks the opinions of all employees, asking them what they think and how Allens can improve the firm regarding values, leadership, engagement and client service. The MyView survey is followed up with focus groups to gather more detailed information on specific issues. With the information gathered from the surveys and focus groups, Allens is able to respond by reviewing initiatives that are under way and implementing new initiatives to address the feedback.

Equal Opportunity Briefing Policy

Allens has formalised our commitment to equal opportunity in briefing practices. The Law Council of Australia (**LCA**) released its Model Equal Opportunity Briefing Policy, which seeks to eliminate briefing practices that consciously or unconsciously limit opportunities for women barristers and thus preclude lawyers and clients from using the full resources of the Bar.

The policy encourages those making briefing decisions to give measured consideration to whom they will brief, regardless of gender. In committing to the policy, we are required to collect data on the nature of our briefing practices and to provide periodic reports to the LCA.

Recognition

Employer of Choice for Women

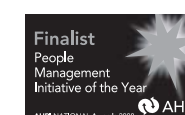
Allens is recognised by the Equal Opportunity for Women in the Workplace Agency (**EOWA**) as a 2010 Employer of Choice for Women. It is the sixth consecutive time Allens has been awarded this important citation. We were first awarded the citation in 2005.

Human resources industry awards

Allens won the 2009 Neller HR Champion (CEO) Award at the HR Leadership Awards in recognition of the Chief Executive Partner's commitment to driving best practice human resources strategy and programs.

Allens also won the 2009 Danah Zohar Award for Corporate Social Responsibility at the Australian Human Resources Awards.

Allens was a finalist in the Employer of Choice category at the 2009 HR Leadership Awards and the Responsible Restructuring category at the 2009 Australian Human Resources Institute Awards.



Category of principles 3: Environmental responsibility

Principle 7:

Businesses should support a precautionary approach to environmental challenges;

Principle 8:

undertake initiatives to promote greater environmental responsibility; and

Principle 9:

encourage the development and diffusion of environmentally friendly technologies.

Policy

Allens has been committed to sustainability and to supporting the environment for the past 10 years. Our policy is simple: to reduce Allens’ environmental footprint as much as possible in the areas of:

- energy;
- water;
- waste (reuse and recycling);
- greenhouse emissions; and
- procurement.

The Footprint Committees can be found in each Australian office and forms part of the Asia offices’ Community Committee.

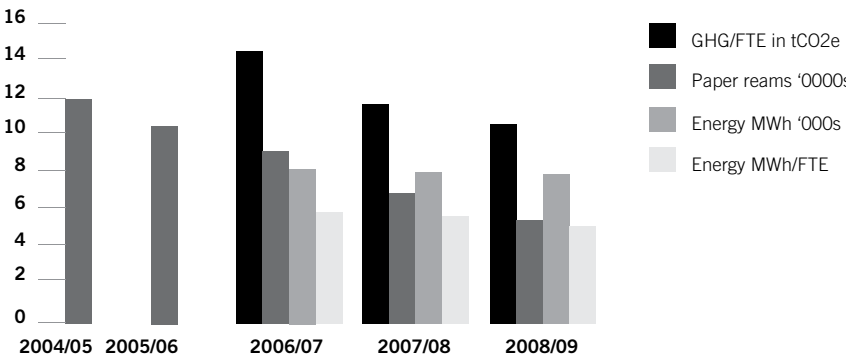
The firm’s Footprint Committees are made up of partners and employees whose fresh ideas, enthusiasm and passion mean we can implement initiatives to reduce our impact on the environment with a keen eye to the future.

Achievements

In 2009, Allens achieved a 27 per cent reduction in its carbon emissions in three years.

Since 2006-07, Allens has commissioned independent auditor Carbon Planet to measure the firm’s greenhouse gas emissions and conduct energy audits. The firm’s GHG/FTE is now at 10.8 tonnes, down from 11.7 tonnes in 2007-08 and 14.7 tonnes in 2006-07. This represents a 27 per cent reduction in just three years.

The graph below shows the progress we have made over the past five years in carbon emission and paper use reduction.



Initiatives

Our environmental initiatives have encouraged the firm to 'think green' in their working and everyday lives. In 2009, the Footprint Committees implemented a significant number of reduction initiatives to help the firm reduce its carbon emissions, including:

Virtualisation of servers

Virtualisation of servers in Brisbane, Perth, Melbourne and Hong Kong took place over the past year.

For example, replacing the 19 servers in Perth and the 22 servers in Brisbane with three high-speed and energy-efficient models resulted in a reduction in energy consumption of 79 per cent and 83 per cent respectively.

This move saves power, airconditioning, capital costs and maintenance.

GreenPower

By May 2008, Allens had moved to the use of 75 per cent GreenPower in all Australian offices, significantly reducing energy consumption

Before GreenPower, the total carbon dioxide emissions was 10,724 tonnes. Since switching to GreenPower, the total emissions are 8,720 tonnes. This is a 17 per cent reduction in emissions, equivalent to around 1000 cars off the road a year.

Reduce the Use

The 'Reduce the Use' campaign run by the Footprint Committee aimed to reduce the amount of paper used by our offices.

By defaulting all printers to double-sided print, encouraging everyone to use less sheets and to file emails electronically, Allens' paper use was down from 61 million sheets in 2004, to 34 million sheets in 2008. In 2009, the firm achieved a record reduction down to 28.5 million.

This reduces our demand for wood pulp, the greenhouse gas emissions emitted in production, transport and the amount of chemicals used.

Recognition

The firm's initiatives that helped achieve a 27 per cent reduction in its carbon emissions culminated in Allens becoming one of four finalist (across all industries) in 2009 BRW ANZ Private Business Awards for Excellence in Environmental Practices.



What is GreenPower?

GreenPower is a government accreditation program for renewable energy that is energy which is generated from sources like mini hydro, wind power and biomass, which produce no net greenhouse gas emissions. The extra paid for a GreenPower product is invested in the renewable energy sector. GreenPower undertakes independent auditing of energy retailers' sales and purchases. (www.greenpower.gov.au)



Image: Reduce the Use

Other initiatives in 2009

Procurement policy

Allens is committed to sustainable procurement. In 2009, the firm began preparing a new policy that states that when buying products and services, Allens takes into account the environmental, ethical and social credentials of the suppliers, in addition to the factors of cost, quality and convenience.

As a large, market-leading organisation, Allens is well-placed to achieve genuinely positive environmental and social outcomes through its procurement practices. As a law firm, Allens' global 'footprint' comes not directly from its products – that is, essentially legal services – but from the goods and services it consumes.

In brief, to comply with this policy, all Australian offices must – when purchasing a product or service – consider all matters covered in the policy and ensure that all current and prospective suppliers are given the opportunity to complete the supplier questionnaire that enables the firm to monitor their sustainable and ethical practices.

Stationery Amnesty

The Stationery Amnesty was a new initiative in 2009 which encouraged the recycling and reusing of surplus stationery throughout the firm's Australian offices. Once collected, the stationery was counted, sorted and re-used where possible. The information gathered from the audit was also used to adjust the firm's future stationery purchasing. With plans to continue the Stationery Amnesty on an annual basis, the Footprint Committee hopes that annual Stationery Amnesties will permanently reduce stationery usage and establish a firm-wide culture of reusing and recycling.

Events

Australia-wide participation in Earth Hour and Ride/Walk to Work Day
The Allens' Footprint Committee worked hard – through internal communications and competitions – to make sure that it was lights out in all our Australian offices, and our staff members' homes.

Although many of our people already ride or walk to work everyday, the firm received a good response to the Australia-wide campaign to get more people riding and walking in the 2009 Ride/Walk to Work Day.



Image: Earth Hour



Image: Many of our people ride to work everyday. Last year, Sydney Partners Phillip Cornwell, Tom Highnam and Mark Stubbings rode to work for Ride/Walk to Work Day.

Educating staff

In addition to working to reduce Allens’ impact on the environment, the Footprint Committees ran a number of events in 2009 to educate the partners and staff on the environment and sustainability, promote ideas for use at home and meet experts in the area.

Some of the events Allens offices held in 2009 include:

- the Green Fair in Perth, which was initiated by the firm and run for a week in conjunction with the Perth office’s building management;
- a presentation by Chris Darwin, Charles Darwin’s grandson in Sydney;
- a CSIRO presentation in Brisbane; and
- a Fresh Green Clean presentation in Melbourne.

Induction and recruitment initiatives

Last year, the firm added a briefing to the national induction program on the Footprint Committees and the firm’s environmental policies for new starters.

Also this year, in addition to the exposure Sydney Summer Clerks get to the firm’s pro bono and charity activities, the new clerks volunteered at an environment-related activity as part of their introduction to the firm. There are now plans to include environmental activities such as this to our national induction program on an annual basis.

Thought for Food

In 2009, Allens began a new project called Thought for Food, whereby receptionists and catering staff met to brainstorm to see if they could come up with ideas to reduce the amount of wastage of food, labour and money involved in providing catering for the firm.

By raising awareness – for example, advising staff and new starters to consider using the tentative button rather than just accepting a calendar invite for a catered event – and providing alternatives, like whole fruit instead of cut fruit, the firm achieved approximately a 20 per cent reduction in ordering overall.

Climate change blog

Our lawyers are at the forefront of climate change law. In 2009, Allens launched its first blog called Climate Change at Allens (<http://allensclimate.blogspot.com>). It offers insight and analysis on the rapidly changing area of climate change law, delivered by the Climate Change Group. Clients, media and general subscribers are given up-to-date information on what is going on in climate change law, how it affects their business, and were given a day-by-day, on-the-ground analysis of the Copenhagen Climate Change Conference.



Image: Allens staff at the Green Fair Perth

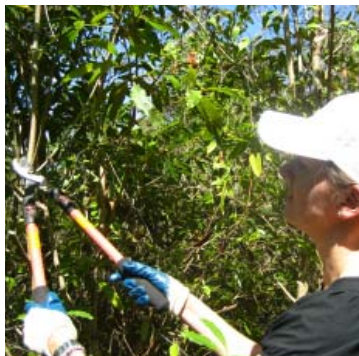


Image: The Sydney Summer Clerks set upon Kelly’s Bush in Sydney to clear noxious weeds that strangle native plants.



Image: <http://allensclimate.blogspot.com/>

A snapshot of other environmental initiatives in 2009

- Firm’s annual community brochure produced online for the first time <http://www.aar.com.au/comm/index.htm>.
- Online performance reviews, electronic leave forms and operative statements trialled and to be progressively rolled out.
- Green File Pads – A5 option produced, with both A4 and A5 changed to recycled stock.
- Bins for recycled items (for example, mobiles, books, batteries) placed in Australian offices.
- Firm-subsidised reusable coffee cups in the Melbourne office, with plans to roll out nationally if successful.

Pro bono

Allens provides extensive pro bono legal work for Bush Heritage Australia, a non-profit conservation organisation dedicated to protecting Australia’s unique animals, plants and their habitats. During 2009, the firm assisted Bush Heritage Australia with a number of matters, including:

- negotiation of a vegetation plan agreement in respect of one property;
- negotiation of access rights for traditional owners to one property;
- advice on the establishment of an investment fund; and
- assistance with processing bequests, tax advice and advice on fundraising law.

Allens also seconded a senior lawyer to work inhouse at Bush Heritage Australia for one day per week for the second half of 2009.

Category of principles 4: Anti-corruption

Principle 10:

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

Policy

As a leading law firm, we are committed to ensuring that our partners and employees abide by the law.

Initiatives

In 2009, Allens engaged in a range of activities that demonstrated support for this principle, including;

- creating a policy on anti-bribery and delivering training;
- introducing screening of its suppliers on environmental, social and ethical credentials; and
- continuing to provide extensive advice to a range of clients on establishing anti-bribery policies and compliance programs in Australia and globally.

Ethics Committee

Allens' Ethics Committee continues to help our people deal with ethical issues encountered in 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 which covers issues of ethics and ethical conduct, professional responsibility and anti-corruption.

Cover Image: Gloria Tamerre Petyarre
born c1945 Utopia, 270kms north east of
Alice Springs
language group: Anmatyerre
country: Atnangkere

Awelye 1992
acrylic on canvas
132 x132 cm
image reproduced courtesy of the artist and
Utopia Art Sydney
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