

AUSTRALIAN  
LEGAL SECTOR  
ALLIANCE

---

Barry Nilsson

# Member Reporting Legend



## Environment

Environmental Management	Environmental Policy	A formal policy outlining a commitment to managing and reducing environmental impacts.
	Environmental Management System (EMS)	A structured system to monitor, manage, and improve environmental performance.
	EMS Certification	EMS has been externally certified to a recognised standard (e.g., ISO 14001, AEMS).
Climate Action	GHG Reduction Policy	A documented policy to reduce greenhouse gas emissions.
	GHG Reduction Target	A commitment to measurable emissions reduction targets.
	Near-term SBT Target	Near-term science-based emissions reduction target set in line with SBTi.
	Net Zero SBT Target	Long-term science-based emissions reduction target to achieve net-zero emissions.
	Climate Action Plan	A structured decarbonisation plan outlining actions, timelines, and responsibilities for reducing emissions and responding to climate risks.
Paper Use, Recycling & Waste	Organic Waste  e-Waste Recycling  Paper Recycling  Commingled Recycling  Paper Use	Percentage of offices with recycling programs in place. Paper, Commingles, Organics and ICT Equipment



## Governance

Public Sustainability Reporting	External ESG Reporting	Public disclosure of the firm's environmental, social, and governance performance through recognised reporting frameworks.
	Promotion of AusLSA Reporting	Active communication or publication of the firm's AusLSA sustainability results to internal or external stakeholders.
Sustainable Procurement	Sustainable Procurement Policy	A formal policy guiding responsible purchasing decisions that consider environmental and social impacts.
	ISO 20400 Standard	A sustainable procurement policy aligned with the principles and guidance of ISO 20400.
	Modern Slavery Risk Assessment	A structured process for identifying, assessing, and addressing modern slavery risks in operations and supply chains.
Risk Management	Modern Slavery Act Reporting	Indicates that the firm is a reporting entity under the Modern Slavery Act 2018 (Commonwealth) and required to submit annual statements.
	Enterprise Risk Management (ERM) Framework	A structured framework for identifying, assessing, and managing organisational risks.
	ESG Risks Included	Environmental, social, and governance risks formally integrated into the firm's enterprise risk management processes.
Code of Conduct	Business Continuity Plan (BCP) / Emergency Response Plan (ERP)	Plans outlining how the firm prepares for and responds to operational disruptions or emergencies.
	Code of Conduct	A formal code establishing expected ethical behaviour and professional standards for staff.
	Code of Conduct Training	Training provided to staff to ensure understanding and adherence to the firm's code of conduct.
Complaints & Grievance Mechanism	Complaints & Grievance Mechanism	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.

## Legend

Yes Pending No



## People

Flexible Working	Flexible Working Policy	A formal policy outlining the firm's commitment to supporting flexible work arrangements.
	Employer Parental Leave Scheme	An employer-provided parental leave program offering paid leave entitlements beyond statutory requirements.
Staff Development	Staff Development Policy	A documented policy defining the firm's approach to training, learning, and professional development.
Diversity	Diversity and Inclusion Policy	A formal policy promoting an inclusive workplace and supporting diversity across all staff levels.
Employee Wellbeing	Psychosocial Wellbeing Policy	A policy outlining measures to support mental health and manage psychosocial risks in the workplace.
	Physical Wellbeing Policy	A policy supporting healthy work environments and initiatives that promote physical wellbeing.
Gender Equality	Gender Equality Policy	A formal policy addressing gender equality in recruitment, development, and workplace practices.
	Gender Equality Target	A commitment to measurable targets that improve gender representation at various levels of the firm.
	Staff Gender Profile	100% Male 100% Female 100% Non-Binary/Other



## Community

Community Volunteering	NFP Staff Participation	Supports for staff and partners to participate in not-for-profit or community organisations outside the legal sector.
	Community Volunteering	The firm coordinates or formally supports employee participation in community volunteering activities.
Legal Pro Bono	Pro Bono Strategy	A formal strategy outlining the firm's approach to delivering and managing legal pro bono work.
	Pro Bono Target Signatory	Indicates that the firm is a signatory to the Australian Pro Bono Centre's Aspirational Target.
Corporate Giving	Corporate Giving Plan	A structured approach to charitable giving, fundraising, or community investment activities.
First Nations Reconciliation	First Nations Reconciliation Policy	A formal policy or strategy for advancing reconciliation with Aboriginal and Torres Strait Islander peoples.
	Reconciliation Action Plan	A Reconciliation Action Plan endorsed by Reconciliation Australia that guides reconciliation commitments and activities.



Barry Nilsson  
Headcount (FTE): 416  
Floor Area: 7,133m<sup>2</sup>  
Number of Offices: 6

As a firm, and individually, we understand the importance of contributing positively to the communities in which we live and conduct our business – so we created the Impact Project. The Impact Project is an integral part of BN and includes our pro bono and responsible business practices, with a particular focus on: providing free legal services to vulnerable and disadvantaged people, supporting charitable and

community causes, advancing equality for First Nations peoples, and driving sustainability and ESG initiatives across the firm.

## Our Environment

BN recognises the urgent need to address climate change and we are committed to playing an active role in shaping a greener, more sustainable future.

We continue to embed environmental responsibility into our operations and decision-making, guided by science, collaboration, and accountability. We are also proud to partner with leading sustainability organisations, including the Australian Legal Sector Alliance, EcoVadis, and CitySwitch, to uphold best practice standards and drive continuous improvement.



## Our People

BN is committed to creating a workplace where people feel supported, respected, and empowered to succeed. Our focus remains on people, with objectives including high engagement, low turnover, promoting diversity & inclusion, and developing future leaders. We offer flexible working arrangements, a 9.5 day fortnight for full-time staff, an annual health & wellbeing day and allowance, performance bonuses, shared care parental leave, public holiday swap options, and LinkedIn Learning licences. We also provide regular health & wellbeing sessions covering topics such as menopause, mental health, nutritional health, financial wellbeing, bi-annual office massages and skin or health checks. Our commitment to our people has been consistently recognised through our Employer of Choice listing by Australasian Lawyer from 2019 to 2025.

## Our Governance

Our ESG governance programs are deeply embedded in strategic planning and reporting, with a strong emphasis on compliance, transparency, and ethical procurement.



## Our Community

Barry Nilsson advances social justice, reconciliation, and environmental sustainability. Through our firmwide initiative, the Impact Project, we have achieved outcomes that reflect our commitment to responsible business practices and meaningful community engagement. This year, our pro bono legal work supported thousands of individuals and community organisations across Australia, helping to address systemic barriers to justice and improve access to legal support. A key focus was supporting women and their children affected by family violence. In collaboration with community legal centres, we provided family lawyers to help close a critical legal gap, enabling more women to access legal assistance.

We also partnered with the Two Good Foundation, which supports women in crisis to change the course of their lives through restoring their independence and self-worth. Our support included pro bono legal assistance, employing a graduate from its 'Work Work' program, and preparing meals for women in refuge shelters alongside Two Good. This was part of our broader community

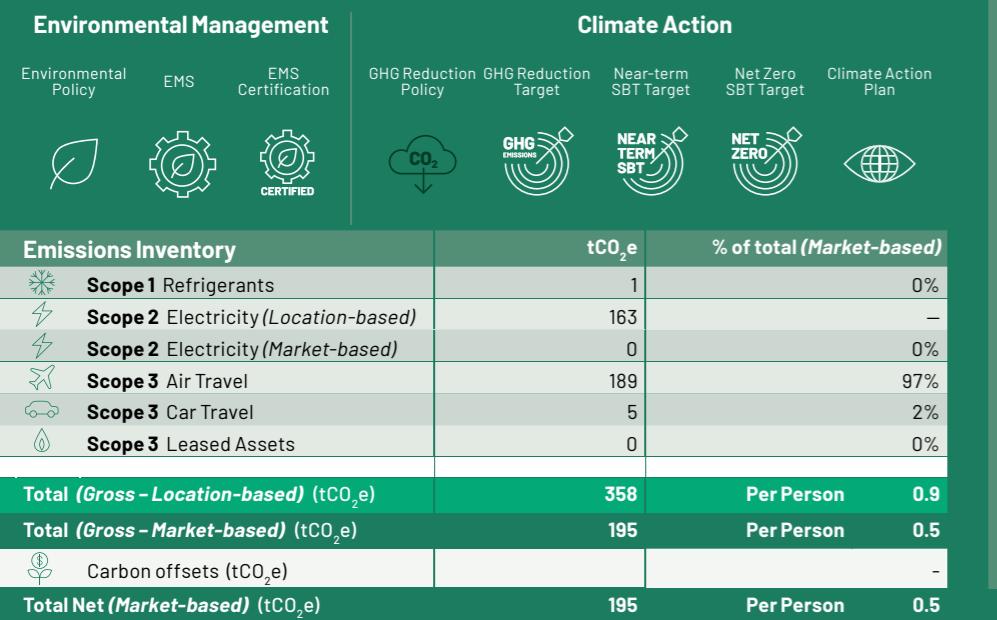
support which exceeded \$150,000 across community organisations nationwide.

We strengthened our reconciliation efforts by deepening our partnerships with First Nations businesses, expanding cultural learning across our firm, and creating pathways into the legal profession for First Nations students. These initiatives reflect our commitment to walk alongside First Nations peoples and embed reconciliation across our operations.

Our environmental initiatives focused on our commitment to reducing our environmental impact and accelerating our transition to Net Zero. We achieved 100% renewable energy across all offices, significantly reduced emissions, and embedded sustainability across our operations through certified systems.

These outcomes reflect our belief that legal professionals have a responsibility to contribute to a more just, inclusive, and sustainable society – and that through collaboration and accountability, we can help create lasting change for generations to come.

## Environment



## People



## Governance



## Community

