

An aerial photograph of a park area. A large body of water with a greenish tint is on the left. A paved path curves along the water's edge and through a dense forest of green trees. Several people and a white van are visible on the path. The overall scene is bright and natural.

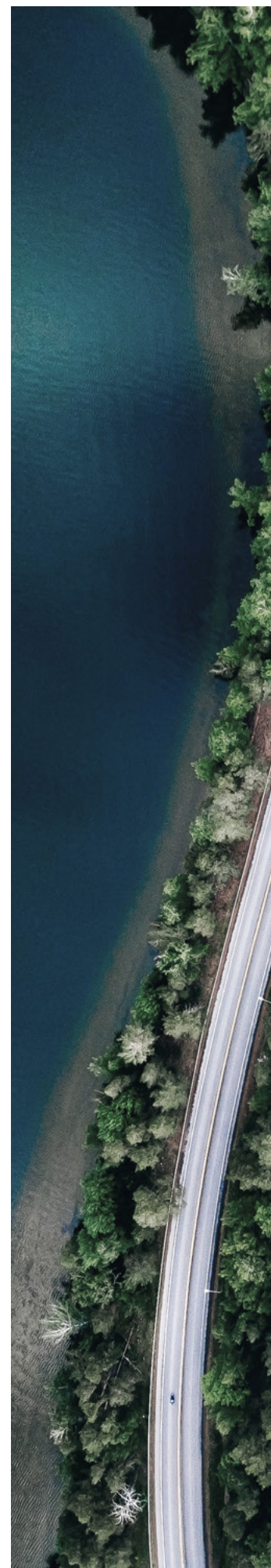
Corrs Chambers Westgarth

Communication on Progress

2021

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CEO statement

Our strong firm culture has continued to be critical in helping us manage the particular challenges that COVID-19 has brought into focus this year. We have sought to play a constructive role in response to these challenges through a range of measures and initiatives while remaining committed to advancing the 10 principles of the UN Global Compact and the UN Sustainable Development Goals.

Demonstrating leadership on responsible business and environmental, social and governance (ESG) issues is a key focus for the firm, both in terms of how we conduct ourselves and in our work with clients.

We have established a 'Green Team' which continuously looks for new strategies to reduce our carbon footprint. As we obtain carbon neutral offsets for the emissions we are not yet able to avoid, we are also committed to engaging in programs with sustainable benefits and revising our environmental and other related policies to align with a carbon neutral future.

We have built upon our modern slavery framework by deepening our engagement with our suppliers, undertaking heightened due diligence activities for high-risk suppliers and implementing further controls in our procurement process.

We continue to work together with our people, our clients and our communities to promote human rights through a diverse speaker series, and launched a revised pro bono policy that strengthened our impact across the three pillars that form the bedrock of our pro bono program: enhancing access to justice, strengthening civil society and building a sustainable future for all.

I hope you enjoy our third Communication on Progress.







A handwritten signature in dark ink that reads "Gavin MacLaren".

Gavin MacLaren

Senior Partner and CEO
Corrs Chambers Westgarth

We acknowledge the First Peoples of Australia and their custodianship of Australian lands, including the various lands on which our operations are conducted and on which we work. We recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present and recognise that sovereignty has never been ceded.

Throughout this report, we indicate where our work incorporates the United Nations Global Compact (UNGC) 10 Principles and contributes to the advancement of the UN Sustainable Development Goals (SDGs).

 Human rights	 Labour	 Environment	 Anti-corruption
<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour</p> <p>Principle 5 Businesses should uphold the effective abolition of child labour</p> <p>Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation</p>	<p>Principle 7 Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</p>



2021 highlights

Responsible business and human rights

Held a human rights speaker series and offered numerous training and development opportunities, including on human rights.

Saw broad participation in community engagement activities.



Human rights

Sustainable procurement

Finalised ethical sourcing and supplier minimum standards.



Human rights

Carbon neutrality

Maintained carbon neutrality and government carbon neutral certification.



Environment

Modern slavery

Continued to improve our ability to assess and address risks of modern slavery in our supply chain and operations in particular across:

- governance and management
- supplier due diligence
- staff education and training

Published our second Modern Slavery Statement.



Human rights

Pro bono and community engagement

Increased pro bono program by 73% year-on-year.

Established community engagement committees in all state offices.



Human rights

Sustainability

Established a 'Green Team' to engage in programs with sustainable benefits in the areas of:

- office and operations
- behaviour change
- partnerships and external initiatives



Environment

Health, wellbeing and excellence

Responded to COVID by adapting to new ways to work collaboratively and communicate with colleagues and clients ensuring meaningful engagement, professional development, productive employment and decent work for all of our people.



Labour

Gender equality

Named 2019-2021 Employer of Choice for Gender Equality by the Workplace Gender Equality Agency.

Increased progress against our gender equality targets and the representation of women in leadership positions (including partnership).



Labour

Ethical conduct

Maintained the highest standards of ethical conduct through key policies and training.



Anti-corruption

Diversity and inclusion

Named a Diversity Council of Australia Inclusive Employer for 2021-2022.

Became the first Australian law firm to join Out Leadership – the world's leading LGBTIQ+ business network which partners with many of the world's most influential companies to build business opportunities, cultivate talent and drive LGBTIQ+ equality.



Labour

Diversity and inclusion cont.

Launched a revised 'Respect in Our Workplace' policy and facilitated bespoke 'Respect in Our Workplace' training focusing on bystander responsibilities.



Labour

01

People

Awards and recognition

Lawyers Weekly Australian Law Awards 2021

Corrs was awarded Law Firm of the Year and Commercial Team of the Year at the 2021 Lawyers Weekly Australian Law Awards.

2021 Financial Times Innovative Lawyers Awards Asia-Pacific

Corrs was recognised in the 2021 Financial Times Innovative Lawyers Awards Asia-Pacific in:

- Practice of law: Advising RCF on the cornerstone funding of Pilbara Minerals
 - Practice of law: Victoria COVID-19 Stage 4 lockdown – onsite worker and childcare permits project with NAB
 - Social justice: The Palace Letters – successful appeal to Australia’s highest court
-

Best Lawyers in Australia 2022

Corrs was named Law Firm of the Year – Corporate Law in the 2022 edition of Best Lawyers in Australia.

Chambers Asia-Pacific Awards 2021

Corrs was named Outstanding Firm for Diversity and Inclusion at the 2021 Chambers Asia-Pacific Awards.



At Corrs, our people, culture and the way we interact with clients are critical to achieving our ambition to be the leading law firm in Australia.

Alongside our purpose to *'Imagine, inspire and together create a better future'*, our values of excellence, collaboration, commitment and respect reflect both the nature of our work and our role in contributing to a better, more resilient and sustainable future.



Human rights



Labour



Culture and wellbeing during COVID-19

Our strong and respectful firm culture has been critical to supporting the wellbeing of our people and helping to manage the particular challenges that COVID-19 has brought into focus.

Finding new ways to work collaboratively and communicate effectively with colleagues and clients has been vital for meaningful engagement, professional development and ensuring productive employment and decent work for all of our people.

Corrs' Wellbeing and Fatigue Management Framework assists our people to have the appropriate tools to maintain high levels of energy and to support general health and wellbeing. We have developed resources for our partners and managers on managing flexible teams which focus on team communication, cohesion and engagement. Partners, managers and our People and Performance team conducted regular check-ins with people and teams across the firm. This approach was strengthened by CEO engagement via regular webinars and 'town halls' emphasising the importance of team connectivity, communication and shared experiences. This one-on-one connection allows people to express how they are feeling and, if needed, request appropriate support.

To maintain a connection with our people and help to combat physical and mental stress as a result of the COVID-19 pandemic, the firm offered numerous events including webinars, as well as helpful hints and access to a variety of wellbeing resources in partnership with our Employment Assistance Program (EAP) provider. These included:

- conducting virtual workshops for all staff and partners on mental health awareness and strategies for maintaining wellbeing and thriving while working remotely;
- delivering a six week 'Be mentally healthy every day' movement initiative in which our EAP provider shared weekly exclusive and engaging content, webinars and tips on ways to enhance mental health and wellbeing; and
- regular promotion of our EAP services including the ability to have exchanges with psychologists via text message as well as all other virtual platforms.

A Wellbeing Hub was created and launched on the firm intranet as a central space for all staff and partners to access videos, articles, podcasts and advice on areas including health, resilience, sleep, nutrition and personal development.

Flexibility at Corrs

Prior to COVID-19, Corrs had established flexibility as a standard business practice and an option for all our people.

For our parents and carers during COVID-19, we developed a dedicated page on the firm's intranet which included handy ideas, tips and resources for working flexibly as they juggled working from home and caring for children/dependents. This initiative included:

- virtual educational activities such as science experiments, learning a language, Lego building, yoga and movement, virtual tours and activities at galleries, museums and zoos;
- partnering with KidsCo Australia to deliver a school holiday program virtually across all states;
- partnering with StoryBox Library to provide online access to books read by Australian actors, writers and illustrators;
- engaging Work|Life Links, an external information and care locator service, to support our people with family or caring responsibilities, including child care, elder care and disability care;
- promoting the free online app Gather My Crew which coordinates support managing day-to-day personal/family needs via family and friends for our people who needed help during a particularly difficult time; and
- reminding and encouraging staff to take time off throughout the year to rest and recharge.

Corrs partners with The Resilience Project

In August 2020, Corrs partnered with The Resilience Project to offer our people access to a digital wellbeing series covering topics including gratitude, empathy, mindfulness, emotional literacy, devices, social connection, living with purpose, healthy eating, sleep and exercise.

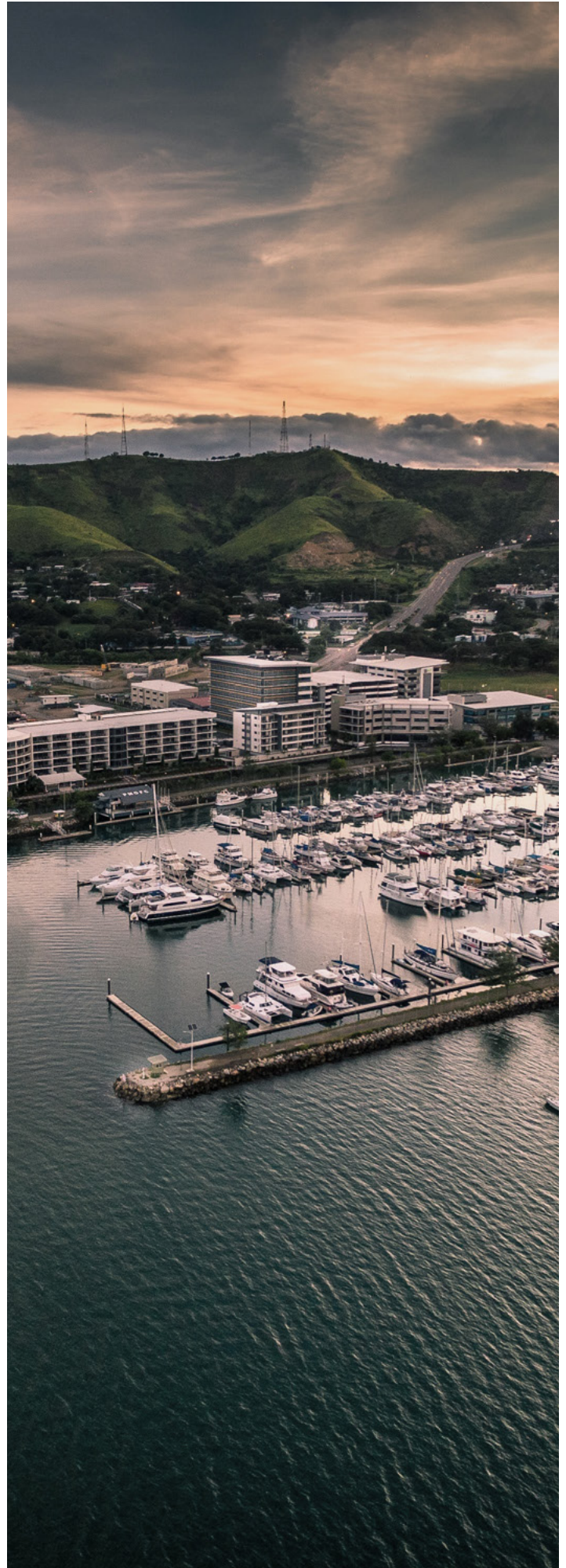


Spotlight on: COVID-19 and our people in Papua New Guinea

Life in PNG is far from predictable and the ongoing challenges with COVID-19 in Port Moresby faced by our PNG colleagues has been an important focus for Corrs. To help support their health and safety, Corrs partnered with International SOS who are experienced in managing medical and security risks across PNG. An agreement was put in place to provide a local Clinic Plan for our colleagues to access unlimited world-class medical care. The Clinic Plan includes:

- unlimited GP services for consultation, diagnosis and treatment including prescription visits and medical reports;
- emergency management with the first hour of emergency admission covered by this plan;
- routine laboratory testing that includes full blood count, urinalysis, blood sugar, cholesterol, ECG, malaria rapid test and dengue rapid test;
- routine medication and disposables;
- minor procedures where considered medically necessary;
- access to mental health and other support services;
- situation communications;
- clinic tele-consultations if staff are unable to consult with a doctor face to face; and
- COVID-19 testing.

On a day-to-day basis, Corrs provides a corporate transport service which reduces the need for people to use public transport. The firm's flexible work arrangements extend into PNG with people having access to the technology, resources and support to work from any location. Regular staff meetings are held to connect the PNG team to Australia-based colleagues, during which we promote vigilance around COVID-safe operating procedures and provide updates on vaccination progress. We are supporting those seeking vaccination and paid special leave has been provided to those who have been significantly impacted and require additional support. Face masks and sanitiser have been shipped to PNG and provided to staff and their families.



A silhouette of a person walking from left to right on a glass-enclosed walkway or balcony. The background is a bright, overcast sky. The walkway has dark horizontal railings and vertical glass panels.

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What we aim for is effective everyday leadership – treating our people well and creating the best possible environment for everyone to feel included, succeed and fulfil their career goals. COVID-19 has created particular challenges for all our people and changed the working landscape, so we are constantly working to improve our support for the wellbeing, development and career aspirations of all our people.

Ross Hargreaves
Chief People Officer

Professional learning and development during COVID-19

We prioritise developing the talents and skills of our people and actively promote a culture of holistic development and learning.

The firm's learning and development programs are aligned to our strategic priorities and reviewed annually to ensure they remain relevant and fit-for-purpose.

Internal learning and development

In response to COVID-19 and remote working, the firm shifted all training to virtual delivery in order to ensure staff professional development was not adversely impacted. This included professional development for lawyers and business services and support staff as well as adapted mentorship programs.

Formal learning and development

393

Number of sessions

4,847

Total learning hours
(average session length of one hour)

Client learning and development

Corrs remains committed to providing specialised learning and development opportunities for clients. As with internal learning, the firm adapted its client learning program to ensure it remained accessible on a local and national basis during COVID-19. For example, in Western Australia, the firm continued to offer regular learning sessions to clients, adjusting the format between hybrid learning and virtual delivery as the circumstances required. This included 31 CPD sessions, amounting to approximately 358 client learning hours in 2021.

In March, Corrs ran its annual flagship client CPD series virtually. The digital format received positive feedback from clients and allowed the firm to record the sessions and provide them on demand afterward.

Client CPD Series

4

Number of sessions

2,106

Total client learning hours
(one hour per session)

COVID-19 prompted a reassessment of how internal and client learning sessions are developed and delivered at Corrs. As we move forward into a hybrid workplace, the firm will continue to monitor and adapt its approach to both internal and client learning sessions, to ensure ongoing excellence that evolves as necessary with external developments including easing of COVID-19 restrictions and 'the new normal' regarding the balance of flexible, remote and in-office working.

Human rights

Our commitment to and promotion of human rights is a longstanding, ongoing and intrinsic part of the firm. It is reflected internally in our responsible business strategies that place people at the centre and externally in the advice we provide to clients and to our community through our pro bono program.



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Promoting and supporting human rights requires us to deepen our understanding of the issues facing the world today. Our speaker series is key to broadening our horizons and expanding our knowledge.

Dr Phoebe Wynn-Pope
Head of Business and Human Rights

Corrs human rights and responsible business insights

Corrs is deeply committed to eliminating modern slavery in our supply chain and operations and in those of our clients. The Corrs Responsible Business Working Group (RBWG) continues to guide and develop the anti-modern slavery program and our Business and Human Rights practice continues to promote this within the firm as well as in the wider community.

Corrs is proud of contributing to the ongoing dialogue in this area and helping to educate our clients and the Australian business community. Some of our significant contributions include the following insights, which are freely available on our website:



[NSW Government commits to Modern Slavery Act](#)



[Combatting modern slavery in the construction industry: putting the structures in place](#)



[European human rights litigation and global corporate responsibility](#)



[Risk, resilience and recovery: the role of boards in uncertain times](#)



[Responsible business conduct: developments to watch in 2021](#)



[Modern slavery: how have we fared and what's next?](#)



Spotlight on: Corrs Business and Human Rights Speaker Series

This year, we continued to build our understanding and knowledge of the world of human rights through a diverse speaker series. We invited a range of guests to present on topics aligned with our human rights and diversity goals.

Our Business and Human Rights Speaker Series examined increasing trends in mandatory human rights and environmental due diligence, the implementation of science-based targets to reduce emissions and combat climate change, the implications for business in relation to technology, human rights, nuclear disarmament and engagement with indigenous issues.



Arvind Ganesan, Director of Business and Human Rights at Human Rights Watch, provided insight on the trends in mandatory human rights and environmental due diligence and what it means for Australian businesses operating in jurisdictions known to be high risk for human rights.



Monica Richter, Senior Manager Low Carbon Futures at the World Wide Fund for Nature, outlined best practice in science-based target setting for businesses.



Edward Santow, then Australian Human Rights Commissioner, spoke on the *AI Decision-Making and Human Rights – Key Private Sector Impacts of the Human Rights and Technology Final Report*.



The International Campaign to Abolish Nuclear Weapons (ICAN), The International Committee of the Red Cross (ICRC) and the Australian Red Cross discussed the implications of the *UN Treaty on the Prohibition of Nuclear Weapons*.



Malte Meinshausen, Associate Professor in Climate Science at the University of Melbourne, provided insight on the Intergovernmental Panel on Climate Change (IPCC) report on climate change.



The firm held a two-part virtual event where members of the national Reconciliation Action Plan (RAP) steering committee spoke on the firm's recent submission to the Indigenous Voice Co-design Process Interim Report, followed by a panel event hosted by the University of Melbourne responding to the question 'If treaty is more than a word, what action will it need?' Our Perth office held a joint screening of 'In my blood it runs' with the Law Society of Western Australia's Young Lawyers Committee for staff and community members.

With the success of the Business and Human Rights Speaker Series, and to continue embedding a culture of human rights across the firm, we will shortly be establishing human rights 'fireside chats'. These chats will be interactive lunchtime sessions bringing together people from across the firm who are passionate about human rights issues to share human rights news stories, observations and ideas. The sessions will be informal and designed to provide a forum for people from all levels to come together to talk about, and promote, human rights.

Diversity and inclusion

We want everyone at Corrs to feel connected, valued and supported, so that every individual can maximise their potential and contribute to the success of our firm and clients.

Corrs recognises the value of diversity and inclusion in the workplace. We strongly believe that diversity in all its forms should be embraced and celebrated and that doing so will benefit our people, our clients, our firm and the industry at large.

Our commitment to diversity and inclusion is woven through all aspects of the firm – from recruitment, to wellbeing and people development strategies, to our initiatives with clients – and includes a range of gender equality, LGBTIQ+ inclusion, cultural diversity, First Nations reconciliation and flexibility programs, policies and initiatives.

Diversity and inclusion recognition

Corrs was once again named a Diversity Council Australia Inclusive Employer for 2021-2022, and is recognised as a 2019-2021 Employer of Choice for Gender Equality by the Workplace Gender Equality Agency (WGEA), a citation held for fourteen years.



Chambers Asia-Pacific awards

On 15 April 2021, the winners of the Chambers Asia-Pacific Awards were announced, with Corrs named Outstanding Firm for Diversity and Inclusion. These awards recognise a firm's pre-eminence in the Asia-Pacific region. This win is a reflection of the priority placed on diversity and inclusion by all members of staff and their willingness to demonstrate these critical values in the Australian market.



Spotlight on: Women in leadership

Targets by 2024	2019 [#]	2020 [#]	2021 [#]
33% of board to be women	25.0%	25.0%	25.0%
35% of senior managers to be women*	21.4%	27.6%	32.1%
35% of the partnership to be women	22.7%	24.4%	25.0%
Additional key measures	2019 [#]	2020 [#]	2021 [#]
Overall women in the firm**	65.2%	64.6%	64.1%
Parental leave return rate	91.9%	95.4%	91.4%

* In 2019 and 2020, includes representation of women on the firm's executive committee and in practice group leaders roles. In 2021, includes representation of women in Chief Officer roles, Practice Group Leaders, Partners in Charge and Partner Diversity and Inclusion

** Includes partners and staff

[#] Data as at 30 September (Parental leave return rate as at 30 June)



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The firm’s success relies on attracting and retaining talented people – of all genders – with diverse ideas, backgrounds and experiences, and providing a supportive culture that enables them to contribute fully and to thrive. My commitment and the firm’s commitment to diversity, including gender equality, is essential to a healthy firm.

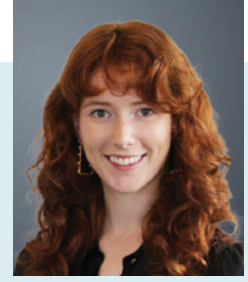
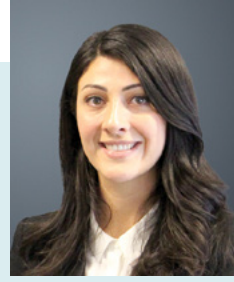
Gavin MacLaren
Senior Partner and CEO



Five minutes with...

Grace Borg and Madelyn Attwood

Lawyers



The firm's ongoing commitment to gender equality is embedded in a strong strategy, with publically shared targets, tools, training and measures to track progress. In the past year, CEO Gavin MacLaren and some of our female partners engaged with a small team of lawyers to further our gender equality strategies and initiatives. This team included lawyers Grace Borg and Madelyn Attwood.

Q: What is Corrs doing differently when it comes to achieving gender equality and how does it distinguish itself from other law firms?

MA: Corrs' approach to gender equality not only demonstrates progressive leadership on gender equality from the highest levels of management, which is crucial to influencing real change, but it also seeks to actively engage juniors in the discussion of gender equality and developing solutions for achieving equality. Corrs' holistic approach is unique amongst its competitor firms, as it strongly encourages juniors to raise concerns and complaints regarding gender inequalities, and embraces junior initiatives on gender equality. Recognising that change cannot be effected without the perspectives and contributions of all levels of the firm is certainly a distinguishing factor in Corrs' approach to achieving gender equality.

Q: What is Corrs doing to overcome barriers to diversity?

MA: A large part of Corrs' action on overcoming barriers to diversity is ensuring that we are proactively engaged in the policies and firm initiatives to achieve diversity and equality. To that effect, Corrs recently implemented bespoke 'Respect in Our Workplace' training for all partners and staff to destabilise perceived or actual barriers to participation, empowerment and progression within the firm. Most importantly, the firm is committed to remaining vigilant to gender inequalities (and more broadly, barriers to diversity), consulting regularly with different cohorts of the firm on this issue and being open to new ways of alleviating concerns and empowering women to progress and participate in a manner that is indistinguishable from their male counterparts.

GB: As a member of the Victorian Bar Association's equitable briefing policy, Corrs has steadily increased the percentage of briefs that go to female barristers. In the last reporting period the proportion of overall female briefs by the firm was 26.3% and total fees invoiced by female barristers was 22.8%.

Along with other major law firms in Australia, Corrs continued its participation in the Managing Partners' Diversity and Inclusion Forum to devise strategies to improve gender diversity (and other forms of diversity) internally and across the broader legal profession.

Q: How do you think an equal future can be achieved in a post-COVID world?

MA: For Corrs, flexibility had already been established as standard business practice and an option for all staff, empowering people to fulfil their responsibilities in a way that best meets their needs and client needs. Flexible working arrangements are a powerful means of encouraging gender equality, particularly where carer responsibilities are present for staff. As people find the right balance between remote working and office-based working, different types of flexible working arrangements will continue to be supported by the firm.



Awards and recognition



Sandy Mak

Our head of corporate Sandy Mak was appointed to Chief Executive Women, Australia's peak body for highly accomplished women who are leaders in their industry.



Kendra Turner

Kendra Turner, lawyer in our Perth office, was named 2021 Australian Young Lawyer of the Year at the annual Australian Young Lawyer Awards. This award recognises a young lawyer who has made a continuous and outstanding contribution to the profession and the community.



Belinda Wong

Special counsel in our Perth office Belinda Wong was named Mentor of the Year at the 2021 Lawyers Weekly Women in Law Awards.



Five minutes with...

Arvind Dixit

Partner and Chair,
Cultural Diversity Committee



Corrs' national cultural diversity committee is chaired by partner Arvind Dixit, who works collaboratively with local working groups in each office. Together, the network seeks to enhance the understanding and importance of cultural diversity at Corrs by leading initiatives to celebrate different cultures and promoting the ongoing discussion around the topic within the broader community.

Q: Why is cultural diversity important to the firm?

AD: It's important that our thinking is attuned to the environment in which we're operating. We want our ideas and perspectives to be shaped by a range of different backgrounds, identities and experiences, including our cultural backgrounds so everyone can bring their whole self to work. Diversity of people leads to diversity of thought, which leads to better and more relevant decision-making.

Q: What are the key objectives of the Cultural Diversity Committee?

AD: Our key objectives are to raise awareness of why cultural diversity is important to the firm (and the legal profession more generally) and to provide support structures within the firm to make sure that everyone feels respected and valued and has the ability to achieve their potential, irrespective of their cultural background. Inclusion is at the heart of our strategy, rather than diversity for the sake of diversity. This applies across all of our diversity working groups.

Q: What advancements have you seen in diversity and inclusion since you joined the firm?

AD: I think the greatest advancement that I've seen is that diversity and inclusion is now a focus at the most senior levels of the profession. At Corrs, we have a dedicated D&I Council that reports to the Board, and a range of diversity working groups that consist of enthusiastic individuals across all roles and levels within the firm. Although there is still work to be done, I'm really proud of the fact that there's such a great deal of passion and energy within the firm around diversity and inclusion. We have safe spaces where we can all share and learn from experiences, and everyone has the opportunity to shape the direction that we take as a firm.



Corrs representatives at the annual Midsumma Pride March



Partner Jared Heath leads a discussion with Sally Goldner AM



Senior associate Giles Kenny catches up with Olympian Matthew Mitcham who shared his personal story with Corrs



Spotlight on: Pride@Corrs

Pride@Corrs, the firm's LGBTIQ+ network, aims to increase and support the inclusion of our LGBTIQ+ people and enhance our broader engagement with the LGBTIQ+ community. Membership of the network is open to all partners and staff, as members of the LGBTIQ+ community or allies.

In the reporting period, Pride@Corrs:

- hosted Corrs' inaugural Pride Week to provide an opportunity for all partners and staff to participate in events and activities, with a focus on 'active allyship';
- became the first Australian law firm to join Out Leadership – the world's leading LGBTIQ+ business network which builds business opportunities, cultivates talent and drives LGBTIQ+ equality; and
- hosted a number of LGBTIQ+ events and celebrated key community events, including Wear It Purple Day, IDAHOBIT Day, International Pronouns Day and World AIDS Day.

Our Pride@Corrs network is also actively involved in providing assistance and support to organisations in the LGBTIQ+ community. Over the past 12 months, Corrs has supported the following organisations with legal advice and by hosting discussions on key issues:

- Australian Federation of HIV/AIDS Organisations, the national peak body for HIV/AIDS organisations in Australia
- Ethnic LGBT+
- Out Leadership
- GiveOut
- SheQu
- Out for Australia

Corrs joins Australian Network on Disability

The firm has recently become a member of the Australian Network on Disability, a national organisation that supports organisations to advance the inclusion of people with disability in all aspects of business.



Spotlight on: Reconciliation

Corrs is committed to continuing our contribution to reconciliation with Australia's First Nations people. Our vision is an inclusive, equal and reconciled society across Australia that celebrates the histories and cultures of First Nations people. To achieve our vision, we educate our employees and support our suppliers, clients and associates through our sphere of influence.

Some key initiatives and achievements over the last 12 months include:

- continued participation in the CareerTrackers Indigenous Internship Program;
- performing pro bono legal work for First Nations organisations and communities;
- funding a scholarship for a First Nations student to study at Melbourne Law School; and
- supporting procurement with First Nations businesses as a member of Supply Nation.

Our 2021-2023 Innovate Reconciliation Action Plan (RAP) is available [here](#).

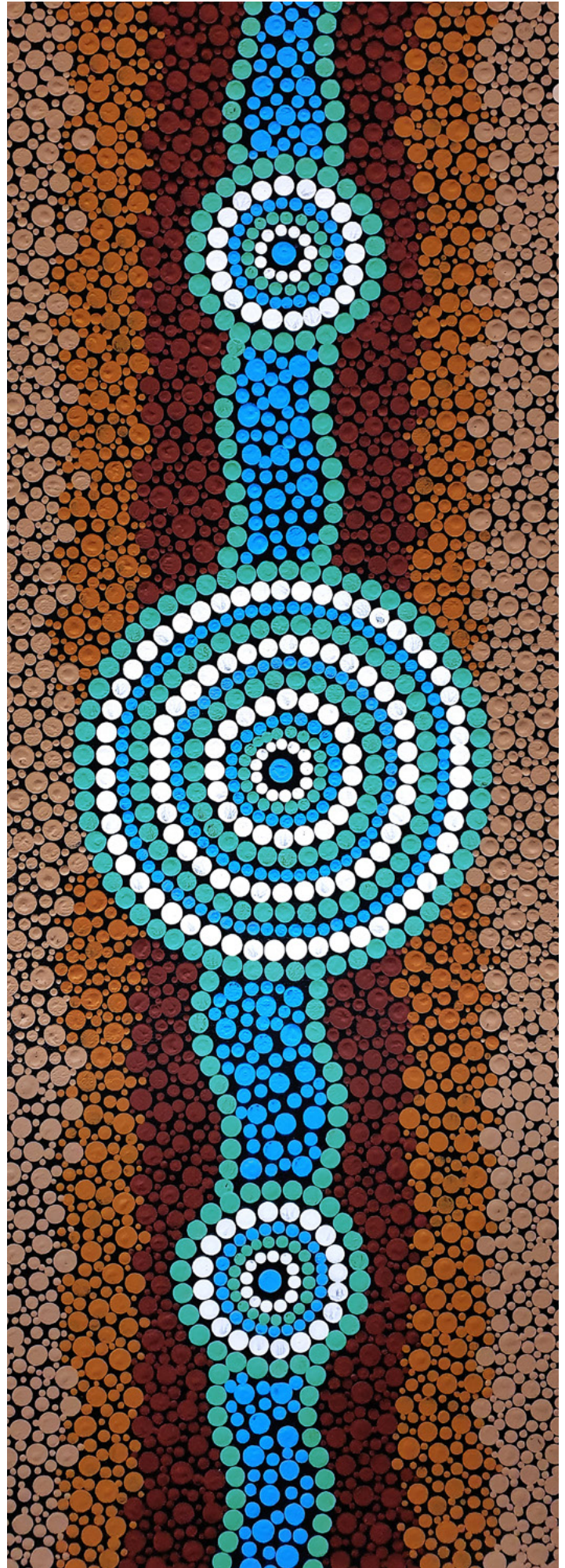


The firm's ongoing support for reconciliation reflects our active commitment to diversity, inclusion and community building, and respect for the Traditional Owners of our land. We are proud of the progress we are making and look forward to continuing to work with First Nations peoples' organisations and communities.

Gavin MacLaren
Senior Partner and CEO

About Our Artwork
Artist: Billy-Jay (BJ) O'Toole
Community: Wadawurrung, Kulin, VIC, Australia
Language: Wadawurrung
Title: *Wadawurrung Coastline*
Original Artwork Size: 60.0 cm x 40.0 cm
Medium: Acrylic on canvas
Year Created: 2020

Image Licensing Rights managed by Dreamtime Art Creative Consultancy



02

Community





Participation is a key element of success and we have increased our pro bono contribution and participation in our community engagement activities while exploring means of measuring our impact and our broader contribution.

It has been an extraordinary year by any measure. The not-for-profit sector has experienced no shortage of challenges.

Drought, bushfires and floods were followed by the COVID-19 pandemic, significantly impacting service delivery and the fundraising efforts of many Australian charities.

These extraordinary challenges meant that our pro bono work and support for community organisations was more important than ever. The firm remains deeply committed to its pro bono and community projects.

 <p>Human rights</p>	 <p>Environment</p>	 <p>Labour</p>
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<p>1 NO POVERTY</p> 	<p>4 QUALITY EDUCATION</p> 	<p>5 GENDER EQUALITY</p> 
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>10 REDUCED INEQUALITIES</p> 	<p>13 CLIMATE ACTION</p> 
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>17 PARTNERSHIPS FOR THE GOALS</p> 	

2020/21 Pro bono program snapshot



29,402

Total pro bono hours



47.6

Pro bono hours per lawyer



1,578

Paralegal pro bono hours



49.6

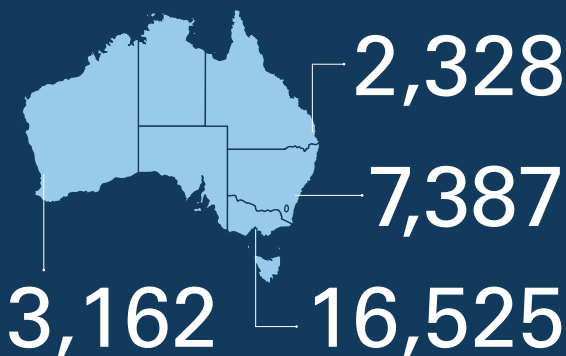
Number of full-time equivalent paralegals



69%

Percentage of lawyers who undertook at least one hour of pro bono legal work

Pro bono hours worked per state



Focus on First Nations businesses

Corrs has been focusing on strengthening our contribution to First Nations businesses, organisations and concerns. Over the last 12 months we have undertaken 40 matters, amounting to over 2,386 hours of work (just over 8% of our total pro bono portfolio).

40

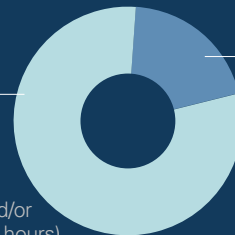
Total matters

2,386

Total hours

80%

Capability and capacity of First Nations people and/or businesses (1,935 hours)



20%

Individual representation and legal clinic work (451 hours)

Justice Connect FY 2020/21 highlights

We worked closely with Justice Connect on its Homeless Law project, increasing our high-impact legal services and our strategic engagement and advocacy for homeless or at risk Victorians during the pandemic.

6,120

Pro bono hours through Homeless Law

116

Lawyers and assistants

109

Matters

1

Secondment


Pro bono

This year, Corrs launched its revised pro bono policy. Driven by our pro bono strategy, the revised policy strengthened our focus across the three pillars that form the bedrock of our pro bono program: enhancing access to justice, strengthening civil society and contributing to building a sustainable future for all.

Our pro bono program is designed to uphold the principles of justice, equality and community, and contribute to fulfilling the firm's purpose to *'Imagine, inspire and together create a better future'*.

We continue to assist legal clinics across the country in providing legal aid to marginalised community members by holding client meetings remotely and attending court hearings via telephone. We provided significant support to not-for-profit organisations in understanding temporary COVID-19 legislation and maintained our fundraising efforts supporting a number of organisations including the Epilepsy Foundation, Hagar, Oxfam, National Breast Cancer Foundation, RSPCA, Movember, the Royal Children's Hospital, The Smith Family and Very Special Kids.


Moving forward, we will develop a framework for measuring our pro bono and community engagement to ensure it is impactful and contributes to our strategic objectives.



Pillar 1
Enhancing access to justice

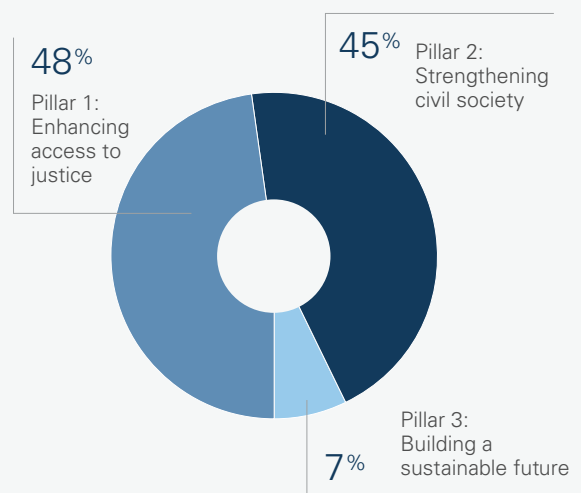


Pillar 2
Strengthening civil society



Pillar 3
Building a sustainable future

The impact of our pro bono work over the 2020/21 financial year comprised:





Pillar 1 Enhancing access to justice

Corrs is committed to enhancing access to justice for people experiencing homelessness, the Indigenous community and others who would not otherwise have had access to legal representation.

Case study – Mr Noël Zihabamwe

In conjunction with Jennifer Robinson of Doughty Street Chambers and the UNSW Australian Human Rights Institute, Corrs is currently acting for Mr Noël Zihabamwe in relation to the enforced disappearance of his two brothers – Mr Jean Nsengimana and Mr Antoine Zihabamwe – in Rwanda.

Mr Zihabamwe is an Australian Citizen who moved to Australia on a humanitarian visa in 2006. Since then, he has become a highly regarded human rights advocate and leader, working with, and advocating for, new migrants, refugees and culturally and linguistically diverse communities. In 2016, Mr Zihabamwe was approached by agents of the Rwandan Government in an effort to recruit him to become an agent of influence in Australia for the Government. Upon his refusal, he was subject to ongoing harassment from the Rwandan Government and its representatives.

In August 2019, Mr Zihabamwe shared the story of this harassment anonymously with the Australian Broadcasting Corporation as part of a broader article on Rwandan informants operating in Australia. A month later, Mr Zihabamwe's brothers were abducted by Rwandan police while on a bus in Nyagatare District in the Eastern Province of Rwanda. Mr Zihabamwe's brothers have not been seen since their disappearance on 28 September 2019.

Corrs' 2020/21 Sydney clerks assisted with Mr Zihabamwe's matter, preparing a factual brief of Noël's story and the political context in Rwanda, as well as identifying the applicable Australian and international legal frameworks under which this case can be pursued. This work provided the foundation for a complaint to the United Nations Working Group on Enforced and Involuntary Disappearances (WGEID) that was filed in June 2021.



Corrs assisted Mr Noël Zihabamwe to file a complaint to the United Nations Working Group on Enforced and Involuntary Disappearances in relation to the enforced disappearance of his brothers in Rwanda

The complaint alleged that the enforced disappearances represent a clear violation of fundamental rights in the International Covenant on Civil and Political Rights, including the right to liberty and security, the right to life and the right to be free from arbitrary detention, and called on the WGEID to transmit the allegations to the Rwandan government to clarify the fate or whereabouts of Mr Zihabamwe's brothers.

In September 2021 the complaint was considered by the UN and transmitted to the government of Rwanda for a response. Mr Zihabamwe was also invited to address the Working Group directly at a session in February 2022.

Corrs continues to act on the matter alongside Doughty Street Chambers and the UNSW Australian Human Rights Institute. More information can be [found here](#).



Pillar 2 Strengthening civil society

Corrs continues to contribute to the strengthening of civil society organisations, not-for-profits and charities.

Case study – Corrs and Oxfam Australia



Lyn Morgain, Oxfam CEO

For almost 35 years, Corrs has provided pro bono legal support to Oxfam Australia. Lawyers from across the firm have contributed to one-off and ongoing projects for Oxfam, including property transactions, employment issues, commercial litigation, wills and bequests disputes, corporate governance issues, restructuring, regulatory compliance matters and more.

We work closely with Oxfam's general counsel, regularly advise its CEO and Board and provide support through the placement of pro bono secondees (both legal and non-legal) to assist Oxfam during periods of heavy workload. We also provide support to Oxfam's core functions, as well as to its key fundraising projects such as Trailwalker.

"There is a candour and a willingness to challenge and provide strong counsel to us that I personally as a Chief Executive value, but I know also that the team value. Corrs come to us keen to protect our interests and help us do that... and that's a quality that's very hard to replicate."

– Lyn Morgain, Oxfam CEO

"There are so many things to celebrate about the relationship...but for me it's the shared values, trust and insight that Corrs' long standing relationship brings. It is deep rooted genuine commitment based on shared values and a shared commitment to a just world. Inspiring for our folk and the people we serve to know we have this behind us."

– Sari Baird, Oxfam General Counsel



Pillar 3 Building a sustainable future

Corrs seeks to support causes that promote the public interest in good governance, democracy, transparency, accountability and the rule of law.

Case study – Bribery Prevention Network

Bribery and corruption is everyone's business. We therefore seek pro bono opportunities to help businesses implement strong anti-bribery practices and to develop sustainable workplaces and marketplaces.

Throughout 2021, a team of lawyers in our Melbourne office, led by partner Abigail Gill, assisted public-private partnership, Bribery Prevention Network (BPN) to prepare informative and educational case studies on key bribery and corruption issues for small to medium-sized business owners. BPN supports small to medium Australian businesses to prevent, detect and address bribery and corruption risks and to promote a culture of compliance, by providing them with the tools and resources to implement policies, procedures and training, monitor risks, investigate and report concerns.

Working with BPN, the Corrs team created several case studies each containing a hypothetical, but realistic, bribery or corruption scenario and practical step-by-step guidance on how to respond. The case studies offer educational guidance that may otherwise be difficult for small to medium operators to access when they need it most.

The dedicated page on the BPN website has case studies addressing the following topics:

- implementing an anti-bribery and corruption policy;
- implementing a whistleblower policy to help businesses identify and address staff concerns;
- conducting thorough due diligence before and after acquiring another business;
- identifying and responding to a request for a facilitation payment;
- investigating internal bribery allegations;
- responding to contact and bribery complaints raised by an authority; and
- enforcement actions and penalties that may apply if a business is found guilty of bribery and corruption offences.

This work represents a practical example of how Corrs helps business to work against corruption in all its forms, including extortion and bribery, in line with the UNGC's Principle 10.



Spotlight on: Community engagement

Corrs strongly encourages all staff to contribute to our community and volunteer through our community engagement program. Throughout the year, we hold a number of events in our offices to promote our community engagement and our people are actively encouraged to support disadvantaged and marginalised individuals and groups, charities and not-for-profit organisations. Such organisations include Hagar, Movember and Cerebral Palsy Alliance.

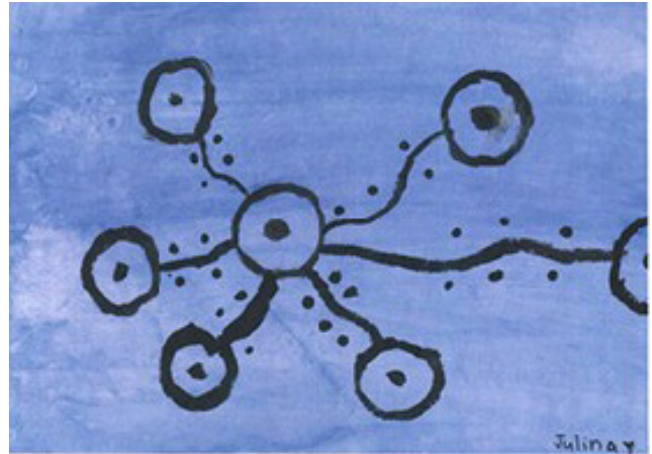
Many also volunteer to provide support to young students who struggle with their language studies. Over 65 volunteers supported three Ardoch Literacy Buddies® programs, engaging with 80 students and exchanging over 660 letters and blog posts. A further 44 volunteers supported the Daystar Foundations Mentoring Mates program engaging with 51 little buddies.

Case study – Daystar Foundation’s Mentoring Mates programs

Daystar’s Mentoring Mates program recommenced this year with the Bonnyrigg Public School. The school reports students’ enthusiasm for learning directly relates to their involvement in the Mentoring Mates program, where the one-on-one connection with their ‘Big Mate’ cannot be underestimated.

“The Daystar program is a great way for the community at Corrs to step out of corporate life and into a creative space, where they have to opportunity to inspire kids who come from socially and economically disadvantaged communities. We currently have 48 ‘Big Buddies’ from Corrs writing to more than 50 ‘Little Buddies’ from Bonnyrigg Public School classes 4, 5 and 6. It’s a privilege to be a part of such a great initiative.”

– Aroha Paul, Daystar Foundation



This painting, made by the students of Bonnyrigg Public School, reflects ‘travel lines’ that tell how families move to visit other places. The smaller dots in between the larger circles show other people that have travelled with you.

Case study – Ardoch Literacy Buddies®

Despite COVID-19 lockdowns threatening to halt all program delivery to schools and early years centres across the country, Ardoch responded by reimagining programs and adapting to an increased nationwide reliance on remote learning. The Ardoch Literacy Buddies® program continued in an adapted ‘virtual’ format with other Literacy Buddies® programs, engaging other workplace volunteers or community education volunteers, the latter to forming virtual ‘workplaces’.

Feedback on the program

“

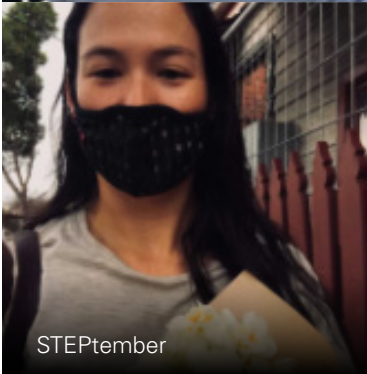
This year has been difficult as we haven’t been able to meet the buddies or visit them/have them visit, but the online visit was memorable. It was managed really well by Ardoch and it was lovely to see how shy the little buddies were when we connected online!

“

Thank you for facilitating the best incursion of the year! The students loved playing the games and really enjoyed the time that they had. It was incredible seeing how confident they were. Our Deputy Principal joined for a bit of the session and she was blown away so thank you for putting in the time and effort to make it happen. It was really appreciated!



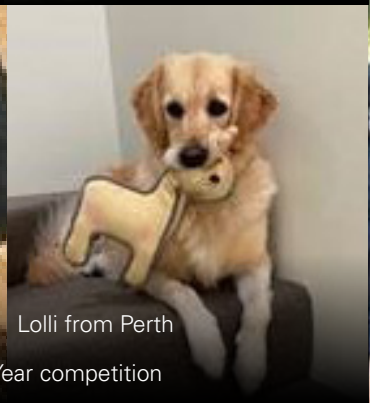
Law Access Walk for Justice



STEPtember



Choc-Chip from Sydney



Lolli from Perth

RSPCA cupcake day – Pet of the Year competition



Women's Legal Service River to Rooftop Run



Cerebral Palsy Alliance Crazy Kosci Klimb



Salvation Army Red Shield Appeal

03

Sustainability





Sustainability necessitates a focus on both the environment and climate change.

Aligning with our Responsible Business and Human Rights practice, our sustainability program addresses the manner in which environmental considerations are integrated into our business operations and practices.



Environmental sustainability

Corrs is certified as carbon neutral by Climate Active, a government-backed initiative that supports businesses to account for and reduce carbon emissions.



Click [here](#) for our carbon neutral legal services certificate and [here](#) for our carbon neutral business operations certificate.

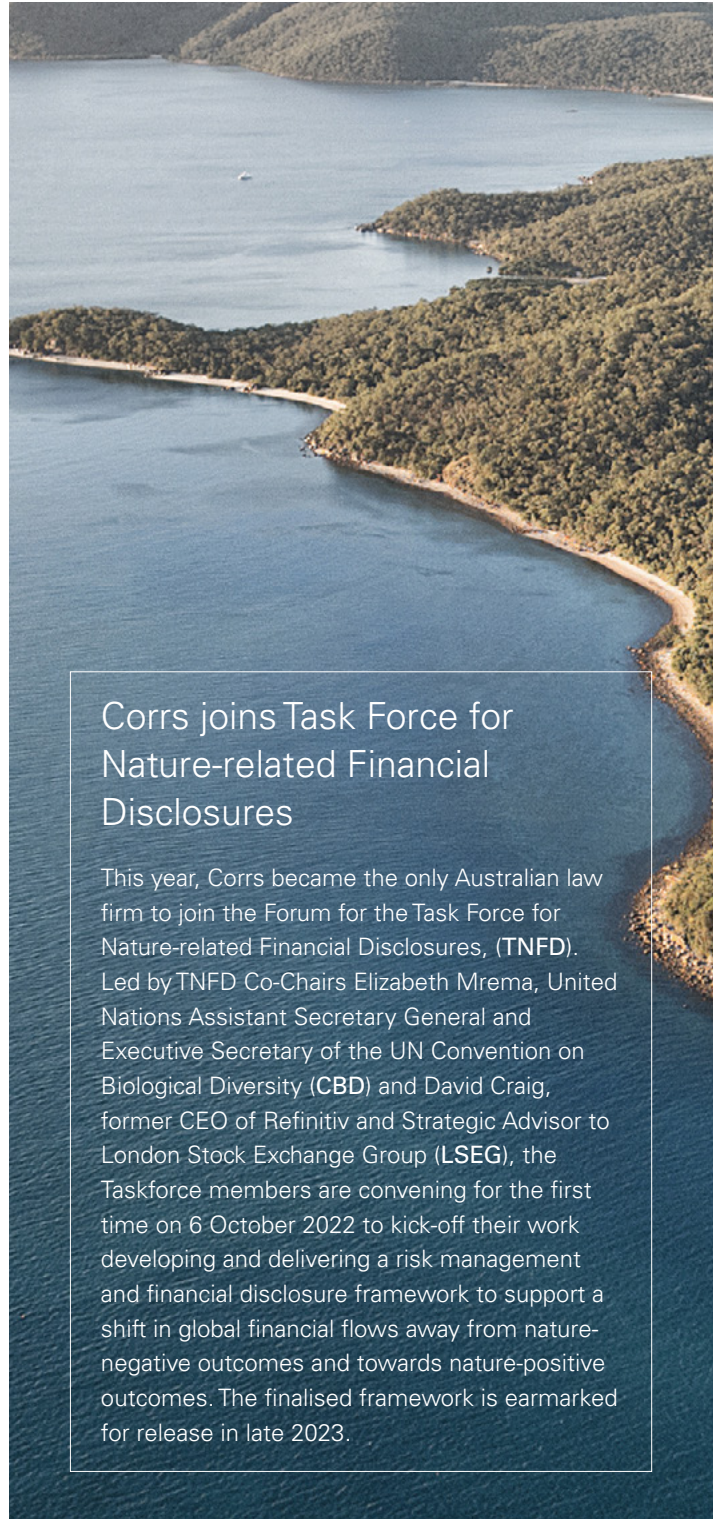
While Corrs is proud to be carbon neutral and to offer carbon neutral services to our clients, our commitment goes deeper. We have established a 'Green Team' who continuously look for new strategies to reduce our carbon footprint. As we obtain carbon neutral offsets for the emissions we are not yet able to avoid, we also commit to engaging in programs with sustainable benefits and we are revising our environmental and other policies to align with a carbon neutral future. In the meantime, we continue to report to Australian Legal Sector Alliance annually.

Case study – Safeguarding forests in Papua New Guinea

This year, Corrs started supporting the prevention of deforestation in New Ireland and East New Britain through the NIHT Topaiyo REDD+ initiative in Papua New Guinea. This project is coordinated in partnership with local landowners and community leaders. It aims to prevent exploitative industrial timber farming and preserve biodiversity while investing in community enrichment programs that seek to provide access to educational support, clean water, health care, gender equality, employment and much more.

“ We are committed to engaging in programs with sustainable benefits and revising our environmental and other related policies to align with a carbon neutral future

Gavin MacLaren
Senior Partner and CEO



Corrs joins Task Force for Nature-related Financial Disclosures

This year, Corrs became the only Australian law firm to join the Forum for the Task Force for Nature-related Financial Disclosures, (TNFD). Led by TNFD Co-Chairs Elizabeth Mrema, United Nations Assistant Secretary General and Executive Secretary of the UN Convention on Biological Diversity (CBD) and David Craig, former CEO of Refinitiv and Strategic Advisor to London Stock Exchange Group (LSEG), the Taskforce members are convening for the first time on 6 October 2022 to kick-off their work developing and delivering a risk management and financial disclosure framework to support a shift in global financial flows away from nature-negative outcomes and towards nature-positive outcomes. The finalised framework is earmarked for release in late 2023.



Five minutes with...

Jim Pearce

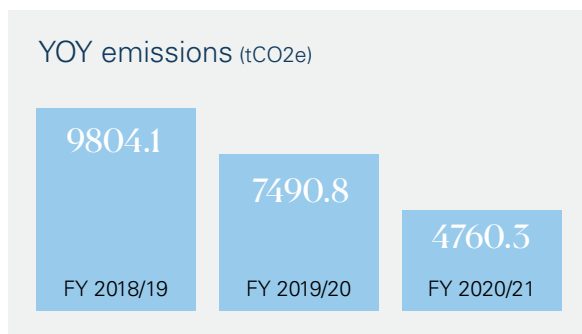
Project Manager



We are tracking our carbon emissions and developing strategies to reduce our carbon footprint. Our base year for being a carbon neutral organisation is 2019 and our emissions have declined by 24% from 2019 to 2020 and by 52% from 2019 to 2021. Jim Pearce is a Project Manager in our Brisbane office and heads up our 'Green Team'.

Q: What progress has Corrs made in integrating environmental sustainability across the business?

JP: Although the COVID-19 pandemic and office closures contributed to our lower emissions, our 'Green Team' has undertaken a lot of work to reduce our emissions. By purchasing carbon offsets we have received accreditation as a carbon neutral business.



Q: What initiatives have the 'Green Team' put in place over the last 12 months?





JP: Our 'Green Team' has commenced working on a number of initiatives this year, including:

- moving all office electricity to green power to ensure zero emissions from office electricity by the end of 2022;
- developing a plan to potentially implement energy-saving lighting technology in all offices pending a review of our pilot project in the Perth office;
- moving to carbon-neutral paper in our printers (implemented in May 2020) and in our copy centre (implemented in May 2021) which has resulted in a 84.9% carbon reduction in carbon emissions in this area;
- reducing energy usage in our printers by turning off the auto wake-up sensors (implemented in February 2021);

- implementing improvements to our waste management signage and education in each office by the end of 2021 to drive positive behaviour that will lead to lower emissions by aligning to the respective building management waste processes. One of the biggest challenges for recycling companies is contamination and separation so we're encouraging everyone to separate at the source. Corrs offices provide a range of disposable options, depending on location including recycling, organic waste, batteries, e-waste, paper and landfill; and
- encouraging our staff to power down appliances when not in use, especially when offices are unoccupied.

Q: What's next for the 'Green Team'?

JP: The 'Green Team' will be working with staff as they transition back into the office environment to encourage good practice with power and waste while also developing a longer term strategy. One of the key areas of focus in the coming months will be the Scope 3 emissions from our supply chain. We have started that with paper and are also investigating where we source food and beverages.

-  Switching to green energy
-  Reducing energy consumption
-  Improving office recycling and waste management
-  Buying carbon neutral

04

Governance





We are committed to managing all aspects of our business with integrity, respect and according to the highest professional, ethical and business standards.

It is important to us that our people, and those that may provide services on our behalf, comply with all applicable laws of the countries in which we operate and conduct business ethically and responsibly.

This includes complying with all laws, both domestic and international, relating to anti-bribery and anti-corruption. We work to identify, prevent and mitigate adverse environmental, climate, social and human rights risks in our own business and with our clients so we can contribute to a better, more resilient and sustainable future.

We pride ourselves on working together with our people, our clients and our communities to promote human rights, well beyond regulatory compliance.



Human rights



Labour



Anti-corruption



Corporate governance and leadership

Corrs' Chief Executive Officer and Audit and Risk Management Committee, supported by the Chief of Risk and Legal Excellence and the Chief Operating Officer, are responsible for overseeing the implementation of a risk management framework that supports a culture of legal and operational excellence within the firm and the ongoing identification and mitigation of risks.



The firm proactively and continuously reviews its risk profile to anticipate and manage potential risks. The firm's leadership supports this approach and will continue to dedicate appropriate resources to achieve this.

During 2020/21 the Board approved a new Risk Management Framework. This framework identifies risk events that could significantly impact the firm and establishes the governance structure and controls to support the monitoring and management of risk at the strategic, operational and project level. The framework recognises that everyone at Corrs is responsible for managing risk. All partners, senior executives and managers are expected to integrate risk management into their areas of responsibility and to comply with Corrs' risk management processes. The framework also recognises that many risks and risk mitigation measures are inter-related and the relevant risk owners will each have a role in mitigating them.

The risk management framework is reviewed regularly, and the Chief of Risk and Legal Excellence and the Chief Operating Officer report to the Audit and Risk Management Committee on their current key risk concerns and any recommended updates to the framework.

The firm's strategic objectives and the execution of its core business strategy inherently mitigates risk, operating as a primary and essential element of effective risk management.



Five minutes with...

Marae Ciantar

Chief of Risk and Legal Excellence



In July 2020, Marae Ciantar was appointed as Chief of Risk and Legal Excellence and leads the firm's Risk and Legal Excellence team.

Q: What have been the key risk considerations in developing the new risk management framework?

MC: The risk management framework was developed to support a holistic and integrated approach to risk management, providing a framework for identifying, evaluating and discussing risk and ensuring that risks are being appropriately managed. The firm's approach to risk identification and mitigation is intended to be dynamic and a process of continuous improvement, and COVID-19 has been a very relevant example of this during the past two years. Whilst the safety and wellbeing of our people have always been our primary focus, other risks associated with COVID-19 have evolved over time, from remote working and business uncertainty to the wellbeing, fatigue and mental health of our people, and more recently the evolution of expectations with regard to flexible working.

The firm's strategies for supporting our people and professional excellence include a suite of tailored wellbeing initiatives known as the Wellbeing and Fatigue Management Framework (outlined in the People section of this report), which have similarly continued to evolve with changes in our work and business environment.

Q: Why is a holistic and coordinated approach to risk management and professional excellence at all levels of the firm important and how does this contribute to the firm's ambition?

MC: Corrs' ambition is to be the leading law firm in Australia. The CEO has continuously reaffirmed that a culture of professional excellence and the disciplined management of risk by all members of the firm is fundamental to achieving this ambition.

A culture of excellence facilitates the recruitment and development of outstanding lawyers, assists in retention by providing a more satisfying and rewarding work environment, provides a competitive edge in a highly competitive marketplace and helps reduce professional practice risk. Structuring the Risk and Legal Excellence team to include the Knowledge Management, Precedents and Learning and Development Teams

alongside our General Counsel and Risk teams has ensured a coordinated approach to excellence, quality and risk management at all levels of the firm.

Underpinning the firm's approach to risk management and professional excellence are a suite of policies and programs that articulate and reinforce the firm's expectations and standards that must be met. For example, the firm recently updated its Respect in our Workplace Policy to enhance the management of risk around workplace behaviour. A key change included a focus on bystander responsibilities especially in relation to everyday sexism, racism and put downs. Corrs adopts a zero tolerance approach and expects people to speak up and call out inappropriate behaviour when they see it.

A culture of excellence, robust risk management and common purpose ensures that Corrs continues to invest in the best people and initiatives to build the quality and depth of the firm's technical expertise and professional skills to support the firm's ambition of being the leading law firm in Australia and ensure the success of its clients.

Q: What are the areas of focus as we move forward into a hybrid workplace?

MC: Our priority is to ensure a COVID-safe workplace as people return to the office. This includes continuing to monitor and comply with government directives in each state, and introducing a mandatory vaccination policy for staff and clients attending our offices and work events (with exceptions for medical reasons). In a 'new normal' hybrid workplace there will be a continuing focus on flexible work practices to maintain flexibility as standard practice, while also recognising that team engagement and connection has the greatest impact on wellbeing and development.

The firm will continue to focus on engagement and everyday leadership through connection with each other and the firm, career direction and conversations, and our collective firm purpose. Office retreats will be held in each state and certain national cohorts will come together to build capability, connection and esprit de corps.



Spotlight on: Cyber security risk

On 18 March 2020, Corrs began operating on a remote basis, with a small team of people in each office (subject to state regulations) performing essential onsite services.

Our implementation of business continuity measures in the weeks prior to the introduction of remote working (including live testing of technology, systems and processes) ensured we were well prepared to continue to operate effectively.

Each Corrs office has been affected differently as a result of the COVID-19 numbers in the relevant state and each state government's regulatory response. We continue to support partners and employees to enable them to work remotely in compliance with stay-at-home directives and, when state government directions permit, allow them to return to the office if that is their preference.

In this new remote working environment created by COVID-19, cyber attacks have become more frequent and sophisticated and cyber security has become an even greater risk. Corrs' IT systems and processes embed key features and controls to reduce the risk of a successful cyber attack and support the firm's risk management practices.

The firm has progressively strengthened its cyber security posture by:

- achieving ISO/IEC 27001:2013 certification IS 729935 in July 2020;
- implementing the Australian Cyber Security Centre Essential Eight mitigation strategies;
- forming an Information Security Management System Committee, formerly the Technology Risk Committee, which meets quarterly;
- implementing a vulnerability management program that complies with best practices and ensures the timely identification and application of patches to address security weaknesses;

- introducing advanced defence and detection capabilities including application whitelisting and advanced endpoint threat detection and response;
- making significant improvements in the security culture of the firm through mandatory security awareness training and assessments;
- implementing a mature incident response plan, with frequent exercises and an incident response retainer; and
- introducing 24 x 7 network security monitoring and alerting.

Corrs has its own cyber team, Corrs Cyber, which is available to assist in managing the firm's response to a cyber incident, and which advises on cyber resilience planning, investigations into cyber incidents (using in-house IT forensic experts) and conducts cyber due diligence.

In light of the increasing number and significance of ransomware attacks experienced by other organisations, the firm has also purchased additional limits of cyber insurance.

Automation software called 'UI Path' is being used to configure software robots to automate repetitive, routine work between multiple systems. The robots are used by the firm to run daily and monthly reconciliation processes to determine if there are any variances. If any variances are detected, an email is sent to the Financial Accounting Team attaching the report for further investigation. An example of where this software is used to manage risk on client matters is a quarterly reconciliation of property sales trust account deposits against bank statements and matter balances.





Five minutes with...

Abigail Gill

Partner



A partner in the firm's litigation group, Abigail Gill is a board member of Transparency International Australia, and was recognised in Global Investigation Review's 2021 Women in Investigations survey.

Q: Why is anti-bribery and corruption an important issue for business?

AG: Anti-bribery and corruption remains an important issue for government and private actors. The OECD has recently recommended an increased focus on the demand side of bribery and corruption by prosecuting agencies, signalling a need for all stakeholders to prevent and address bribery and corruption as a priority.

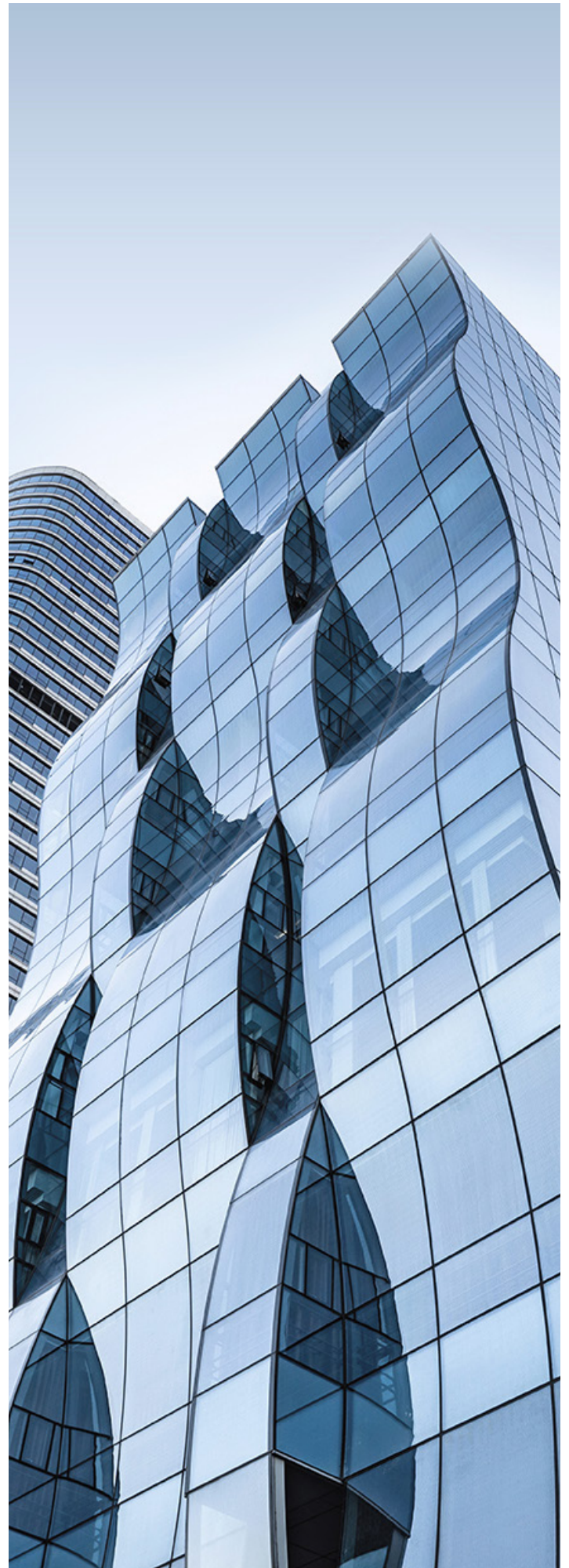
Corrs shares that priority – we approach our business ethically and responsibly and take active steps to assist our clients to do so also.

Q: What is the Bribery Protection Network (BPN), and how does Corrs work with them?

AG: The BPN provides practical resources which allow small to medium business owners implement policies, carry out training, communicate effectively to staff, monitor and manage risks and incorporate anti-bribery and corruption awareness into their workplace. This is a valuable resource for any business or individual conducting business or operations outside Australia that is concerned about foreign bribery, and provides insights that might otherwise be out of reach.

BPN brings corporate governance out of the boardroom and into the offices of smaller businesses, to ensure that ethical corporate practices are understood and capable of implementation by a wider range of organisations.

Our work with the BPN has allowed us to contribute to preventing, detecting and addressing bribery concerns more broadly. Corrs is thrilled to assist BPN with its work and to continue to work towards advancing the UN SDGs.



Ethical sourcing and modern slavery

Guided by our Responsible Business Working Group (RBWG), Corrs built on our modern slavery framework in a number of ways during the 2021 financial year.

We deepened our engagement with our suppliers, undertook heightened due diligence activities for high-risk suppliers and implemented further controls in our procurement process.

We recognise that COVID-19 has had a sustained impact on a range of human rights, including modern slavery. We remain committed to engaging with our suppliers to ensure that the human rights effects of COVID-19 on their operations and supply chains is incorporated into their response to the virus.

Corrs' modern slavery risk assessment process continues to develop. We take a human rights risk-based approach to assessing our supply chain, using the United Nations Guiding Principles on Business and Human Rights as a framework for identifying modern slavery related risks and appropriate responses.

We continue to map our supply chain, categorise and assess our suppliers, and identify risk against Corrs' Modern Slavery Risk Matrix.

While Corrs' supply chain is largely the same as it was during the last financial year, we nevertheless continue to learn more about it. We have chosen to focus on facilities, marketing and merchandise, technology and hardware, and renewable energy as they are modern slavery risk areas.

Three areas of activity underpinned our efforts to deepen our assessment of, and address, risks of modern slavery in the 2021 financial year:

1. **Governance and management** – continuing to improve our governance and management structures.
2. **Supplier due diligence** – engaging with suppliers to deepen our knowledge of supply chain risks as part of a coordinated due diligence process.
3. **Education and training** – educating Corrs people, including the businesses services team, so that our procurement and contracting processes are responsive to modern slavery risks in future.

Corrs is committed to a program of continuous improvement that ensures our efforts to identify, assess and address modern slavery are effective.

Our 2021 Modern Slavery Statement is available [here](#).



Embedding the UN Guiding Principles on Business and Human Rights

Reflections by Lisa Kendall, National Operations Manager

“

Corrs' responsibilities and commitment to uphold the UN Guiding Principles on Business and Human Rights extends across all of our operations. As a large commercial organisation, we recognise our responsibility to appropriately manage our ethical, social, environmental and governance responsibilities. Corrs applies this philosophy in the engagement and management of all of our suppliers.

The Administration department is responsible for a large portion of the firms' procurement and expect all of its contractors, suppliers and business partners to confirm and comply with Corrs' Ethical Sourcing Policy and Minimum Supplier Standards.

Corrs expects our suppliers will hold their own vendors to the same standards. For example, the Administration team engaged each office's landlords with regards to their commercial cleaning contractors to provide assurances they are not being exploited and are receiving their entitlements in accordance to the Cleaning Accountability Framework.



Looking ahead

As we look forward, the challenges are immense. The COVID-19 pandemic will continue to impact our workplaces, our economies and our societies, and at the same time the world demands urgent action and a significant shift in response to climate change. These will be important issues in the next reporting period and we commit to continuing to respond to them robustly.

Our people are central to our firm and our strong culture is built in an environment of excellence, collaboration, commitment and respect. We constantly innovate and seek to support work-life balance, strengthen our relationships and expand our opportunities to ensure the best possible working environment while providing exceptional services to our clients. We will build on the work we have done to strengthen our policies and practices to support human rights and environmental sustainability in line with the principles of the UN Global Compact, and continue to look for new initiatives through our work and our pro bono and community engagement program to deliver on our purpose to *'Imagine, inspire and together build a better future'*.

If you have any questions about this report, or would like to learn more about Corrs, please contact our Head of Business and Human Rights Dr Phoebe Wynn-Pope on phoebe.wynn-pope@corrs.com.au

2022 commitments

Responsible business and human rights

Continue Human Rights Speaker Series and firm-wide human rights education including fireside chats.

Strengthen human rights centred pro bono work.

Refresh training in the UN Guiding Principles on Business and Human Rights, and modern slavery risk management and remediation.

Human rights

Sustainable procurement

Ensure procurement across our supply chain meets our business objectives and sustainability commitments.

Human rights

Carbon neutrality

Maintain carbon neutral certification.

Environment

Modern slavery

Strengthen governance and management processes and education for effective assessment of modern slavery risk.

Increase engagement with suppliers, and implement risk surveys as appropriate.

Develop remediation framework and strengthen access to the grievance mechanisms.

Strengthen complaints mechanisms and pathways for staff and suppliers.

Human rights

Pro bono and community engagement

Establishing means to measure community engagement across the firm.

Increase the breadth and depth of strategic pro bono matters.

Human rights

Sustainability

'Green Team' initiatives to focus on reducing Scope 3 emissions in our supply chain.

Embed a culture of sustainability and sustainable practices across the firm.

Environment

Health, wellbeing and excellence

Ensure a COVID-safe workplace and continue to monitor and adapt our approach to health, wellbeing and excellence that evolves as necessary with external COVID developments and 'the new normal' regarding flexibility and a hybrid working environment.

Labour

Gender equality

Raise awareness of the firm's gender equality strategy and initiatives.

Labour

Ethical conduct

Maintaining the highest standards of ethical conduct through key policies and training.

Anti-corruption

Diversity and inclusion

Embed disability inclusion across the firm.

Implement 2021 – 2023 Reconciliation Action Plan.

Strengthen awareness and understanding of the 'Respect in Our Workplace' policy.

Labour

CORRS
CHAMBERS
WESTGARTH

Sydney
Melbourne
Brisbane
Perth
Port Moresby

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