



Bartier Perry  
Headcount (FTE): 275  
Floor Area: 2,910m<sup>2</sup>  
Number of Offices: 1

Bartier Perry provide highest quality legal services across a wide range of industries including property, construction, financial services, private clients, education, insurance, health and government. The success of clients and the wellbeing of our people is underpinned by clearly articulated values of collaboration, performance, diversity & inclusion, down to earth, innovation, quality, trust and respect.

Focusing firmly on providing commercial legal services in a

genuinely personalised manner, we place clients at the centre of all that we do, consistently communicating clearly and demonstrating strategic, creative thinking. We are committed to driving our firm strategy which includes remaining dedicated to our community and to our social responsibility.

Established in 1942 and incorporated in 2007, Bartier Perry is a privately-owned Australian commercial law firm based in Sydney. Supported by a network of trusted firms in major Australian centres

and internationally, Bartier Perry's 275-strong team includes 170 legal staff from partners to paralegals and 105 management and support staff.



Our Environment

Bartier Perry is committed to reducing our impact on the environment through our interactions with our people, our suppliers and our clients. Our Environmental Management Policy and Sustainable Procurement Policy guide consistent decision-making, ensuring sustainability is considered at every level, from supplier selection to technology investment.

Environmental governance is overseen by firm leadership, with twice-yearly reporting to the Board on environmental targets and performance.

We are committed to transparency and continuous improvement, with future goals including enhanced sustainability tracking and reporting, zero-waste events and increased staff engagement in environmental initiatives.

Key initiatives include:

- Transition to 100% renewable electricity.
- Establishing environmental sustainability champions.
- Comprehensive waste and recycling programs, including e-waste and four-stream recycling.
- Carbon offsetting for all business-related travel.
- Premises with a 6 Star Green Star-rating, with sensor-activated lighting and air conditioning and automated blinds.
- Participation in Earth Hour and other awareness campaigns.



Our People

Bartier Perry is committed to fostering a diverse, positive and inclusive work culture that allows everyone to reach their potential and thrive. Our commitment to DEI is ongoing and has been successful in supporting and expanding our indigenous recruitment initiatives and sponsorships. We provide opportunities for all to excel, be equal in the workplace and to have career progression at a pace that suits different life situations. Our Wellbeing Policy supports the holistic wellbeing of our people and their families. We have Award winning mentors to support and grow our staff. Our gender-neutral parental leave policy offers 20 weeks paid leave, with superannuation, for all carers. We encourage staff feedback through our annual engagement survey which shows consistent high levels of staff satisfaction, commitment and engagement. We know our most important asset is our people

and we actively nurture their wellbeing through initiatives including:

- A Flex for All approach allowing staff to access flexible work options.
- Increased pro bono work opportunities through the expansion of our pro bono program.
- Clear career pathways through individually tailored learning and development goals.
- Regular social events.
- Incentive program to reward and recognise excellence
- Regular participation in community fundraisers.



Our Governance

Delivering outstanding legal services while working to the highest ethical standards is intrinsic to how we do business at Bartier Perry. Our commitment to service excellence is evidenced by our strong association with key industry bodies and our Environmental Social Governance (ESG) program. Our management structure is transparent. Our firm is led by its Shareholders, Partners, the Board and our CEO. Supporting our management is a comprehensive committee structure and a suite of policies, procedures and guidelines that are clearly communicated to our people and available to all via our intranet. Areas addressed include sustainable supply chain management, risk management, ethics and conduct. We build robust systems and processes

to ensure transparent and ethical delivery of our commitments. We aim to surpass universal standards for the management of risks, business continuity, ethics and the codes of conduct set by government regulations, the Law Society of NSW, industry standards and client expectations.



Our Community

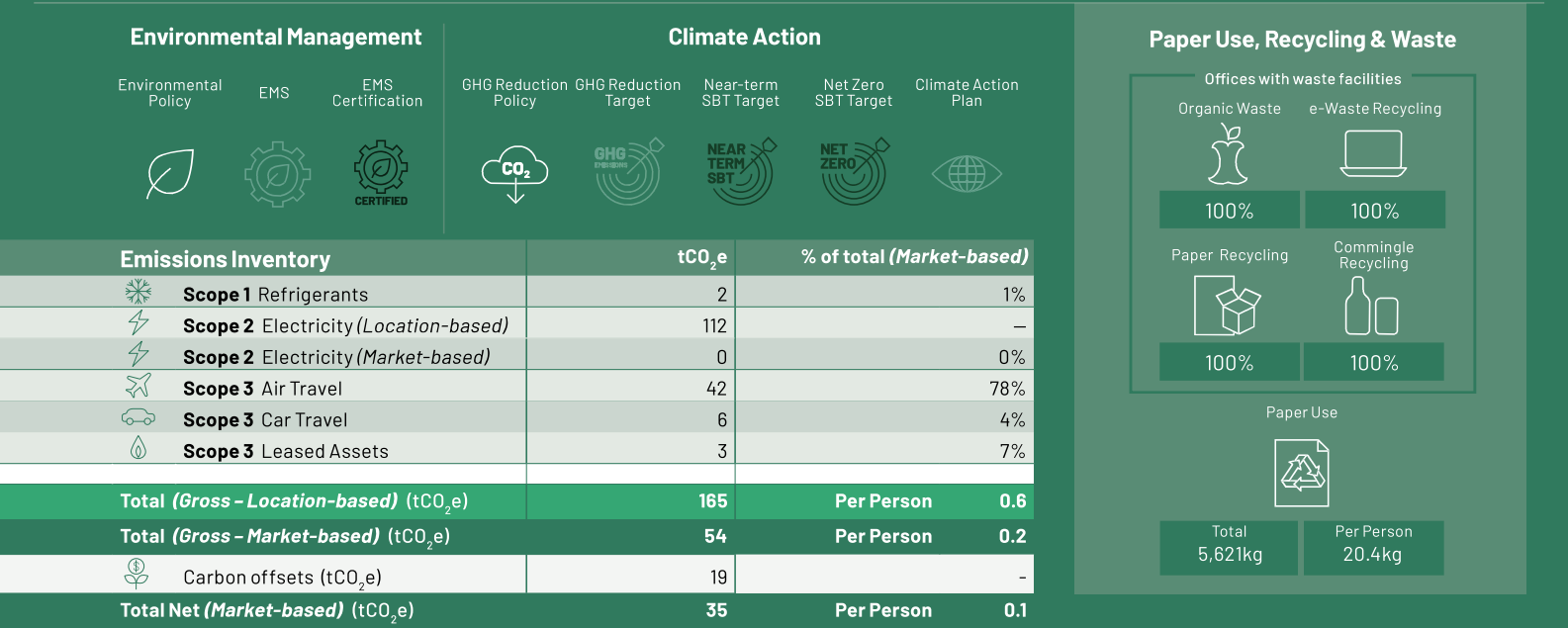
Everyone at Bartier Perry is provided with the chance to make a difference in our workplace and community. All our people are supported to get involved at many levels to champion or be part of important initiatives. From being intentional and inclusive in our procurement decision through to providing pro bono legal services to refugee women facing family violence, our community initiatives include:

- Continuing to support The Haven – Nepean Women's Shelter, a not-for-profit organisation focused on supporting women experiencing domestic violence and homelessness. Our Bartier Perry Partner, Sharon Levy, is both founder and Chair.
- Supporting our community through volunteering with the Kids Cancer Project and the Indigenous Literacy Foundation.

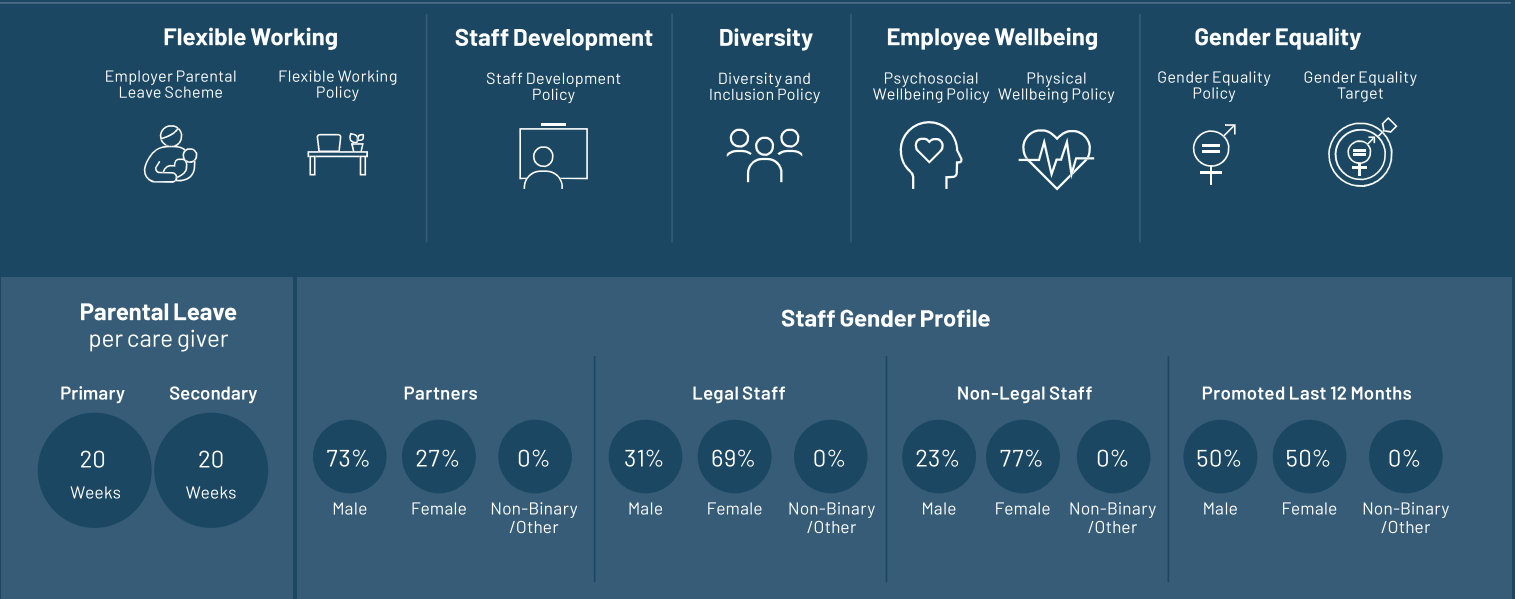
- Raising social awareness by participation in community fundraisers.
- Promoting International Women's Day through storytelling by women and men who understand and have lived the barriers contributing to inequality.
- Promoting and celebrating the inclusion of women in the legal profession.
- Development and publication of our Innovate Reconciliation Action Plan.
- Improving access to justice for people in need by working within the community providing compassionate pro bono legal services as a signatory to the Australian Pro Bono Centre's target. In FY25 we were proud to average 42 hours of pro bono legal services per lawyer.

Environment

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



People



Parental Leave per care giver

Primary 20 Weeks

Secondary 20 Weeks

Staff Gender Profile

Partners

73% Male 27% Female 0% Non-Binary /Other

Legal Staff

31% Male 69% Female 0% Non-Binary /Other

Non-Legal Staff

23% Male 77% Female 0% Non-Binary /Other

Promoted Last 12 Months

50% Male 50% Female 0% Non-Binary /Other

ENVIRONMENTAL MANAGEMENT INITIATIVES	CLIMATE ACTION INITIATIVES	SUSTAINABLE WASTE INITIATIVES	FLEXIBLE WORKING INITIATIVES	STAFF DEVELOPMENT INITIATIVES	GENDER EQUALITY INITIATIVES
<ul style="list-style-type: none"><li>•Green leasing or collaboration with landlords on sustainability</li><li>•Office Greens Team (Environment Management Champions)</li><li>•Earth Hour</li><li>•World Environment Day</li><li>•Internal environmental policy or management plan</li><li>•Paper reduction and digital transition policy or initiatives</li><li>•Regular environmental compliance or risk audits</li><li>•Sustainable procurement policy</li><li>•Staff education or training on environmental management</li></ul>	<ul style="list-style-type: none"><li>•Supplier emissions engagement</li><li>•Voluntary carbon offsetting</li><li>•Teleconferencing systems and virtual meeting practices</li><li>•Sustainable procurement (e.g., ECO-Buy, green purchasing policies)</li><li>•Renewable electricity purchases</li><li>•Remote and hybrid work practices</li><li>•Participation in national reporting schemes (e.g., NGER)</li><li>•NABERS Energy rating participation</li><li>•Green Star-rated buildings (4–6 star)</li><li>•Energy-efficient lighting and appliances</li><li>•Employee education and awareness training</li><li>•Air travel policy</li><li>•Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)</li></ul>	<ul style="list-style-type: none"><li>•Surplus food donation or redistribution</li><li>•Reporting or tracking of waste volumes and diversion rates</li><li>•Paper reduction and digital transition policy or initiatives</li><li>•Office waste segregation (e.g. organics, co-mingled, soft plastics)</li><li>•Internal waste education or behaviour change campaigns</li><li>•E-waste and office equipment reuse or donation</li><li>•Battery and mobile phone recycling (e.g. Mobile Muster)</li></ul>	<ul style="list-style-type: none"><li>•Flexibility for disability needs</li><li>•Adjusted KPIs after leave</li><li>•Phased retirement</li><li>•Sabbaticals</li><li>•Time in lieu (TOIL)</li><li>•Purchased leave</li><li>•Career breaks</li><li>•Parental/fertility-related leave</li><li>•Study/professional development leave</li><li>•Family and domestic violence leave</li><li>•Carer’s leave</li><li>•Unpaid personal leave</li><li>•Formal flexible work policy</li><li>•Remote/hybrid work options</li><li>•Part-time arrangements</li><li>•Flexible working hours</li></ul>	<ul style="list-style-type: none"><li>•Technology training</li><li>•Substantive law</li><li>•Personal development</li><li>•Professional skills</li><li>•Mentoring</li><li>•Internally delivered training programs</li><li>•Internal policy training</li><li>•Coaching</li><li>•Attending external training or seminars</li></ul>	<ul style="list-style-type: none"><li>•Women on Boards</li><li>•Pay Equity Ambassador</li><li>•Male Champions of Change / Champions of Change Coalition</li><li>•Host or lead external programs and/or forums</li><li>•Gender-sensitive promotion and recruitment</li><li>•Equitable briefing pledge (e.g. CommBar/LCA)</li><li>•Equal pay controls</li><li>•International Women’s Day</li><li>•Internal D&amp;I networks or committees</li><li>•Female advancement, mentoring and coaching</li><li>•Employer of Choice for Gender Equality</li><li>•Diversity Council of Australia major sponsor showcasing gender diversity experiences</li></ul>

Governance



EXTERNAL REPORTING TYPES	SUPPLIER STANDARD COVERAGE	MODERN SLAVERY RISK ASSESSMENT
<ul style="list-style-type: none"><li>•Website - ESG commitments information, client reporting, WGEA reporting</li><li>•Website - ESG commitments information, client reporting</li></ul>	<ul style="list-style-type: none"><li>•Diversity, equity, and inclusion (DEI)</li><li>•Community and social impact</li><li>•Fair competition and consumer protection</li><li>•Ethical business conduct (e.g., anti-bribery, fraud, corruption)</li><li>•Environmental sustainability and climate impacts</li><li>•Engagement with social enterprise or Indigenous suppliers</li><li>•Modern slavery and human rights</li></ul>	<p><b>Yes</b>, we have undertaken an internal modern slavery risk assessment on our operations and supply chains</p>

Community



COMMUNITY VOLUNTEERING INITIATIVES	CORPORATE GIVING INITIATIVES	FIRST NATIONS RECONCILIATION INITIATIVES
<ul style="list-style-type: none"><li>•Student tutoring and mentoring</li><li>•CPD for community sector lawyers</li><li>•Secondments to NFPs</li><li>•Paid volunteer time</li><li>•Organised staff volunteering</li><li>•NFP Boards</li><li>•Community volunteering</li></ul>	<ul style="list-style-type: none"><li>•Workplace giving</li><li>•Host external charity events</li><li>•External charity events and appeals</li><li>•Internal appeals and collections</li><li>•Matched funding for employee donations</li><li>•Firm donation program</li></ul>	<ul style="list-style-type: none"><li>•Funding and donations</li><li>•Reconciliation Action Plan (RAP)</li><li>•Scholarships and student mentoring</li><li>•Pro bono legal or business support</li><li>•Partnerships and collaboration for reconciliation</li><li>•Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)</li><li>•Indigenous partnership programs (e.g., CareerTrackers)</li><li>•Indigenous employment pathways (e.g., internships, graduate roles)</li><li>•First Nations spend targets</li><li>•Cultural awareness training</li><li>•First Nations partnerships and procurement initiatives</li></ul>