

Legal Name	ABN	Workplace profile - Professionals Fulltime Female (incl perm, contract, graduates)	Workplace profile - Professionals Fulltime Male (incl perm, contract, graduates)	Workplace profile - Professionals Part-time Female (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 WGIA 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	81608614759	4	8	1	0	13	N/A	N/A	N/A	N/A	N/A	0				N/A	No	No	No
McCaes Lawyers Pty Limited	1512285003	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	7612329881	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	70201002187	86	64	36	11	197	N/A	N/A	N/A	N/A	N/A	0	13	5	N/A	No	No	No	No
Slater & Gordon Ltd	93097297400	118	66	60	8	252	N/A	N/A	N/A	N/A	N/A	0	18	15	N/A	No	No	No	No
Maurice Blackburn Pty Limited	21105657949	247	134	129	28	538	N/A	N/A	N/A	N/A	N/A	0	18	20	N/A	Exceptional Female Lawyer Award - As part of the firm's gender equality initiatives, each year the exceptional female lawyer award recognises 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.	Yes	No	No
McKewen Wilson Lawyers Pty Ltd	30137211015	31	29	7	0	67	N/A	N/A	N/A	N/A	N/A	0				5	No	No	No
Engelbert (Australia) Pty Ltd	47104451947	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	330	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
MLK Lawyers Holdings Pty Ltd	59122449334	54	41	19	6	120	N/A	N/A	N/A	N/A	N/A	0	8	10	N/A	No	No	No	No
Aboriginal & Torres Strait Islander Legal Service (Qld) Ltd	11116314562	6	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	63086320044	7	78	0	1	36	N/A	N/A	N/A	N/A	N/A	0				N/A	No	No	No
The Lantern Legal Group Pty Ltd	98076868034	23	20	16	2	61	N/A	N/A	N/A	N/A	N/A	0	2	10	N/A	No	No	No	No
Xenith IP Group Limited	88607872309	54	61	21	3	141	N/A	N/A	N/A	N/A	N/A	0	12	10	N/A	No	No	No	No
QANTM Intellectual Property Limited	43612441336	32	29	15	4	82	N/A	N/A	N/A	N/A	N/A	0	4	5	N/A	No	No	No	No
Garrison & Ferguson Pty Limited	55603269050	19	21	4	2	48	N/A	N/A	N/A	N/A	N/A	0				N/A	No	No	No
Pierings Patent and Trade Mark Attorneys Pty Ltd	64607109648	2	1	0	0	3	N/A	N/A	N/A	N/A	N/A	0				N/A	No	No	No
The Trustee for Piper Alderman Discretionary Trust	65711438982	0	0	0	0	0	60.70%	N/A	N/A	N/A	N/A	0	4	10	N/A	No	No	No	No
Miner Ellison	31558274813	310	232	25	3	620	62.50%	N/A	N/A	N/A	N/A	0	3	14	5	N/A	Yes	Yes	Yes
Hunt & Hunt Lawyers	76187002253	8	11	3	4	26	N/A	N/A	4	8	3	0	15	47%	1	N/A	No	Yes	No
Lyndler & Rogers (A ABRAHAM & Others)	58307240529	122	65	44	7	238	76.10%	14	21	4	5	49	41%	15	N/A	No	No	No	No
Hickson	58215413881	33	21	8	3	65	67%	6	13	2	1	22	30%			No	No	No	No
HopgoodGanim	64105489661	51	49	33	3	136	69.70%	7	25	7	1	40	30%	8	10	N/A	No	No	No
Gilbert and Tobin (D. Y. Gilbert & W. S. Spain & C. G. Condon)	48775098848	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 Gadens Service Trust No 2	76950746247	27	29	6	1	63	67.40%	6	18	2	1	29	34%	6	5	N/A	No	Yes	Yes
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. - Our graduate intake across Melbourne, Sydney and Canberra is 11F and 4M. There is no pay differential at an office level. - The Board have a quota of at least one woman and one man for elected positions. - The Board has set a target of 40% female partners by 2020 - as at 31 March 2018 there were 33.78% female partners. - 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. - The Board has set a target of 40% female representation on the Board by 2025. - Our annual gender analysis of remuneration and promotions minimises the risk of unconscious bias affecting pay increases and promotions. - 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 Q1 FY19. - 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: egroup1594 Public report 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) - 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. - 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, s +10 years' experience Employee paid parental leave policy - 10 weeks at full rate of pay Senior leadership program (runs over 8 month period) Mentoring program for all staff Flexible working arrangements policy Client secondments for professional staff Personal training offered to all staff (including boxing) Remuneration practices across the firm to eliminate pay imbalances - salary packaging for computers, additional superannuation etc. Monthly CLE workshops for staff Social events to enhance firm culture e.g. monthly drinks, Melbourne cup and a Christmas party Reward and recognition for staffing efforts - the firm offers corporate gift vouchers An Employee Assistance program (EAP) offered to all staff	Yes	Yes	No
Holman Webb Partnership	71304498001	18	15	16	2	51	44.40%	7	15	0	0	22	32%			No	No	Yes	Yes
Minter Ellison SA/NT	77476391704	40	20	25	7	92		5	22	5	0	42	31%	8	10	N/A	Yes	Yes	No
Norton Rose Fulbright Australia	12720680949	126	86	25	1	236	70.40%	40	81	3	2	138	11%	14	15	N/A	Yes	Yes	No
Leyvan (J.G. ABBERTON & Others)	47488578158	13	5	0	33	N/A	7	13	0	3	23	30%	12	N/A	No	No	No	No	No
Russell Kennedy	14940129185	34	34	13	2	83	63%	4	23	6	0	33	30%	8	10	N/A	Yes	Yes	No
Dentons Australia Pty Ltd	69102961308	131	78	45	8	262	67.50%	N/A	N/A	N/A	N/A	0	30%	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	30%	6		N/A	No	No	No
Wotton And Kearney	90206732123	46	37	18	4	105	53.80%	4	12	2	2	20	30%	6	5	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. WHK's support for diversity and inclusion extends beyond our own workplace, 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	10	3	0	27	30%	4	10	N/A	No	No	No
King & Wood Mallesons (Australia)	22041424954	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

Carroll & O'Dea (P.A. Carroll & O.B. Farah & H.G. Harrison)	7095352183	23	28	9	2	62	N/A	2	4	0	1	7	29%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													</
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Notes

Information in columns A - G, I - Q from the WGEA public reports and data request for Legal Services employees 2017 - 2018¹⁰⁸

Senior associate numbers in Column H come from the AFRR Law Partnerships Survey, "Number of senior associates, Jul 2019 estimate", published Friday 5 July 2019 AFR, page 22 - note not all firms that report to the WGEA participate in that survey

Firm size in Column N from WGEA data or other publicly available source

Model Equitable Briefing Policy adoption in Columns A assessed either from the WGEA public report (if mentioned in "Other") or from the listing on <https://www.lawcaucal.org.au/policy.aspx?advancing-the-profession%2Fequal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy>

Model Equitable Briefing Policy adoption in Columns B assessed either from the WGEA public report (if mentioned in "Other") or from the listing on <https://www.lawcaucal.org.au/policy.aspx?advancing-the-profession%2Fequal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy>

Synopses of the NSW Legal Services Charter for the Advancement of Women listed in Column T were accessed here <https://www.lawsofcy.com.au/about-us-and-resources/default.asp?category=gender-equality>