

| Legal Name  | ABN         | Workplace profile - Professionals Fulltime Female (incl perm, contract, graduates) | Workplace profile - Professionals Part-time Female (incl perm, contract, casual) | Workplace profile - Professionals Part-time Male (incl perm, contract, casual) | Workplace profile - Professionals Part-time Male (perm, contract, casual) | Total professional | Senior associate composition female % | Female partners full-time | Male partners full-time | Female partners part-time | Male partners part-time | Total partners | Female partner % | Weeks paid parental leave - primary carer | Weeks paid parental leave - secondary carer | Other initiatives from WGEA Public report   | Employer of Choice for Gender Equality 2019* | National Model Gender Equitable Briefing policy adoption* | NSW Law Society Charter for the Advancement of Women signatory* |     |
|---|-------------|--|--|--|---|--------------------|---------------------------------------|---------------------------|-------------------------|---------------------------|-------------------------|----------------|------------------|---|---|---|--|---|---|-----|
| Cullens Pty Limited   | 8160814799  | 4  | 8  | 1  | 0   | 13                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| McCahey Lawyers Pty Limited                                 | 1512285093  | 23   | 18   | 5  | 0   | 46                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 8   | 5   | N/A   | No   | No  | No  |     |
| Fisher Adams Kelly Pty Ltd                                  | 7612429981  | 1  | 2  | 10   | 0   | 13                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| Band International Books Australia Pty Limited              | 7000100287  | 86   | 64   | 36   | 11  | 197                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 13  | 5   | N/A   | No   | No  | No  |     |
| Siner & Gordon Ltd  | 93097292400 | 118  | 66   | 60   | 8   | 252                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 18  | 15  | N/A   | No   | No  | No  |     |
| Maurice Blackburn Pty Limited                               | 2110655799  | 247  | 134  | 129  | 28  | 538                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 18  | 20  | N/A   | Yes  | No  | No  |     |
| McIntosh Wilson Lawyers Pty Ltd                             | 30337213015 | 31   | 29   | 7  | 0   | 67                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | Exceptional Female Lawyer Award - As part of the firm's gender equity initiatives, each year the exceptional female lawyer award recognizes and rewards an exceptional female professional staff member for going above and beyond. The recipient of this award is supported by the firm to attend the National Institute of Dramatic Arts (NIDA) 'Influential Women' program held in Sydney.   | No   | No  | No  |     |
| Engagem (Australia) Pty Ltd                                 | 47104453947 | 43   | 10   | 9  | 0   | 62                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 12  | 5   | N/A   | No   | No  | No  |     |
| Shine Lawyers Pty Ltd                                       | 86134702757 | 310  | 113  | 114  | 9   | 546                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | Shine Corporate has a diversity policy in place which applies to all subsidiaries across the Group and is reviewed annually. A strategic plan is currently in development, designed to integrate all of our subsidiaries into Shine Corporate with a Shared Services model. At which time there will be a consistent approach in governing many of these gender diversity initiatives. With a Shared Services Model it will enable one consistent approach across the group. Shine Lawyers Pty Ltd which comprises of 79% of the Shine Group, does have a number of policies and initiatives in place regarding gender equality such as Paid Parental Leave, Good Working Relationships training and Flexible Work Arrangements. The intent is to use the policies and practices in place in Shine Lawyers as the framework to implement across all business in Shine Corp.   | No   | No  | No  |     |
| M&K Lawyers Holdings Pty Ltd                                | 5912246934  | 54   | 41   | 19   | 6   | 120                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 8   | 10  | N/A   | No   | No  | No  |     |
| Aboriginal & Torres Strait Islander Legal Service (Qld) Ltd | 11116314562 | 46   | 51   | 0  | 4   | 101                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| Law in Order Pty Ltd  | 8306232044  | 7  | 78   | 0  | 1   | 86                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| The Lantern Legal Group Pty Ltd                             | 98076888034 | 23   | 20   | 16   | 2   | 61                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 2   | 10  | N/A   | No   | No  | No  |     |
| Xenith IP Group Limited                                     | 88627872209 | 54   | 61   | 21   | 5   | 141                | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 12  | 10  | N/A   | No   | No  | No  |     |
| D&M Intellectual Property Limited                           | 4361241126  | 33   | 29   | 15   | 4   | 81                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 4   | 4   | N/A   | No   | No  | No  |     |
| Gordon & Ferguson Pty Limited                               | 55601268050 | 23   | 23   | 2  | 2   | 48                 | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| Pizzys Patent and Trade Mark Attorneys Pty Ltd              | 44607169648 | 2  | 1  | 0  | 0   | 3                  | N/A                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  |   |   | N/A   | No   | No  | No  |     |
| The Trustee for Rigor Alderman Discretionary Trust          | 6571439882  | 0  | 0  | 0  | 0   | 0                  | 60.20%                                | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 4   | 10  | N/A   | No   | No  | No  |     |
| Minorie Ellison   | 91556274819 | 310  | 232  | 25   | 3   | 620                | 62.50%                                | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 5   | 14  | N/A   | Yes  | Yes   | Yes   |     |
| Hunt & Hunt Lawyers   | 76187002253 | 8  | 11   | 3  | 4   | 26                 | N/A                                   | 8                         | 8                       | 3                         | 0                       | 15             | 47%              | 1   |   | N/A   | Yes  | No  | No  |     |
| Lander & Rogers (A BRABAMS & Others)                        | 58207240529 | 122  | 65   | 44   | 7   | 238                | 76.20%                                | 14                        | 21                      | 4                         | 5                       | 40             | 41%              |   |   | N/A   | No   | No  | No  |     |
| Hickson   | 581541381   | 33   | 21   | 8  | 3   | 65                 | 67%                                   | 6                         | 13                      | 2                         | 3                       | 22             | 30%              |   |   | N/A   | No   | No  | No  |     |
| HoggoDGenin   | 64105489661 | 51   | 49   | 33   | 3   | 136                | 69.70%                                | 7                         | 25                      | 7                         | 1                       | 40             | 35%              | 8   | 10  | N/A   | No   | No  | No  |     |
| Gilbert and Tobin ID Y Gilbert & W & Spain & C G Condo      | 88775098848 | 162  | 120  | 86   | 12  | 400                | 59.60%                                | 20                        | 45                      | 5                         | 2                       | 72             | 32%              | 18  | 15  | The firm established a Diversity Council in 2017 comprising of members from throughout the firm. Employee focus groups are responsible for progressing the firm's commitment to Gender Equality, Accessibility, Mental Wellbeing and Flexibility. The Council report to the board on progressing initiatives that directly relate to the progression of women.  | Yes  | Yes   | No  |     |
| The Trustee for The Gardens Service Trust No 2              | 76960462487 | 27   | 29   | 6  | 1   | 63                 | 67.40%                                | 8                         | 18                      | 2                         | 1                       | 29             | 34%              | 6   | 5   | N/A   | No   | Yes   | No  |     |
| Maddocks  | 63478951337 | 106  | 82   | 49   | 6   | 243                | 60.80%                                | 12                        | 46                      | 12                        | 3                       | 73             | 33%              | 14  | 15  | Outstanding Initiatives - Gender is one of the 3 pillars (along with inclusion and flexibility) of our Diversity & Inclusion Strategy.<br>- Our graduate intake across Melbourne, Sydney and Canberra is 11F and 4M. There is no pay differential at an office level.<br>- The Board have a quota of at least one woman and one man for elected positions.<br>- The Board has set a target of 40% female partners by 2020 - as at 31 March 2018 there were 33.78% female partners.<br>- The Board has set a target of 30% female equity partners by 2020 - as at 31 March 2018 there were 26.19% female equity partners.<br>- The Board has set a target of 40% female representation on the Board by 2025.<br>- Our annual gender analysis of remuneration and promotions minimises the risk of unconscious bias affecting pay increases and promotions.<br>- Our parental leave coaching and carer partner programs have facilitated open, constructive discussions between senior female lawyers and their supervising partners about managing work, clients and parental responsibilities. In FY18 we have piloted this program with male staff taking primary or secondary care's leave and will assess it further in Q3 FY19.<br>- Our CEO continues to champion gender issues especially women in leadership and pay equity at external events including Victorian Women Lawyers Pay Equity Panel (May 2018), Deakin University Diversity in Law Date submitted: 04-Jun-2018 17:15:55 Unique report number: egoup15h Public report 1 www.wgea.gov.au 23 conference (November 2017), Thomson Reuters gender diversity event - A Client's Perspective: Gender Diversity & The Path To Success (November 2017), Thomson Reuters "You Can't Be What You Can't See - Women in the Law" Panel, and wrote an article featured in the Victorian Women Lawyers annual journal Porta, on flexible work arrangements (December 2017)<br>- Our internal networking group, Maddocks Women celebrated 20 years in 2017 and promotes an ongoing dialogue about gender issues in our workplace. We have male champions involved in Maddocks Women in both Melbourne and Sydney.<br>- The firm has adopted the Law Council's Equitable Briefing Policy and agreed to by 1 July 2018: (a) brief women in 20% of all briefs (or the value of fees paid) to senior barristers (senior, n +10 years' experience)<br>Employer paid parental leave policy - 10 weeks at full rate of pay<br>Senior leadership program (runs over 8 month period)<br>Mentoring program for all staff<br>Flexible working arrangements policy<br>Client secondments for professional staff<br>Personal training offered to all staff (including boxing)<br>Remuneration practices across the firm to eliminate pay imbalances - salary packaging for computers, additional superannuation etc.<br>Monthly CLE workshops for staff<br>Social events to enhance firm culture e.g. monthly drinks, Melbourne cup and a Christmas party<br>Reward and recognition for staffing efforts - the firm offers corporate gift vouchers<br>An Employee Assistance program (EAP) offered to all staff | Yes  | Yes   | No  |     |
| Holman Webb Partnership                                     | 7130449001  | 18   | 15   | 16   | 2   | 51                 | 44.40%                                | 7                         | 15                      | 0                         | 0                       | 22             | 32%              |   |   | N/A   | No   | No  | Yes   |     |
| Minner Ellison M,N,T  | 7747639704  | 40   | 20   | 25   | 7   | 92                 |                                       | 5                         | 22                      | 5                         | 0                       | 32             | 31%              | 8   | 8   | N/A   | Yes  | Yes   | No  |     |
| Norton Rose Fulbright Australia                             | 12720868049 | 124  | 86   | 25   | 1   | 236                | 70.40%                                | 40                        | 91                      | 3                         | 2                       | 138            | 31%              |   |   | N/A   | 2  | 14  | 14  | Yes |
| Lavan (J.G ABBERTON & Others)                               | 47488578158 | 13   | 13   | 5  | 0   | 31                 | N/A                                   | 7                         | 13                      | 0                         | 3                       | 23             | 30%              |   |   | N/A   | No   | No  | No  |     |
| Russell Kennedy   | 14940129185 | 34   | 34   | 13   | 2   | 83                 | 63%                                   | 4                         | 23                      | 6                         | 0                       | 33             | 30%              | 8   | 8   | In addition to our gender equality strategy we also introduced gender equality protocols across the business. The purpose of these protocols is to define clear gender equality practices across the business to ensure we address the targets set out in our gender equality strategy. We now have a Russell Kennedy Male Champions of Change Committee. This initiative is a formal way to engage the men at Russell Kennedy in support of the gender equality strategy.  | Yes  | Yes   | No  |     |
| Dentons Australia Pty Ltd                                   | 6910961308  | 131  | 78   | 45   | 8   | 262                | 67.50%                                | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 10  | 10  | N/A   | No   | Yes   | No  |     |
| Meridian Lawyers Limited                                    | 18108546774 | 27   | 14   | 8  | 3   | 52                 | 50%                                   | N/A                       | N/A                     | N/A                       | N/A                     | 0              |                  | 6   | 6   | N/A   | No   | No  | No  |     |
| Wotton And Kearney  | 90206732123 | 46   | 37   | 18   | 4   | 105                | 53.80%                                | 4                         | 12                      | 2                         | 2                       | 20             | 30%              | 6   | 6   | The firm continues to support and run The Women's Leadership Forum, which has at its core objective to develop initiatives that promote diversity and inclusion and impact positively on all staff, resulting in better business outcomes. The forum explores topics of particular significance to women and their careers, whilst sharing valuable insights from prominent male and female role models. This program of events helps to build the aspirations, capabilities and level of confidence of our women to successfully grow their careers at Wotton+Kearney. WK's support for diversity and inclusion extends beyond our own workplaces, with ongoing participation in a range of community based programs through our pro-bono and CSR work each year. Our corporate social responsibility program, led by one of our female partners, this year has had a particular focus on supporting women and children by partnering with organisations including So They Can and Lou's Place. The firm continues to have strong affiliations with associations including Women in Insurance and Women in Law Awards. Last year the firm was also one of the sponsors of Dive in Melbourne - the festival for diversity and inclusion in insurance, highlighting the business case for diverse and inclusive workplaces and providing practical ideas and inspiration for how to bring about positive change. Wotton+Kearney is also a signatory to the NSW Law Society's Charter for the Advancement of Women and the Law Council of Australia's Diversity and Equality Charter. This Charter is a statement of principles to acknowledge publicly a commitment to diversity and equality by the Australian legal profession.  | No   | No  | Yes   |     |
| Jackson McDonald  | 80826194801 | 34   | 31   | 22   | 1   | 88                 | 40%                                   | 5                         | 19                      | 3                         | 0                       | 27             | 30%              | 4   | 10  | N/A   | No   | No  | No  |     |
| King & Wood Mallesons (Australia)                           | 72041242954 | 238  | 185  | 38   | 1   | 462                | 56.30%                                | 32                        | 111                     | 14                        | 2                       | 159            | 29%              | 14  | 15  | Mentoring, Working Parents Support, Financial Empowerment, Equitable Briefing Practices, Gender Pay Equity Targets, Gender Equality Network, National Recruitment Diversity Principles, National Procurement Principles   | Yes  | Yes   | Yes   |     |





