

2021 AusLSA SUSTAINABILITY PROFILE



Firm: Barry.Nilsson.Lawyers
Headcount: 299 (FTE)
Floor Area: 6,149m²

Barry Nilsson (BN) is a national law firm specialising in Insurance & Health and Family & Estate Planning. As a firm, and individually, we recognise our obligation to contribute positively to the communities in which we live and conduct our business, and our national growth has provided the opportunity to expand our positive social impact.

We live our values of trustworthiness, dedication, excellence and loyalty through all that we do, and view socially responsible behaviour as good business practice and an enlightened way to live and work.

We seek to foster an environment that values and encourages diversity, respects social and cultural differences and provides everyone with equal opportunity to achieve their full potential.

We are proud of our corporate social responsibility program, Impact Project, which encourages and facilitates a firm-wide culture of making a positive difference through our chosen partnerships.

We do this through four streams: pro bono; community giving and non legal volunteering; environmental impact and sustainability; and Indigenous participation. BN recognises these initiatives as a vital aspect of the firm's social responsibility, culture and identity.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

BN continually strives to provide a workplace which is supportive of its people, where individuals are happy to come to work and which enables everyone to reach their full potential. We aim to foster the development of our people through structured mentoring, continued education and defined career paths. We also promote a culture in which we're respectful, everyone is approachable, teamwork is encouraged and contributions are valued.

Our efforts have resulted in the firm having a low staff turnover and the creation of an environment which our staff describe as 'professional, friendly and energetic'. Looking at the last 12 months the firm has introduced a more flexible approach to work giving staff the ability to work from home and also have flexibility in relation to their working hours. The firm has also continued its D&I efforts through our BNcluded program which is focused on building a more diverse work environment and inclusive culture. We have also run surveys and interviewed staff in order to understand and act on employee feedback in order to create a better workplace.

GENDER EQUALITY

47% FEMALE PARTNERS
66% FEMALE LEGAL STAFF
90% FEMALE NON-LEGAL STAFF

INITIATIVES:
 • Internal networks or committees • International Women's Day • LCA Diversity and Inclusion Charter • Training - Gender awareness unconscious bias

INCLUSIVE WORKPLACE

INITIATIVES:
 • DCA membership • Internal networks or committees • LCA Diversity and Equality Charter • Partnership with JIME/Shoreline • D&I staff surveys • Training - Cultural awareness unconscious bias • Wear it Purple Day

FLEXIBLE WORKPLACE

16 WEEKS PAID PARENTAL LEAVE PRIMARY CARER
2 WEEKS SECONDARY CARER
93% RETURN TO WORK AFTER PARENTAL LEAVE

INITIATIVES:
 • Career break /Sabbaticals • Carer's leave • Flexible work hours • Fortnightly Friday afternoon off • Religious and ceremonial leave • Job sharing • Part time options • Purchased Leave • Remote working tools and systems • Study leave • Time in lieu • Unpaid leave

PSYCHOLOGICAL WELLBEING

INITIATIVES:
 • Mental Health Awareness Week • Mental health training and internal support • BNWell program • Regular newsletters • MAF Walk for Awareness sponsorship • Domestic Violence policy including paid leave • Psychological support/ EAP • Resilience and stress management training • R U OK? programs • Minds Count TJMF Guidelines

PHYSICAL WELLBEING

INITIATIVES:
 • Discount health insurance • Ergonomics • Wellness awareness and promotion • Flu vax • Fruit boxes • Team events • Work based exercise sessions

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

We believe that every organisation must play its role to reduce its impact on the environment and we strive for more sustainable work practices.

BN aims to minimise our environmental impact and reduce the carbon footprint of our business through a range of environmental initiatives and the ongoing development of our sustainability program framework. Our offices currently address these impacts through: double-sided printing, paper-lite programs, energy efficient lights, sensor lighting on all floors, recycling of IT waste including computers and toner cartridges, recycling boxes at all desks, green waste and recycling bins in our kitchens, and the use of "earth friendly" cleaning products.

As a national firm with six offices throughout Australia, we further minimise our carbon footprint through increasing use of video and teleconferencing technologies, while opening up and improving communications between offices.

BN is committed to making the environment a bigger part of the conversation by encouraging staff to share ideas about what further steps can be taken at a national and office level to develop and encourage adherence to our sustainability objectives.

GREENHOUSE GAS EMISSIONS

GROSS EMISSIONS
 328t – 1.1t/employee

BUILDINGS
 90% 0.05t/m² 0.00% 0.50% 296t 90%

TRAVEL
 0.00% 9.2% 0.60% 32t 10%

NET EMISSIONS
 328t – 1.1t/employee

ENVIRONMENTAL MANAGEMENT

INITIATIVES:
 • Nabers Energy and Water ratings • CitySwitch Green Office • Earth Hour • ECO-Buy • Green Star building 4-6 star • NGERs compliant reporting • World Environment Day

RECYCLING (OFFICES)

100% 83% 83% 83%
 % office availability

PAPER USAGE

PAPER CERTIFICATION:
 • FSC • NCOS • PEFC

16,511kg 85% recycled content

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

We recognise our obligation to contribute positively to the communities in which we live and work, and as such are committed to making a positive social impact.

Through our corporate social responsibility program, the Impact Project, we commit our time and resources to pro bono legal work, community giving and volunteering. Pro bono work is an integral part of BN's CSR plan and our lawyers are committed to providing high quality legal assistance in areas of unmet legal need, with an emphasis on work that will have a long-term impact and address systemic legal problems affecting disadvantaged, marginalised or vulnerable people. As a signatory to the National Pro Bono Target, our lawyers aim to volunteer 35+ hours of pro bono legal work annually.

Furthermore, our staff actively participate in charitable fundraising and volunteering initiatives for numerous community organisations. In 2019, Impact Project announced a community partnership with Shoreline (previously the Junior Indigenous Marine and Environmental Cadets Program (JIME)) and pledged to raise \$200,000 over two years to enable the educational program to expand nationally. As at the date of publishing, we are nearly half-way towards achieving this target.



INDIGENOUS RECONCILIATION

INITIATIVES:
 • NAIDOC Week • National Reconciliation Week • Scholarships and student mentoring

NON LEGAL VOLUNTEERING

INITIATIVES:
 • Blood donations • Boards • Charity events and appeals • Organised volunteering

CHARITABLE GIVING

INITIATIVES:
 • Corporate donations • External charity events and appeals • Internal Appeals and Collections • Matched workplace giving

LEGAL PRO BONO

These icons provide limited information about the firm's legal pro bono commitment. More extensive information is reported by the Australian Pro Bono Centre and on individual firm's websites.

Further information from AusLSA

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

BN's Board of Management meet on a monthly basis and are responsible for reviewing performance and overseeing the general operations, strategy, compliance, risk and governance of the firm, with the support of an Audit and Risk committee.

The firm maintains professional indemnity insurance above the required minimum as well as business continuance, directors and officers' liability and cyber insurances. We have an emergency management, disaster recovery and business continuity plan, and undertake regular testing of the disaster recovery contact list. BN has robust technology platforms which are regularly penetration tested with full risk assessments conducted. Staff also receive regular cyber awareness updates and training.

To promote and maintain professional standards, the firm conducts regular CLE sessions for all staff. The firm also has clearly defined and documented policies and procedures, with new staff undergoing an extensive induction program which outlines firm values, culture, policies and protocols. As part of our ongoing commitment to the health and wellbeing of all staff, we have an Employee Assistance Program available and throughout the ongoing COVID-19 pandemic, there have been regular "check in" calls with all staff from a member of our People and Culture team.

CODE OF CONDUCT /RISK MANAGEMENT

INITIATIVES:
 • CODE OF CONDUCT TRAINING
 • COMPLAINTS & GRIEVANCE MECHANISM
 • RISK MANAGEMENT PLAN
 • BCP OR ERP

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

SUPPLIER STANDARD COVER:
 • Human Rights • Environmental Impacts • Community Development
 • Indigenous Inclusion • Gender Equality

