

MALLESONS STEPHEN JAQUES

2009 EOWA EOCFW
Media Summary Material

Thursday, 5 March 2009

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Our business strategy is built on four fundamentals: great people; top clients; the diverse and challenging nature of our work, and a team-based culture. The attraction, engagement, development and retention of talent is seen as a key enabler to delivering great client service and achieving business results. Mallesons CEO and leadership team view the advancement and retention of women as a business critical issue. As a result we have focused on developing and implementing policies and programs that support innovative work practices and promote gender diversity.

In 2004, a Gender Strategy Committee was appointed to investigate, and make recommendations to the Board regarding policy, cultural and structural changes to support the attraction and retention of females. The ***Making work work, together*** program was launched and was viewed as a watershed for the firm and today continues to focus on supporting women and flexibility in the workplace and encourages flexibility and work-life balance for all employees. In 2006 **The Flexible Work Consultation Project** was conducted nationally. This involved a review of current policies and consultation with employees who had flexible work arrangements. It identified the need to provide more support to partners about flexible working options, especially around parental leave.

The outworkings of these initiatives continue to ensure the provision of support to our high potential female senior associates and female partners, particularly those with young families. With their retention a priority, **a series of programs have been implemented for 2006 - 2010**. In 2006, the firm piloted **Career Resilience and Success programs** focusing primarily on women to provide support in managing and taking control of careers. More than 40 Senior Associates have taken part in this program from 2006-2008.

In 2007, the firm launched **Mallesons Engaging Women**. The forum is a series of events and initiatives which profile women leaders across business, politics, science, community and the arts. This initiative results from two key business drivers being: our commitment to the advancement of women in the firm as part of our culture of meritocracy and our gender strategy and our desire to provide unique opportunities to enhance our relationships with clients which are interesting and engaging. During 2008 we held ten events in Sydney, Perth, Melbourne and Brisbane. A full calendar of events is in place for 2009.

Commencing in February 2008, the **Partners, Work and Family Program** was launched. Aiming to provide female partners with young families the opportunity to discuss issues, frustrations and barriers and helps formulate solutions to address the challenges of combining parenting and partnership responsibilities. The program had 17 partners attending from all of our Australian centres. **In 2008 the firm's executive coaching panel** was expanded to provide coaches specifically for senior women (partners and senior associates). Many of those accessing coaching are women seeking support in managing career and family issues.

Mallesons has gained significant industry recognition for our long-term commitment to equity in the workplace. In November 2007, Mallesons was awarded the **EOWA Business Achievement Award for Leading organisation for the advancement of women (500+ employees)**. We were the first law firm to win this award. We were also listed as a finalist in the 2008 EOWA Diversity Leader for the Advancement of Women. The 2009 Equal Opportunity for Women in the Workplace Agency (EOWA) citation as an **Employer of Choice for Women**, represents the third consecutive year for the firm in being granted this award.

Outcomes

The firm's employee opinion survey (The Vibe) has been conducted annually since 2004. Our most recent survey was in 2007, where we achieved an 89% response rate. In this survey 93% of staff said they were proud to work at Mallesons, 87% said they would recommend it as a place to work, and 70% of staff believe their work schedule allowed them sufficient flexibility and that the firm supports diversity. As at February 2009 our gender diversity results were as follows:

- In 2009, 22% of partners are women. (up from 17% in 2004 and greater than the industry average of 16%).
- 41% of new partners in the last 5 years have been women.
- Firm wide 50% of Special Counsel are women.
- Firm wide 53% of Senior Associates are women.
- Firm wide 59% of graduates are women.
- In 2008, 290 staff on flexible work arrangements, of which 94% are women.
- Pay equity gap in line with EOWA guidelines

