

2023 AusLSA SUSTAINABILITY PROFILE



Clyde & Co
Headcount: 469 (FTE)
Floor Area: 7,574m²
Number of Offices: 4

Clyde & Co is a leading global law firm, specialising in the sectors that underpin global trade and commercial activity, namely: insurance, transport, construction, energy, trade and commodities. It is globally integrated, offering a comprehensive range of contentious and non-contentious legal services and commercially-minded legal advice to businesses operating across the world. Clyde & Co is committed to operating in a responsible way. This means progressing towards a diverse and inclusive workforce that reflects the diversity of its communities and clients, using its legal skills to support its communities through pro bono work, volunteering and charitable partnerships, and minimising the impact it has on the environment. The firm has 490 partners, 2400 lawyers, 3200 legal professionals and 5500 people overall in over 60 offices and associated offices worldwide.



OUR PEOPLE SUMMARY AND HIGHLIGHTS:

The key priorities for the Australian business are constantly evolving to meet the needs of our people and clients. We continue to meet the needs of our clients and deliver key programs within our business to ensure the best working environment for our high performing teams. We are in a period of high growth and with that comes challenges of recruitment which is a key priority for us as is retaining our high performers. Through strategic development programs we continue to invest in our top talent and this will remain into 2024. Our purpose, to create a better working environment for all means that Diversity & Inclusion is a crucial focus for us as is building our People Value Proposition. We are focused on maintaining an environment where everyone can bring their whole selves to work and feel valued and included within our company culture.

GENDER EQUALITY POLICY

32% FEMALE PARTNERS **59% FEMALE LEGAL STAFF** **80% FEMALE NON-LEGAL STAFF** **58% FEMALE SENIOR PROMOTIONS**

INITIATIVES:

- International Women's Day • LCA Diversity and Inclusion Charter • Equitable briefing pledge (e.g. CommBar/LCA) • Host or lead external programs and/or forums • Female advancement, mentoring and coaching • Training - Gender awareness unconscious bias • Internal D&I networks or committees • LSNSW Charter - Advancement of Women • Equal pay controls

INCLUSIVE WORKPLACE POLICY

INITIATIVES:

- Recruitment and promotion for D&I • Internal D&I networks or committees • Membership - DCA • LCA Diversity and Inclusion Charter • External D&I programs and/or forums hosting • Training - Awareness and unconscious bias • Staff Surveys - D&I • Membership - Pride in Diversity • Training - LGBTQ+ awareness • AWEI survey • IDAHOBIT • Wear it Purple Day • World Aids Day • Internal LGBTQ+ networks or committees • Pro bono support • External LGBTQ+ programs hosting • Training - LGBTQ+ awareness • Gender pronouns promotion • Trans Awareness Week • Mardi Gras • Gender affirmation policy • InterFirm events

FLEXIBLE WORKPLACE POLICY

26 WEEKS PAID PARENTAL LEAVE **26 WEEKS RETURN TO WORK AFTER PARENTAL LEAVE** **76%**

INITIATIVES:

- Flexible work hours • Part time options • Job sharing • Remote working tools and systems • Support for flexible working • Time in lieu • Unpaid leave • Carer's leave • Study leave • Volunteering leave • Purchased leave • Career breaks • Sabbaticals • Domestic violence leave • Family and fertility leave

PSYCHOLOGICAL WELLBEING POLICY

INITIATIVES:

- Minds Count -TJMF Guidelines • R U OK? program • Psychological support/ EAP • Mental health first aid training and support • Mental Health Awareness Week • Training - Mental health awareness and management • Salary continuance • Domestic violence strategy • Mental health office champion

PHYSICAL WELLBEING POLICY

INITIATIVES:

- Ergonomics program • Proactive health checks • Flu vaccinations • Internal exercise sessions • Gym memberships • Team events • Wellness awareness and promotion • Onsite fruit and healthy catering • Health EAP

OUR ENVIRONMENT SUMMARY AND HIGHLIGHTS:

As an international law firm, we recognise our responsibility to protect the environment and mitigate the impact our activities have both locally and internationally. This includes the impact of our working practices: the use of energy in our buildings, our business travel, the use of paper and other goods and services as well as the disposal of our waste. We have a global environmental policy in place which outlines our approach to minimising our impact. Our Commitment focusses on: monitoring and reducing our energy consumption, and promoting efficient energy use within our premises; monitoring and reducing our travel; reducing our use of resources such as paper and water; reducing our overall waste; seeking to source sustainable products and engaging with our supply chain to assess and reduce its environmental impact.

Clyde & Co is committed to achieving Net Zero emissions by 2040. In the near term, we have committed, through the Science Based Targets initiative (SBTi), to reduce absolute scope 1 and 2 GHG emissions by 80% by 2030 from a 2019 base year. We have also committed to reduce absolute scope 3 GHG emissions by 50% within the same timeframe.



CLIMATE ACTION POLICY

GHG SBTI BASED 2030 **GHG IMPROVEMENT TARGET** **IN DEV'T**

INITIATIVES:

- Telecommuting • Teleconferencing facilities and training • Earth Hour

GROSS EMISSIONS
1,912t - 4.1t per employee

BUILDINGS 13.2% (0.03t/mt) 0% 0.05% 252t 13.2%

TRAVEL 0% 86% (3.5t/employee) 0.76% (0.2t/employee) 1,660t 87%

CARBON OFFSETS & RENEWABLES 0% 0%

NET EMISSIONS
1,912t - 4.1t per employee

ENVIRONMENTAL MANAGEMENT POLICY

PUBLISHED **ENV. MANAGEMENT SYSTEM (EMS) IN DEV'T**

RECYCLING OFFICES

100% 100% 50% 100%
% office availability

PAPER USAGE

9,700 t/yr employees 91% recycled content

INITIATIVES:

PAPER CERTIFICATION:

- Forestry Stewardship Council (FSC) certified • NCOS Certified Carbon Neutral • PEFC Australian Forestry standard

OUR COMMUNITY SUMMARY AND HIGHLIGHTS:

Clyde & Co is committed to operating responsibly. We donate our skills, time and expertise as well as fundraise for our charity partners globally to have a positive impact on the communities in which we operate and beyond. All staff are encouraged and supported to participate in our pro bono & social impact programme. The focus areas of our programme are: (Inspiring) Young Lives; Equality before the Law; and Sustainability & Climate Change and associated UN SDGs. We aim to inspire and empower young people and their families; promote sustainability, tackle climate change; and uphold the principle that all people must be equally protected by the law, without discrimination and regardless of means.

Each financial year we challenge all staff to spend 24 hours on social impact activities and for fee earners, up to a total of 60 hours of pro bono and other social impact activities which counts towards individual annual chargeable hours targets. Our annual global Clyde & Co Cares campaign raises awareness of the chosen theme through information sharing, fundraising and volunteering. Last year we focussed on the UN goal of achieving Zero Hunger by 2030 and donated over 100,000 meals to our charity partners.



INDIGENOUS RECONCILIATION POLICY

PUBLISHED **RAP REFLECT ACTION PLAN LEVEL**

INITIATIVES:

- Reconciliation Action Plan • NAIDOC Week • National Reconciliation Week • Pro bono support • Funding and donations

NON LEGAL VOLUNTEERING PROGRAM

INITIATIVES:

- Organised staff volunteering • Paid volunteer time • Blood donations • Community volunteering • Arts support • CPD for community sector lawyers

CHARITABLE GIVING PROGRAM

INITIATIVES:

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

LEGAL PRO BONO POLICY

STRATEGY **PRO BONO CENTRE TARGET**

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.

[www](#) Click for further information from AusLSA:

OUR GOVERNANCE SUMMARY AND HIGHLIGHTS:

Clyde & Co is committed to complying with all regulatory and statutory obligations through the identification and management of risk and by demonstrating the highest ethical and professional standards. As a leading law firm, Clyde & Co has systems and processes in place to ensure all staff comply with all relevant Australian Government Acts and legislation. Clyde & Co takes risk and compliance management and reporting very seriously. Reporting to the Management Board, the Risk Committee is a focal point for managing risk and compliance. The remit of the Risk Committee includes identifying and prioritising operational and regulatory risks within the firm (both strategic risks and specific day-to-day risks) and taking steps to put appropriate controls and responses in place. The Risk Committee is also responsible for implementing and improving the firm's policies and procedures, as well as maintaining global best practice systems for risk and compliance management. The committee keeps all aspects under review, acting to manage and mitigate risks as necessary.

CODE OF CONDUCT /RISK MANAGEMENT POLICY

POLICY **CODE OF CONDUCT TRAINING** **COMPLAINTS & GRIEVANCE MECHANISM** **RISK MANAGEMENT PLAN** **BCP OR ERP**

SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY

POLICY **BOTH CURRENT AND NEW SUPPLIERS** **MODERN SLAVERY PROGRAM** **FEDERAL LEGISLATION PARTICIPATION**

SUPPLIER STANDARDS COVER:

- Human rights • Environmental impacts • Fair labour practices • Modern Slavery • Diversity and Inclusion • Fraud bribery & corruption • UN Global compact and SDGs

SUSTAINABILITY REPORTING

[www](#) **AUSTRALIAN LEGAL SECTOR ALLIANCE PROMOTED**

