2023 AusLSA SUSTAINABILITY **PROFILE**



Hicksons Lawyers Headcount: 221 (FTE) Floor Area: 3,400m2 Number of Offices: 2

Hicksons Lawyers (Hicksons) is a mid-tier, legal and advisory business with offices in Sydney and Newcastle. The firm has undergone growth and transformation as it works towards achieving its 2025 Strategic Vision. The firm's Vision is to 'achieve exceptional outcomes as we put people first'. The firm's purpose is to 'be a forward thinking professional services firm where all individuals feel valued and respected every time they interact with us.' This purpose cascades to a focus on clients, people and the community.

Offering legal and business advisory services across various sectors, the firm assists its clients within the areas of commercial disputes, property, planning, construction, health, general insurance, workplace relations, wills and estates, migration assistance and workers insurance. The advisory practice includes advising C-suites through 'better boards', HR advisory services, migration and strategic negotiations. The firm services the community through its offering of pro-bono services, student sponsorships, traineeships and commitment to sustainable business practices.







OUR **PEOPLE**SUMMARY AND HIGHLIGHTS:

Part of the firm's growth strategy is a program of continuous improvement, to 'Be our Best'. It is underpinned by the firm's value sets of Excellence, Respect, Integrity and Responsibility which are embedded into the firm through strong leadership and people

The firm prides itself on fostering an environment which creates client solutions, attracts and develops talent and serves the broader community. The firm promotes organic growth, providing education systems, training and development to support internal progression, and enhance engagement. Senior leaders play a crucial role in preserving the culture by way of encouraging an open-door policy, presenting at regular forums, participating in business updates and internal committees. Performance and recognition are supported by policies, systems and practices enabling employees to reach their full potential. The people strategy is an end-to-end solution, including selection, acquisition, on-boarding, development, performance monitoring, progression and success planning, all of which form part of the firm's talent management model.

In addition to a number of people programs, HR practices include providing mentoring support, employee assistance programs, employee benefits program and learning and development opportunities ensuring people are supported to be their best. The detail of these programs are transparent and readily accessible.



Hicksons occupies office space in One International Towers, Barangaroo and Darby Plaza, Newcastle.

The Barangaroo precinct is certified and rated with; Climate Active, Well International, Active Score Gold, Nabers and Green Star. Tower One has current and future smart building infrastructure which includes the installation of occupancy and

Darby Plaza is a new smart build operating since June 2022, working on a greenhouse gas emissions policy and carbon offsets. The building currently provides water recycling; power reduction initiatives for non-critical plant / equipment and is planning to switch to total green power.

Both offices participate in the annual NABERS reporting through NSW Department of Planning, Industry and Environment achieving 5.5/6 rating for Sydney and 75% of target for Newcastle. In addition, both tenancies have lighting and movement sensors, as well as timed air conditioner



The firm has a CSR strategy, with initiatives contributing back to the community and the industry through:

- · Offering pro-bono services through guidance and advice to community legal centres & environmental crisis
- Sponsorships for students with disadvantaged backgrounds; · Traineeship programs in partnership with businesses including Western Sydney University, Neuroscience Research Australia and the NSW Government;
- Sponsorship and career opportunities for Indigenous students through placements and the Nanga Mai Awards;
- Sponsorship of the NSW Premier's Hicksons Lawyers Health, Education and Wellbeing Scholarship;
- Commitment to the NSW Police Legacy and sponsorship of the NSW Police Legacy Child Safety Handbook;
- · Creation of the firm's Graduate Program, which is committed to creating the next generation of leaders to reach their potential and

Hicksons have been involved in various organisation-run programs, some including STEPtember, R U OK? Day, Jeans for Genes Day, and Australia's Biggest Morning Tea to show our support and commitment towards important social initiatives. The firm demonstrates involvement through contributions on social media and hosting events to engage staff and clients. We continue to investigate ways we can further involve the firm and staff, and better contribute to change.



Hicksons governance structure is the foundation of its business model. Supported by the firm's culture and values, the model focuses on 4 key strategic drivers; client development, best people, services/solutions and operational excellence. A number of programs and activities within these strategic drivers are developed, to enable the firm to meet its strategic objectives and achieve its overall vision. Hicksons has a commitment to continuous improvement and creating sustainable value. The firm is led by the Board, supported by the Managing Partner and the COO. There are a number of board-appointed committees including Risk and Compliance, Remuneration and Finance.

INITIATIVES:





• Recruitment and promotion for D&I • Internal D&I networks or con





• International Women's Day • Employer of Choice for Gender Equality • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Internal D&I networks or committees • Equal pay controls • Women on

• Membership - DCA • Training - Awareness and unconscious bias • Staff Surveys

Flexible work hours • Part time options • Job sharing • Remote working tools

and systems . Support for flexible working . Unpaid leave . Carer's leave . Study leave • Volunteering leave • Purchased leave • Career breaks • Adjusted KPIs after absences • Sabbaticals • Domestic violence leave

• Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP

• Mental health first aid training and support • Mental Health Awareness Wee • Training - Mental health awareness and management • External mental health programs hosting • Mental health office champion

Ergonomics program • Flu vaccinations • Internal exercise sessions

 Gym memberships • Team events • Wellness awareness and promotion Subsidised health insurance • Onsite fruit and healthy catering • Health EAP

WORKPLACE

D&I . Gender pronouns promotion

WORKPLACE C

PSYCHOLOGICAL

WELLBEING

PHYSICAL WELLBEING

FLEXIBLE







100%

POLICY





TRAVEL

CARBON

OFFSETS &

RENEWABLES

GROSS EMISSIONS

158t - 0.72t per employee

CLIMATE

ACTION

INITIATIVES:



nuting • Green Star rated buildings 4-6 star • National

Greenhouse and Energy Reporting (NGERs) compliant reporti

Teleconferencing facilities and training • Earth Hour • End of trip

facilities • NABERSs Energy Rating • Clima:e Active - Carbon Neutral Efficient building and lighting automation • Renewable Electricity
Voluntary Carbon Offsets





111t

70%











ENVIRONMENTAL MANAGEMENT











PAPER USAGE







RECYCLING

OFFICES

am • Follow me printing PAPER CERTIFICATION:

RECONCILIATION

INDIGENOUS

 Cultural awareness training • NAIDOC Week • National Reconciliation Week • Internships and employment • Scholarships and student mentoring • Pro bono support • Funding and donations • CareerTrackers participation

NON LEGAL VOLUNTEERING





 NFP Boards • Organised staff volunteering • Student tutoring and mentoring Secondments to NFPs • Community volunteering

CHARITABLE GIVING

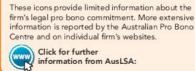


INITIATIVES:

• Firm donation program • Workplace giving • Matched funding for employee donations • Internal appeals and collections • Host external charity events

LEGAL PRO BONO





CODE OF CONDUCT RISK MANAGEMENT



SUSTAINABLE SUPPLY

CHAIN MANAGEMENT









SUPPLIER STANDARDS COVER: Human rights • Indigenous inclusion • Gender equality
Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption

SUSTAINABILITY REPORTING



REPORTING COVERS:

Standalone ESG/ sustainability report





