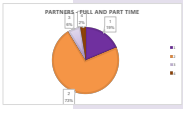
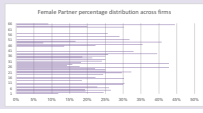
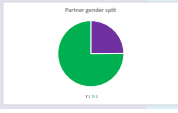
Legal Name	ABN	Workplace profile - Professionals Full/Time Female (incl pem, contract, graduates)	Workplace profile - Professionals Full/time Male (incl pem, contract, and graduates)	Workplace profile - Professionals Part-time Female (pem,contract, casual)	Workplace profile - Professionals Part-time Male (pem,contract, casual)	Total professional	Graduate composition F/M (where specified)	Q 2.4 Female partners Sub-time *	Male partners Sub-time	Female partners part-time	Male partners part-time	Total partners	Female partners as a percentage of all partners	% female part-time partner/female partners	%male part-time partner/male partners	partners as a percentage of all professionals	proportion of female partners to all female professionals	proportion of male partners to male professionals	Other initiatives from WGEA Public report	Gender composition of workforce - female	Gender composition of workforce - male	Gender composition of promotions - female	Gender composition of promotions - male	Gender composition of resignations - female	Gender composition of resignations - male	Employees who ceased employment before returning to work from parental leave	Employer of Choice for Gender Equality
Mentigland & Torres Steel Interior Legal Services (Qld) Limited	11,118,314,982		52	41	1	0	94 1#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!		0%	#VALUE!	#VALUE!	We have identified a risk that claims exemption under the Qld Anti-Discrimination Act to hire only males so that our 90% male client base is easier with discussing gender-specific cultural nuances. We stringently adhere to in house salary scales. Our culture recognises the value of family, one which will not disadvantage employees with family responsibilities.	57.7	42.4	75	25	47.2	52.8	0% women/ 0% men	no
Mentigland Legal Services NSW/ACT Limited	93,119,431,088		44	44	3	3	94 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!		0%	#VALUE!	#VALUE!		62.7	37.3	33.3	66.7	58.5	41.5	16.7% of all women/ 0% of men	no
Mike & Gwey (A TRAVISER & OTHERS)	21,650,161,428		36	31	16	2	85 5#/3M		2	15	0	0	17	12%	0%	0%	20%	4%	45%	Whilst we do not have a gender target to determine the Board, other global committees, including our Executive Committee, have a target female membership of 30%, which can be controlled when appointments are made.* We are active in managing gender equality at our firm and are focused on removing the structural and cultural barriers that prevent the full participation of women at work. This year we introduced the role of 'Inclusion Advocate' to our talent review process. Members of our Inclusion and Diversity Council (chaired by our Managing Partner, Richard Spurio) were trained to look out for unconscious bias within the talent review setting, encouraging fair and unbiased outcomes for all. We are committed to building a culture of genuine diversity to support the success of women in the firm. We are proud of our policies and initiatives that support this commitment, including our career model, our approach to flexibility, parental leave transition program and development programs – all of which have a strong emphasis on the engagement, career and professional development and promotion of women in the firm. Our Equitable Briefing Policy aims to achieve equal access as a barrister for women and men by eliminating briefing practices that consciously or unconsciously limit opportunities for female barristers. The Women at Allens program is also important to our firm. The development and acceleration of outstanding female professionals at all areas of our firm reflects the value we place on our people, and on the relationships we have with each other, our clients and the broader community. Each Australian office has a Women at Allens Committee that represents women across the legal and ranking departments of the firm. The committees seek to provide opportunities for women in the firm to broaden and strengthen their networks, and to pursue and achieve their career goals. The committees actively engage clients in activities and events that promote the achievements and further opportunities for women at the firm and in our clients' businesses. We proactively manage and support our female talent. Over the last year we have implemented regular 'diversity hot stats' where each practice presents to our Executive Committee discussing key gender metrics (gender split by role, attrition, promotion, parent leave, retention etc.) and the initiatives focused on improving gender equality. As part of this we conduct regular career development interviews with pipeline talent for partnership, understanding their individual needs and giving them a chance to inform future gender equality strategy. Balancing the demands of a professional career with family commitments and goals can be challenging – particularly for parents of young children. Recognising this, we have engaged dedicated childcare for our employees in Brisbane and Melbourne with Sydney and Perth to follow soon. We have also started	67.9	32.13	70	30	60.8	39.2	0%/0%	no
Mitchell Brain Lawler	30,101,915,000		311	254	85	24	676 4#/12M		22	91	8	1	122	25%	36%	1%	18%	8%	33%	Emergency childcare providers for all of our offices, giving greater support and flexibility to our employees if they need to come in on a non-work day or if a child is unexpectedly unwell.	66.3	33.7	62.2	37.8	67.7	32.3	12.5% of all women/ 6.6% of all men	yes
Indiana Australia	75,000,000,000		45	32	7	0	84 8#/6M		5	28	2	1	36	19%	40%	4%	43%	13%	91%	NA	70.1	29.9	75	25	68.8	31.2	0% women/ 0% men	no
Baker & McKenzie	32,266,779,912		192	168	39	4	406 0#/6		34	104	5	4	147	27%	15%	4%	36%	17%	62%	Aligned Qld strategy to firm's values; got a Diversity and Inclusion Advisory Group set gender targets - by 2018 40% of new partners each year to be women, 25% of management roles to be held by women, 25% of equity partners will be women, CEO is a WGEA Pay Equity Ambassador; publish an annual Diversity and Inclusion report, adopted the Law Council of Australia diversity charter; Champions of Change Committee; run Unconscious bias and Managing Flexibility in the workplace; coaching for newly promoted female partners; "Family Matters" network; women's networks across Australia in 2015, Baker McKenzie Australia established a Diversity & Flexibility Steering Group (DFSG) to drive a strategic agenda of improving diversity outcomes, with particular focus on gender equality. In 2012, the firm launched its Global Gender Diversity policy and targets. The DFSG is chaired by Anne-Marie Allgrove, a Partner and Firm Management Committee Member, who is also the Asia Pacific Regional Representative on Baker McKenzie's Global Diversity Committee. Baker/Women is Baker McKenzie's award winning gender diversity program. Established in 2011, and championed by the Firm's Former National Managing Partner and senior women partners, it supports the progression of our female talent to senior roles and fosters networks among women at all stages of their professional careers. Baker/Women programs include: • Baker/Women Roundtable - an internal mentoring and discussion group for women lawyers hosted by women partners. The objective is to provide female lawyers with a forum in which regular group discussion can take place, as a means of identifying and removing any barriers to female progression. The Roundtable is also a forum for targeted training and development, with support and mentoring from women partners. • Baker/Women - At the Table - which provides men and women access to female role models within the broader business community. It offers unique personal insights from business leaders about the challenges and experiences they have faced as women with a seat at the executive table, with experts drawn from advisory firms, private equity, investment banks, the corporate sector and the Bar. • Baker/Women - Clients - (The Kathleen Thurston Memorial Conversation) This program has been designed to engage with our women clients and friends who share our desire to explore gender issues, and develop new ways to advance women in the workplace. At these regular events, we showcase successful women, usually public figures, who share their experiences and provide insights into how they have managed their careers, and discuss gender issues more broadly. These events have been named the Kathleen Thurston Memorial Conversation to commemorate Kathleen Thurston, a Senior Associate at Baker McKenzie who sadly passed away in 2006 from ovarian cancer. Senior Lawyer Development Review: The Firm has also introduced a process to review the development of women, high performing Senior Associates and Special Counsel who aspire to Partnership. The program	65.9	34.1	70	30	67.8	32.3	19.7% of all women/ 17.6% of all men	yes
DLA Piper Australia (CH ATKINS & Others)	83,508,491,308		67	45	9	1	122 6#/7M		11	66	5	1	83	19%	45%	2%	68%	21%	14%	Our Leadership Alliance for Women (LAW) continues as a global initiative. LAW forms a key part of our broader commitment to Diversity. It's primary purpose is to empower female lawyers by developing leadership skills and creating business development opportunities. Throughout 2016-20 key events were held with many more scheduled throughout 2017. The program has three key components: mentoring, skills training and networking. In addition we have an e-learning module on sex base harassment and discrimination for any staff member to access at any time as a just in time resource. Additional initiatives resulting in improved gender equality outcomes: • FY17 sponsorship of DCA's Gender Reporting Network. • Corporate sponsorship of Women on Boards across Sydney, Brisbane, Melbourne and Perth. • Ongoing participation in the Managing Partners (of large law firms) initiative including contributing to education for the profession around gender equality and flexible work. • Adoption of the Law Council of Australia's Equitable Briefing Policy. • Ongoing commitment to a 50:50 gender mix on panels that we host (or participate on) as well as at external events. This is our version of the Male Champions of Change Panel Pledge. • Our well-established Momentum program (our women's initiative) continues to facilitate informative sessions with some leading figures in the corporate sector around gender equality issues including flexible working, domestic violence, revenge pain and everyday sexism. • Our dedicated National Flexibility Manager and computer education team have been running Flexibility Training: Tips and Tricks for Working Flexibly targeting various cohorts within the firm. In 2017 the firm launched a new training program, "Managing Flexible Teams" which is currently being run for partners. • We've focused on the parental leave experience and onboarding after parental leave for our senior women and partners through a dedicated project team. • Trialling and building an inclusive leadership education module to blend with our existing leadership training. • Appointment of a second external female partner to our Board. • Working on highlighting the importance of caring for aging parents and others - normalising the role of a carer through a non-gender lens. • Taking a thought leadership position around transgender children and their legal rights including	64.1	35.9	51.9	48.1	63.2	36.8	11.1% of all women/ 0% of men	yes
Cotton Biggers & Pavey Pty Limited	28,160,000,000		336	256	62	9	663 5#/28M		34	129	5	3	171	23%	15%	2%	26%	10%	50%	engaging with 'Parents of Gender Diverse Children' (Victoria)	65.4	34.6	64.1	35.9	58.8	41.2	3.0% of all women/0% of men	yes
Cooper Grace Ward Lawyers	90,001,000,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Corrs Chambers Westgarth	89,065,802,001		42	22	12	1	77 3#/2M		5	14	1	0	20	30%	20%	0%	26%	11%	61%	We performed an organisation wide analysis, position by position, as well as gender and role comparisons reviewing for any reasons for gender pay differences by level and overall. Corrs' continued focus on mainstreaming flexibility has resulted in an increased use of varying types of flexible work practices across different parts of the firm. In addition to flexibility training for Managers, interactive flexibility workshops for all legal work groups (consisting of partners and staff) were held nationally in 2016. This team based approach to flexibility allows for open and candid conversations and ensures everyone is clear on business, individual and client needs, assisting in effective implementation of flexibility. Corrs has continued its industry partnership with the University of Melbourne's Centre for Ethical Leadership to make further improvements in the areas of gender equality and flexibility. The firm remains an active participant in the Managing Partners' Diversity Initiative. The Managing Partners and senior leaders from many of Australia's major law firms continue to meet regularly to determine ways therefrms can individually and collectively keep contributing to improving gender diversity (and other areas of diversity) across the legal profession. External executive coaching is provided for senior female lawyers and female partners to assist women to maximise their career potential. The focus on development of our female lawyers is to assist the firm in achieving gender representation targets, including the KPI that 50% of the partnership pipeline each year be female. A working carers' workshop provides support for individuals who combine their work in the firm with a career role outside of Corrs (includes for ageing or ill relatives), children, persons with a disability or special needs etc.).	76.7	23.3	78.9	21.1	76.7	23.3	16.8% of all women/0% of men	yes
Cullens Pty Limited	91,608,614,759		4	11	1	0	16 1#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	67.5	32.5	0%	0	33.3	66.7	0.0% of all women/ N/A men	no
Currents Legal Services Pty Ltd	62,168,000,000		36	28	19	6	89 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	66.5	33.5	53.8	46.2	81.4	18.6	20.0% of all women/ 0% men	no
McCullough Robertson (D R Bedford & Others)	42,721,000,000		64	41	33	3	141 5#/5M		3	40	6		49	18%	200%	#VALUE!	35%	9%	#VALUE!	Offers an innovative suite of family friendly policies and initiatives to improve work sustainability. These policies have been recognized in the broader commercial environment through our achievement of being a Finalist in the Property Council of Australia - Innovation and Excellence Awards in 2017 for Best Diversity >250 employees. A commitment to the broader industry has also seen us commit to the Law Council of Australia Gender Equity Briefing Policy which focuses on how we engaged with barristers and what opportunities we are providing to females in this field.	74.2	25.8	70.4	29.6	71.9	28.1	7.4% of all women/0% of all men	No
Gentens Australia Pty Ltd	69,103,961,308		126	82	51	8	267 6#/7M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#REF!	0%	#VALUE!	#REF!	N/A	66.3	33.7	50	50	75.7	24.3	12% of all women/0% of all men	No
Gilmaflower	64,000,000,000		69	24	23	1	97 0#/5M		10	23	0	0	33	30%	0%	0%	34%	14%	92%	N/A	70.8	25.2	65.2	34.8	70.3	29.7	0% of all women/N/A	No
Fletcher Jones Kelly Pty Ltd	70,000,000,000		36	16	12	2	66 0#/5M		3	13	1	1	18	22%	33%	8%	39%	14%	78%	N/A	70.2	29.8	33.3	66.7	81.8	18.2	0%/0%	No
Fraser Jones Kelly Pty Ltd	70,000,000,000		1	10	1	0	12 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	58.3	41.7	0	100	50	50	0% of all women/N/A	No
Fragomen (Australia) Pty Ltd	47,164,000,000		42	13	6	0	61 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	73.8	26.2	57.1	42.9	82.1	17.9	0%/0%	No
Gadens Lawyers Melbourne Partnership	28,000,000,000		71	39	20	1	131 1#/5M		8	27	3	7	45	24%	38%	26%	36%	12%	85%	N/A	73.4	26.6	83.1	16.7	66.7	33.3	11.8% of all women/0% of all men	No
Gilbert and Tobin	88,773,000,000		171	148	79	22	415 3#/27M		19	49	2	1	71	30%	11%	2%	17%	8%	30%	High proportion of women in partnership and management roles. Active sponsorship and enabling of talented women. Board is actively engaged in the promotion of women into the partnership.	66.3	33.7	51.3	48.7	54.5	45.5	31.2% of all women/0% of all men	No
Griffith Hack Grant Trust	39,000,000,000		44	65	15	4	128 1#/5M		10	21	0	0	31	32%	0%	0%	24%	17%	30%	N/A	63.8	36.2	51.8	48.2	73.3	26.8	25% of all women/0% of all men	No
Hall & Wilcox	56,561,270,000		102	69	52	6	229 1#/10M		13	49	4	2	68	25%	32%	4%	30%	11%	68%	N/A	71.6	28.4	69	31	66.3	33.7	5.9% of all women/0% of men	no
Henry Davis York	56,510,279,001		75	65	38	3	181 7#/2M		10	32	1	1	44	25%	10%	3%	24%	10%	49%	The firm currently has 33% female representation on the Board and has met/exceeded its initial target of 20% by 2017. The firm's managing partner is a WGEA Pay Equity Ambassador. At a CEDA Women in Leadership Lunch in November last year he participated as a member of the panel and spoke publicly about his own and the firm's commitment to gender pay equity and the actions the firm has taken which have resulted in a significant reduction in our pay equity gap. Our parental leave policy covers all eligible equity to same sex couples in relation to birth, adoption or the birth of a child through surrogacy. A pulse Gender Equality survey was held in March this year for all staff with a response rate of 79%. The following are the 3 questions which were asked and the firm-wide results: Question 1: My immediate supervisor/manager genuinely supports equality between women and men. Strongly Agree/Agree - 91%. Question 2: I have the flexibility I need to manage my work and caring responsibilities. Strongly Agree/Agree - 78%. Question 3: In my organisation sex-based harassment is not tolerated. Strongly Agree/Agree - 90%.	69.9	30.1	60.7	39.3	68.5	31.5	6.2% of all women/0% of men	yes
Herbert Smith Freehills	98,773,882,668		66	38	8	4	53 6#/5M		7	14	0	1	22	32%	0%	7%	42%	26%	58%	At Herbert Smith Freehills we are committed to supporting gender equity. In addition to the specific policies and strategies referenced in 1.1 - 1.9 above, we also continue to prioritise several workplace strategies that support gender equality such as: • Unconscious bias and inclusive leadership training for our Partners and senior Business Services Managers; • Reviewing return to work barriers by supporting parents who are returning to work following a period of parental leave via various programs including, our Corporate Mums Program - Thrive, a generous Parental Leave Policy, executive coaching (for top talent) and our On Ramp Fellowship which involves assisting highly talented women who have taken a break from their legal careers to re-integrate back into the workforce through a one year full time traineeship program; • Our "Working Smarter" strategy which aims to further entrench flexible work and is particularly beneficial to women with care taking requirements in addition to their working commitments; • Lorem Circles, which provide an opportunity for women to speak with those in key leadership positions and discuss any potential barriers for success; • Our Network Sponsorship program, which partners high performing and high potential employees with influential senior members of staff to provide advocacy and introductions internally and to potential clients that will be beneficial for their career progression. This program was initially piloted with a focus on females, but has been expanded following the success of this program and to ensure equality across both genders; and • The Smartstream Connect Pilot - focused on ensuring an increased network and that there are advocates and introductions in place for our key performers. Our Workplace Behaviour policy underlies all our policies, strategies and processes at Herbert Smith Freehills. It specifically states that we are committed to ensuring that our workplace is one where all Partners, employees, potential employees, clients, contractors and other external parties dealing with the firm are free from discrimination, sexual harassment, bullying and victimisation (together known as "unacceptable behaviour"). This policy is consistent with our values. In addition, in March 2014, we announced gender targets for the partnership, partner leadership roles and Business Services leadership roles. We continue to invest in various initiatives in place to support us in achieving these targets, such as those outlined above as well as regularly monitoring our pipeline into leadership and partnership positions to ensure that there is equality in decision-making at an early stage in talented staff member's careers.	67.9	32.1	68.9	31.1	62.7	37.3	7% of all women/ 8.1% of men	yes
Holmes	58,215,618,381		30	20	9	0	59	0	5	8	1	0	14	43%	20%	0%	24%	15%	40%	69.2	30.8	90.9	9.1	82.6	17.4	0% women/ Men NA	no
Holding Redlich Partnership	16,366,927,724		75	65	38	3	181 7#/2M		10	32	1	1	44	25%	10%	3%	24%	10%	49%	The firm currently has 33% female representation on the Board and has met/exceeded its initial target of 20% by 2017. The firm's managing partner is a WGEA Pay Equity Ambassador. At a CEDA Women in Leadership Lunch in November last year he participated as a member of the panel and spoke publicly about his own and the firm's commitment to gender pay equity and the actions the firm has taken which have resulted in a significant reduction in our pay equity gap. Our parental leave policy covers all eligible equity to same sex couples in relation to birth, adoption or the birth of a child through surrogacy. A pulse Gender Equality survey was held in March this year for all staff with a response rate of 79%. The following are the 3 questions which were asked and the firm-wide results: Question 1: My immediate supervisor/manager genuinely supports equality between women and men. Strongly Agree/Agree - 91%. Question 2: I have the flexibility I need to manage my work and caring responsibilities. Strongly Agree/Agree - 78%. Question 3: In my organisation sex-based harassment is not tolerated. Strongly Agree/Agree - 90%.	69.9	30.1	60.7	39.3	68.5	31.5	6.2% of all women/0% of men	yes
Holmes	58,215,618,381		66	38	8	4	53 6#/5M		7	14	0	1	22	32%	0%	7%	42%	26%	58%	At Herbert Smith Freehills we are committed to supporting gender equity. In addition to the specific policies and strategies referenced in 1.1 - 1.9 above, we also continue to prioritise several workplace strategies that support gender equality such as: • Unconscious bias and inclusive leadership training for our Partners and senior Business Services Managers; • Reviewing return to work barriers by supporting parents who are returning to work following a period of parental leave via various programs including, our Corporate Mums Program - Thrive, a generous Parental Leave Policy, executive coaching (for top talent) and our On Ramp Fellowship which involves assisting highly talented women who have taken a break from their legal careers to re-integrate back into the workforce through a one year full time traineeship program; • Our "Working Smarter" strategy which aims to further entrench flexible work and is particularly beneficial to women with care taking requirements in addition to their working commitments; • Lorem Circles, which provide an opportunity for women to speak with those in key leadership positions and discuss any potential barriers for success; • Our Network Sponsorship program, which partners high performing and high potential employees with influential senior members of staff to provide advocacy and introductions internally and to potential clients that will be beneficial for their career progression. This program was initially piloted with a focus on females, but has been expanded following the success of this program and to ensure equality across both genders; and • The Smartstream Connect Pilot - focused on ensuring an increased network and that there are advocates and introductions in place for our key performers. Our Workplace Behaviour policy underlies all our policies, strategies and processes at Herbert Smith Freehills. It specifically states that we are committed to ensuring that our workplace is one where all Partners, employees, potential employees, clients, contractors and other external parties dealing with the firm are free from discrimination, sexual harassment, bullying and victimisation (together known as "unacceptable behaviour"). This policy is consistent with our values. In addition, in March 2014, we announced gender targets for the partnership, partner leadership roles and Business Services leadership roles. We continue to invest in various initiatives in place to support us in achieving these targets, such as those outlined above as well as regularly monitoring our pipeline into leadership and partnership positions to ensure that there is equality in decision-making at an early stage in talented staff member's careers.	67.9	32.1	68.9	31.1	62.7	37.3	7% of all women/ 8.1% of men	yes
Holmes	58,215,618,381		30	20	9	0	59	0	5	8	1	0	14	43%	20%	0%	24%	15%	40%	69.2	30.8	90.9	9.1	82.6	17.4	0% women/ Men NA	no
Holding Redlich Partnership	16,366,927,724		74	38	13	0	125 1#/5M		5	23	0	0	28	18%	0%	0%	22%	6%	61%	74	26	84.2	15.8	78.6	21.4	20% of all women/ 0% of men	yes
Holmes Webb Partnership	71,106,498,001		20	30	12	1	63	0	1	6	0	0	7	14%	0%	0%	11%	3%	59%	63.8	36.2	75	25	91.7	8.3	20% of all women/ men NA	no
Hoppenstaedt	56,108,489,001		48	44	18	2	112 6#/ 3M		3	16	0	0	19	16%	0%	0%	17%	5%	35%	69.7	30.3	68.8	31.2	57.1	42.9	0% women/ 0% of men	no
Hunt & Hunt Lawyers	76,587,002,001		13	13	6	2	34	0	5	8	1	0	14	43%	20%	0%	41%	12%	53%	77.6	22.4	36.4	63.6	73.1	26.9	25% of all women/ men NA	no
PAS Ellsworth Lawyers	27,268,568,000		261	161	51	5	478 13#/19M		33	149	6	6	214	18%	18%	4%	45%	13%	55%	76.8	23.2	58.2	41.8	74	26	14% of all women/ 0% of men	no
Lawson Legal (J D AMBROSE & Others)	47,488,979,168		27	16	3	0	46 3#/2M		6	16	0	3	25	24%	0%	19%	54%	20%	119%	69.6	30.4	62.5	37.5	54.3	45.7	0% women/ 0% men	no
Cornwall Stokes (J R Hastings And Associates) Partnership Trust	19,758,311,007		23	12	6	2	43	0 N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	73.5	26.5	80	20	66.4	33.6	0% women/ men NA	no
Lawson Stokes (Lawson Partnership Trust)	80,000,000,000		35	29	23	2	89	0	1	14	4	1	20	25%	400%	7%	22%	9%	68%	67.7	32.3	68.8	31.2	80	20	7.7% of all women/ 0% of men	no
Johnson Winter & Slattery	73,843,523,318		41	69	16	7	133 6#/7M		6	46	7	2	61	22%	117%	4%	46%	23%	63%	60	40	47.1	52.9	75	25	17.8% of all women/ 0% of all men	no
KSL Gates	91,310,880,028		89	51	14	0	154 13#/6M		12	57	1	0	70	19%	8%	0%	45%	13%	112%	Since the last reporting period, the firm has introduced the Momentum Program. The Momentum Program has been introduced to support women and men to maintain career momentum due to the impact of career disruption when a period of parental leave is taken. The program's components include mentoring tailored to preparing for, whilst on parental leave and the transition back to work, crucial conversation dialogue cards for supervisors and managers, and, a client momentum plan to trigger key conversations and plans at various points along the parental leave journey. The intention of the program is to position women and men for promotion in circumstances where career disruption may impact preparations for promotion. It is also intended to encourage men to take up parental leave which increases the possibility of men sharing the parenting responsibilities. This approach to career planning focuses on Senior Associates and Special Counsel who are ambitious for Partnership. It is a tailored plan for the candidate and his/her sponsor which not only focuses on skill development, but the potential roadblocks at an individual or firm level. There is opportunity for this program to be tailored so that further support is provided to women and men depending on their work and life circumstances.	71.1	28.9	71.4	28.6	73.5	26.5	11.6% of all women/ 0% men	yes
Kemp Strang	86,208,902,000		51	35	8	3	99	0	3	9	0	0	12	25%	0%	0%	12%	5%	26%	N/A	64.6	35.4	16.7	83.3	53.3	46.7	33.3% of all women/ men NA	no
King & Wood Mallesons (Australia)	22,041,420,984		286	253	31	0	570 7#/36M		31	116	10	2	159	26%	32%	2%	28%	13%	47%	Other policies which support gender equality are: - Agile Working policy - Flexible Working policy - Resourcing policy - Equitable Briefing policy - National Unconscious Bias Recruitment Principles - National Procurement Principles. We have an Agile Working policy which is designed to mainstream more agile ways of delivering our work by actively promoting ad hoc and informal changes within teams. Partners and staff work together to agree how they can work in a more agile way, whether that be agreeing a flexible schedule or flexible work location. Our firm wide engagement survey was conducted in August 2016 and a subsequent 'pulse check' survey was conducted in February 2017. Our regular 'town hall' meetings are also an opportunity for consultation as are the firm-wide Roadshows conducted by our CEO. Our CEO has commenced round table discussions across all locations with cross-sections of staff. We have also conducted focus groups with a cross section of staff. Extensive information can be found in the further initiatives section.	64.7	35.3	61.8	38.2	61.7	38.3	11.8% of all women/ 0% of men	yes
Lander & Rogers (A ABRAHAMS & Others)	98027160929		125	62	36	2	225 9#/3M		12	21	5	5	43	40%	42%	24%	19%	11%	41%	77.7	22.3	75.9	24.1	64.7	35.3	0% 0%	no
MAC Lawyers Holdings Pty Ltd	88,122,449,334		89	42	18	2	111 1#/3M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	68.3	31.7	66.7	33.3	72.6	27.4	16.8% of all women/ 0% men	no
Mackinnon	65,678,991,327		117	86	48	6	257 1#/7M		12	44	11	3	70	33%	92%	7%	27%	14%	51%	All major decisions are taken to the Board and tested through the gender equality lens: - All partners and staff have attended unconscious bias training in last 2 years - Inclusive leadership training provided to partners and staff - First diversity and inclusion strategy implemented in 2016 - Performance ratings (including for staff or flexible work arrangements) analysed on basis of gender - Gentlest (transition to partnership) program (50% women participants in 2016) - 27.5% women equity partners - All major decisions are taken to the Board and tested through the gender equality lens - All partners and staff have attended unconscious bias training in last 2 years - Inclusive leadership training provided to partners and staff - First diversity and inclusion strategy implemented in 2016 - Performance ratings (including for staff or flexible work arrangements) analysed on basis of gender - Gentlest (transition to partnership) program (50% women participants in 2016). Our CEO, a female equity partner, is also a Board member - (MMP). We have categorised: - Board members and Practice Group Heads as MMP - Practice Team Leaders and Partners in Charge (of an office) as Senior Manager. Gender equality is frequently promoted and discussed in the firm's weekly intranet newsletter, which is accessible to all staff. Currently in the process of implementing online discrimination and harassment training for all partners and staff. Outstanding initiatives: - Gender is one of the 3 pillars (along with inclusion and flexibility) of our Diversity & Inclusion Strategy - We introduced Blind CVs for graduate recruitment - The Board has set a target of 40% women partners by 2020 – as at 31 March we are at 33.8% - The Board has set a target of 40% women equity partners by 2020 – as at 31 March we are at 27.5% - Gender equality is a standing agenda item at Board meetings - We introduced a requirement in our procurement policy that suppliers must have in place a policy or strategy that includes gender equality principles - Our annual gender analysis of remuneration and promotions minimises the risk of unconscious bias affecting pay increases and promotions.	73	27	69.1	30.9	78.6	21.4	6.7% of all women/ 0% of men	yes
Mauriac Blackburn Pty Limited	21100007569		279	157	110	21	567 2#/9M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	Due to structure as a company, no partners as such, but "female representation at the most senior level (principal shareholder and non-equity principal) has increased from 61.5% in April 2016 to 61.6% in 2017. We have 5 people on our Board (in Chair). four principal shareholders and one-non-executive member. Two of the principal shareholders and the non-executive members are women."	76.8	23.2	81.8	18.2	81.3	18.7	8.2% of women/0% of men	no
McCabes Lawyers Pty Limited	15,122,800,000		26	18	5	2	51 3#/2M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	Our policies that cover sex-based harassment and discrimination include: - Equal Employment Opportunity (EEO) Policy - Prevention of Sexual Harassment Policy - Workplace Standards Policy. We drive continued career progression and development for our staff through our various firm programs (Learning and Development, Mentoring, Women Leadership) and Principals / Senior staff meet with individuals to mutually reach their annual goals for development. Our firms culture and values have been maintained for 25 years including: - Commitment to quality and continuous improvement; - Our people; - Team work; - Life balance; - Integrity: respect, honesty, openness and trust; - courage	61.7	38.3	57.1	42.9	82.5	17.5	20.0% of all women/ men NA	no
McInnes Wilson Lawyers Pty Ltd	36,127,213,016		42	26	5	0	73	0 N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	62.1	37.9	68.6	31.4	64.3	35.7	16.8% of all women/ 0% men	no
Meridian Lawyers Limited	16,158,568,775		22	16	8	0	46	0 N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	70	30	63.6	36.4	58.8	41.2	25.0% of all women/ 0% men	no
Mills Oakley Lawyers	91,693,089,756		114	56	14	1	185 1#/7M		10	76	2	1	89	13%	20%	1%	48%	9%	115%	Worldwide that improvement in diversity should be a continuing process, rather than a suite of "one off" reforms. To this end, we are particularly assisted by the formation of an active group of diversity champions from the firm's senior echelons, serving on the Gender Diversity Sub Committee and ensuring that diversity remains on the agenda in the long term. Retention of female talent at the senior level has been high on the agenda, particularly relating to those embarking on or returning from a period of maternity leave. The firm has a number of initiatives designed to facilitate the transition from parental leave back into the workforce. These include: • Funding for primary carers to access a "return to work" coaching service that is appropriate to their needs; • Fee budget relief for primary carers for the initial transitional period to allow the employee to gradually calibrate their workload to a full time or pro rata level over several months. We believe that improvement in diversity should be a continuing process, rather than a suite of "one off" reforms. To this end, we are particularly assisted by the formation of an active group of diversity champions from the firm's senior echelons, serving on the Gender Diversity Sub Committee and ensuring that diversity remains on the agenda in the long term. External reporting to our key clients is also a key part of our strategy. One client, an AGI-20 listed company, has inserted time in reviewing our latest diversity initiatives and provided positive feedback, indicating that they are looking forward to receiving the next update. This continuous process of disclosure can only benefit	63.1	36.9	48.3	51.7	70.3	29.7	16.3% of all women/14.5% of all men	no
Minter Ellison	91,000,710,819		340	264	80	5	709 3#/18M		29	143	13	4	189	22%	45%	3%	27%	10%	55%	69.5	30.5	61.6	38.4	73	27	11.7% of all women/ 0% of men	yes
Minter Ellison SGNT	77,478,902,754		48	20	25	3	101	0	4	20	7	0	31	35%	175%	0%	31%	15%	71%	79.3	20.7	66.7	33.3	75.7	24.3	0.0% of all women/ 0% of men	no
Moray & Agnew	76,486,002,031		114	60	38	2	214 5#/2M		2	24	0	0	26	8%	0%	0%	12%	1%	39%	N/A	77.8	22.2	75.6	24.4	71.6	28.4	6.2% of all women/ 0% of men	no
Norton Rose Fulbright Australia	120,000,000,000		208	116	21	3	348 4#/28M		28	75	25	2	130	41%	89%	3%	37%	23%	65%	70.6	29.4	62.5	37.5	75	25	12.7% of all women/11.1% of all men	no
Turks Legal (P Tuck P Clemens J Mayer J Hole S Edwards G McCrossin P Angus D Tuck P Russell)	50,000,000,000		39	40	5	0	84 6#/2M		1	10	1	0	12	17%	100%	0%	14%	5%	25%	N/A	62.8	37.2	70.6	29.4	67.5	32.5	11.1% of all women/N/A	No
Carroll & O'Dea (P A Carroll & G B Pearce & G Hanson & R P Higgins & H Hesse & A O'Dea & Peter Purcell)	70,000,000,000		19	22	8	4	53 0#/5M		7	14	0	1	22	32%	0%	7%	42%	26%	58%	In the last three years this firm has introduced multiple initiatives supporting gender equality outcomes that foster an inclusive and supportive work environment. an internal Diversity Group which provides an open forum for discussion, communication and suggestions for change and improvements that promote a diverse and inclusive workplace including the development and adoption of our Diversity policy aligned to our values of respect, excellence, honesty & integrity, teamwork and effective communication; delivery of unconscious bias training for all professional staff; development and implementation of a mentoring program for professional staff; reviewed and confirmed Flexible Working Arrangements policy; reviewed and confirmed Working from Home policy; reviewed remuneration practices across the firm to eliminate pay imbalances; reviewed and enhanced parental leave policy including increasing the weeks of paid parental leave and also offering paid leave to secondary carers; development and roll out of our "Leadership Development Series". The Series provides for 2 half day development sessions per year over three years. The focus of these sessions is to upskill our Associates and newer Partners (where there is a greater proportion of female staff) in key leadership areas including coaching and delegating, communication skills and emotional intelligence.	72.1	27.9	64.3	35.7	82.9	17.1	42.9% of all women/N/A	no
Pearce Patent and Trade Mark Attorneys Pty Ltd	64007749868		2	1	0	0	3 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	56.5	43.5	0	0	0	0	N/A	no
QAMTM Intellectual Property Limited	43012161720		39	18	16	10	101 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	67.8	32.2	72.7	27.3	83	17	16.7 of all women/0% of all men	no
Quaker Harvey (R Kirkstein & L J Dwyer)	78666007928		171	106	60	12	349 4#/5M		21	54	1	0	76	29%	5%	0%	22%	10%	46%	N/A	71.2	28.8	64.6	35.4	68.7	31.3	15.8% of all women/0% of all men	no
Rigger Carter & Dawson (RCAP Administration Services Pty Ltd)	12073880015		2	0	1	0	7 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	67.2	2.8	93.3	6.7	85	15	28% of all women/N/A	no
Reed International Books Australia Pty Limited	70001002037		103	64	19	3	189 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	61.1	38.9	85	15	49.2	50.8	6.7% of all women/0% of all men	no
Russell Kennedy Solicitors	14060120186		39	27	7	2	75 1#/3M		5	28	5	1	39	26%	100%	4%	52%	22%	100%	Implemented a Gender Equality Strategy in March 2017. The Strategy focuses on four gender equality metrics which include: 1. Flexibility, 2. Gender Composition, 3. Gender Pay Equity, 4. Leader & Manager Capability	76	24	73.7	26.3	69.6	30.4	0%/0%	Yes
Shadow IP Pty Ltd	22000160025		9	19	4	0	32 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	68.5	31.5	33.3	66.7	77.8	22.2	0%/0%	no
Shine Lawyers Pty Ltd	88150752757		265	128	113	15	517 5#/6M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	76.7	25.3	71.7	28.3	75.2	24.8	15.6% of all women/0% of all men	no
Slater & Gordon Ltd	93097297400		183	95	71	12	361 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	77.1	22.9	76.3	23.7	78.8	21.2	9.5% of all women/0% of all men	no
Spencer & Ferguson Pty Limited	93002100000		17	24	3	1	45 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	62.1	37.9	33.3	66.7	70	30	16.7 of all women/0% of all men	No
The Lantern Legal Group Pty Ltd	98079880016		28	17	16	1	62 0#/5M	N/A	N/A	N/A	N/A	0	N/A	#VALUE!	#VALUE!	0%	#VALUE!	#VALUE!	N/A	80.3	19.7	72.7	27.3	70.6	29.4	12.5% of all women/0% of all men	No
The Trustee for The Gadens Service Trust No	79000745027		69	38	11	2	120 4#/5M		7	23	3	0	33	30%	43%	0%	28%	13%	58%	N/A	73.9	26.1	70.8	29.2	70.5	29.5	26% of all women/N/A	No
Thomson Geer	27102087583		96	94	32	5	227 1#/3M		13	67	4	1	85	25%	31%	1%	37%	13%	69%	N/A	65.9	34.1	56.8	43.2	71.8	28.2	21.8% of women/0% of men	No
Trenchard Lawyers	92261026097		36	15	18	6	75 0#/5M		7	14	5	1	27	44%	71%	7%	36%	22%	71%	N/A	70.6	29.4	44.4	55.6	77.1	22.9	42.9% of all women/0%	No
Walton And Kearney	90200752125		46	38	17	4	105 1#/1M		1	10	0	0	11	9%	0%	0%	10%	2%	24%	During the past reporting year, the Firm introduced the Women's Leadership Forum, which core objective is 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 female employees, ensuring that they may successfully grow their careers at Watton+Kearney. Watton+Kearney'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 organizations including to They Can and Lux's Place. The firm continues to have strong affiliations with associations including Women in Insurance and Women in Law Awards. Wotton + Kearney is also a signatory to the Law Council of Australia's Diversity and Equity Charter. This Charter is a statement of principles to acknowledge publicly a commitment to diversity and equality by the Australian legal profession.	72.1	27.9	56.2	43.8	71.1	28.9	0%/0%	No
									532	2569	175	67	2883		38%	3%	#DIV/0!	#DIV/0!								
											707	2136															

Notes:
Model Equitable Briefing Policy adoption assessed either from the WGEA public report (if mentioned in "Other") or from the listing on https://www.lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy
Employer of Choice for Gender Equality 2016 information accessed at https://www.wgea.gov.au/sites/default/files/WGEA-Employer-of-Choice-for-Gender-Equality-citation-holders-2016.pdf
In response to Question 2.1 some firms described different partnership arrangements outside the WGEA definition of Equity/Non-Equity partners - eg Leader and Regen, who described a Partnership Agreement with Fixed Share Partners who are not employees.