Freehills

Women at Freehills

Freehills' focus on women remains high on the strategic agenda. Freehills is strongly committed to increasing the proportion of women partners in the firm and retaining talented lawyers in roles that meet their expectations.

Freehills is committed to creating and supporting a high performance culture and our key strategic priority is making it possible for all people to take on roles that fulfil and challenge them. We have a significant focus on creating an inclusive work environment that enables all our people to be successful and fulfilled. Integral in achieving this is our vision – to create an exceptional experience for our people and our clients.

We have a long history of leading the legal industry in its support of women and their career development, and have a strong focus on encouraging diversity. We are proud that we were the first major Australian law firm to appoint a woman partner in 1978, and remain focused on creating a work environment that enables women to be successful, fulfilled and to take on leadership roles.

Our 'Women at Freehills' initiative that specifically supports this objective includes partner development programs focusing on improving career conversations, challenging mindsets and assumptions about gender; coaching programs; focus groups; setting partner targets; parental support programs; flexible working plans; and regular policy reviews.

Freehills' initiatives include:

- Formal mentoring programs to support senior female staff members;
- *Women in Business* program aimed at fostering networks among women at all stages in their careers;
- *Women at Freehills* initiative which aims at attracting, retaining and developing the best female talent;
- Family friendly and flexible working policies including generous parental leave, emergency childcare resources and newly introduced support for staff attending firm events and training programs to assist them manage family responsibilities;
- Corporate mums program;
- Focussed programs for junior women lawyers developed by them, mentored by our senior associates.

www.freehills.com

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