

Our Impact

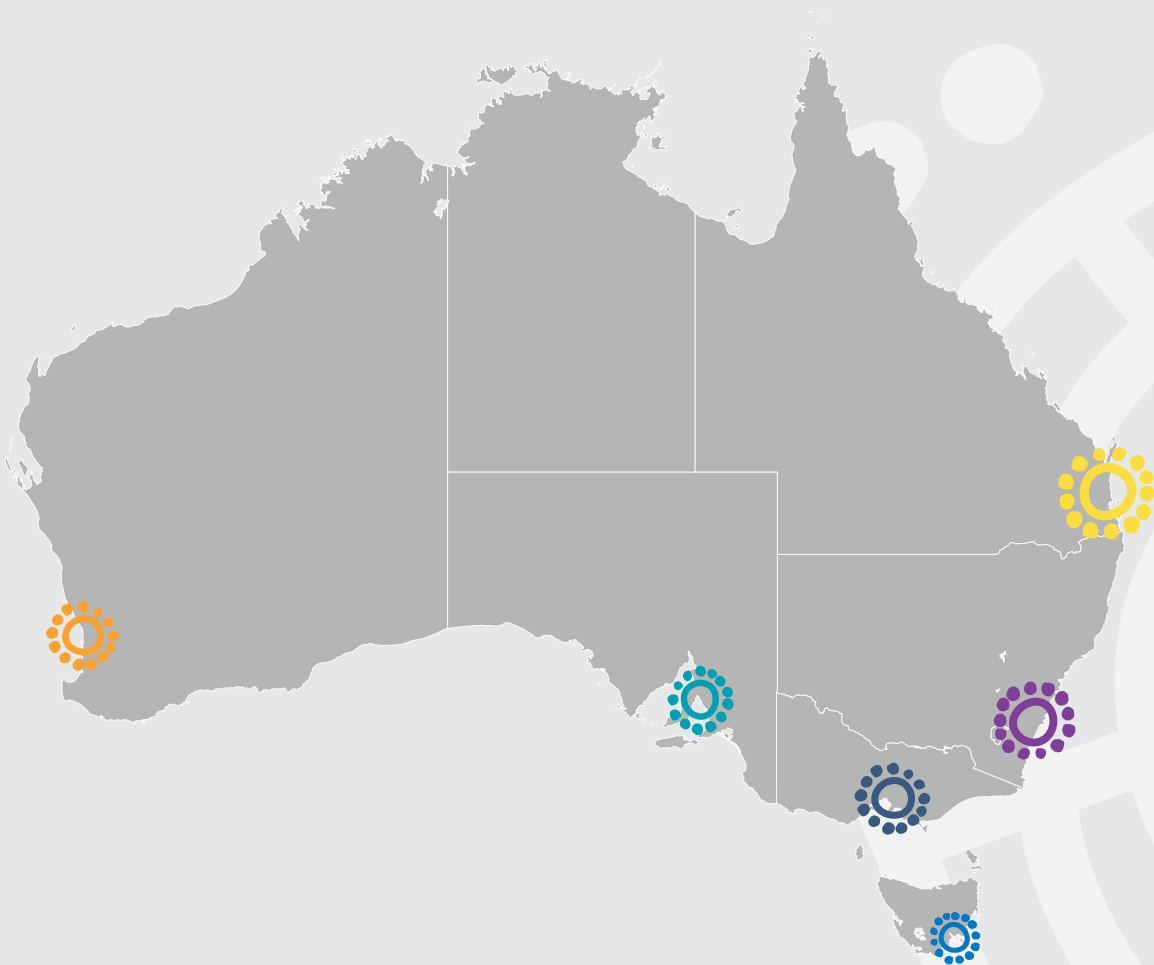
Pro Bono & Responsible Business
Annual Report 2024 – 2025



Acknowledgement of Country

Barry Nilsson acknowledges the Traditional Owners of the land on which our business operates across Australia. We pay our respects to Aboriginal and Torres Strait Islander peoples and to Elders past and present.

Adelaide | Kurna Country
Brisbane | Jagera and Turrbal Country
Hobart | nipaluna country
Melbourne | Wurundjeri Woi Wurrung Country
Sydney | Gadigal Country
Perth | Wadjuk Country





Making a meaningful difference to our communities and environment

Barry Nilsson (BN) is proud to present our 2024-2025 Pro Bono & Responsible Business Report, highlighting the progress we have made in advancing 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.

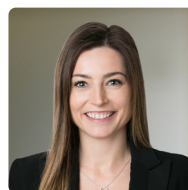
This year, our pro bono legal work supported thousands of individuals and community organisations across Australia, helping to address systemic barriers to justice and improve access to legal support. A key focus was supporting women and their children affected by family violence. In collaboration with 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.

This report showcases the measurable impact of our work and the values that guide us. It reflects 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.



Katie Swain

Head of Pro Bono & Responsible Business and Principal

Cover Image: Our Melbourne team volunteered with RSPCA Victoria in support of their mission to end cruelty to all animals.



Barry Nilsson and Southside Justice Unite for Women's Rights Through Pro Bono Advocacy.

Pro Bono

BN's pro bono practice is a cornerstone of our commitment to justice, equity, and community. We provide free legal assistance to people experiencing disadvantage and vulnerability, as well as to the not-for-profit organisations and charities that support them. Our work aims to address systemic legal issues and improve access to justice across Australia.

As a signatory to the Australian Pro Bono Centre's Pro Bono Target, we are proud to have once again exceeded its benchmark of 35 hours of free legal services per full-time equivalent lawyer.

EMPOWERING WOMEN AND CHILDREN IN CRISIS

Family law and family violence are major issues in our community that can have lifelong impacts. At Southside Justice in Melbourne, 80% of clients are women, and of those women, 82% are experiencing or at risk of family violence. As the need for legal assistance continues to rise, many community legal centres, including Southside Justice, are finding it challenging to respond to the increasing demand.

To address the critical gap in legal services for women facing family violence, BN established a multi-year, community-embedded pro bono partnership with Southside Justice. Through this partnership, we have:

- **Improved outcomes:** Enabled women to secure custody of their children, improve financial stability, and increase safety through targeted legal support.
- **Deepened frontline client support:** Expanded Southside Justice's family law team from one to three lawyers, strengthening the delivery of high-quality legal assistance to families in crisis.
- **Delivered specialist expertise:** Provided on-call advice from our national accredited family law specialists, enhancing Southside Justice's capacity to support clients with complex legal needs.
- **Built sustainable capacity:** Enhanced Southside Justice's family law expertise through mentoring and training, helping to foster long-term capability among emerging lawyers in the sector.

ADVANCING WELLBEING THROUGH PARTNERSHIP

As part of our collaborative Community & Health Justice Partnership with LawRight, BN provided vital free legal services to vulnerable Queenslanders in crisis, supporting their long-term health and wellbeing. This support was delivered through secondments, training, and financial assistance across key initiatives, including:

- **Stable futures for young Queenslanders:** At the Mater Young Adult Health Centre, we assist young people facing homelessness and financial insecurity by delivering direct advice and ongoing casework, focusing on accessing Victim Assist and resolving tenancy issues. We also build capability in University of Queensland law students, particularly in client interviewing and legal research skills.
- **Your own home:** We help women experiencing homelessness, family violence, and financial stress through in-person and telephone outreach. This involves collaboratively providing legal assistance to address consumer debts and fines related to clients' vulnerable circumstances.
- **Everyday legal training for frontline workers:** We supported training for community workers in Far North Queensland, including sessions on Victims Assist and financial support for the Welcome to Country at the event.

"Barry Nilsson's generous pro bono support made the event accessible, culturally appropriate, and enjoyable. Their lawyers' involvement in designing and delivering training for frontline workers exemplifies effective, impactful, and collaborative pro bono work."

– Stephen Grace, Director of Community & Health Justice Partnerships

Our pro bono impact

- **\$2.6 million in free legal services** and funding
- **8,740 total pro bono hours**
- **\$30,000 support for community legal services**
- Finalist for **Pro Bono Program of the Year** at the Australian Law Awards

Find out more about the Australian Pro Bono Centre



Brisbane office joins the Walk for Justice to raise awareness and funds for LawRight.

Reconciliation

BN recognises that reconciliation is a continuous journey – one that requires deep listening, cultural respect, and sustained action. We are committed to contributing to a just, equitable, and inclusive Australia by walking alongside First Nations peoples and embedding reconciliation across our firm.

Our reconciliation efforts are grounded in the belief that meaningful change must be led by First Nations voices. We are committed to creating equal access to employment, legal services, and economic opportunities, while fostering a deeper understanding of the cultures, histories, and perspectives of Aboriginal and Torres Strait Islander peoples.

This year, we launched our 2024-26 Innovate Reconciliation Action Plan, which marks the next phase of our reconciliation journey through stronger partnerships, more ambitious targets, and a firmwide focus on cultural safety and systemic change. Our Reconciliation Committee, led by First Nations representatives, oversees the implementation of our initiatives across cultural events, internships, procurement, and education.

OUR JOURNEY

Across our reconciliation journey, we have:

- **Embedded traditional Aboriginal place names** across all six of our offices, honouring Country and deepening cultural connection.
- **Strengthened our First Nations business relationships** to advance their economic empowerment through our supply chain, including procurement of information technology and office supplies from First Nations businesses.
- **Expanded cultural capability** through workshops and seminars, including sessions led by Gurreng-Gurreng man, Tom Kirk.
- **Hosted legal interns** through our partnership with CareerTrackers, supporting pathways into the legal profession for Aboriginal and Torres Strait Islander university students.
- **Sponsored the Mullenjaiwakka Oration**, amplifying First Nations legal voices and raising awareness of systemic justice issues.
- **Introduced a Public Holiday Swap Policy** and promoted a deepened understanding of First Nations perspectives on January 26.

LOOKING AHEAD

We are currently developing our First Nations Employment, Cultural Learning, and Procurement strategies to further embed reconciliation across our operations. These strategies will:

- **Strengthen pathways to employment** by creating targeted recruitment, mentoring, and career development opportunities.
- **Build cultural capability** across the firm through structured learning programs, immersive experiences, and ongoing engagement with First Nations educators and communities.
- **Drive inclusive procurement** by expanding our partnerships with First Nations-owned businesses, setting measurable targets, and integrating reconciliation principles into our supply chain practices.

Together, these strategies will deepen our commitment to reconciliation, foster long-term relationships with First Nations communities, and reinforce our dedication to inclusivity.

Our reconciliation impact

- **2024-26 Innovate Reconciliation Action Plan** endorsed
- **Substantive procurement** with First Nations-owned businesses
- **Expanded our cultural understanding** through sessions led by Gurreng-Gurreng man, Tom Kirk
- **Partnered with CareerTrackers to host two legal interns**

Community

BN recognises the importance of using our skills, resources, and knowledge to support our community and empower our people to make a meaningful difference. BN proudly supports charities and not-for-profit organisations through donations, fundraising, sponsorships, and volunteering.

TWO GOOD FOUNDATION

This year, we launched a major charity partnership with Two Good Foundation, a charity and social enterprise supporting women impacted by homelessness, domestic violence, and complex trauma. After many years of living in crisis, restoring self-worth is foundational for independence and changing the course of these women's lives. Through the creation of beautiful food and gifts, Two Good supports and empowers women by nurturing connection, support, skills development, employment, and showing the pathway to heal from financial and other abuse.

Our partnership is a cornerstone of our commitment to social impact, and is embedded in our volunteering program, pro bono practice, client engagement, and Diversity & Inclusion initiatives. As part of this commitment, we also welcomed a graduate of Two Good's 'Work Work' initiative into our Sydney office.

This year, BN contributed \$70,000 in support, which was delivered through:

- **In-kind donations** and financial support.
- **Pro bono legal support to Two Good** and the women they support.
- **Volunteering initiatives**, such as meal preparation and gift packing days for women's refugees.
- **Procurement of Two Good's products**, including gifts and catering for client events.

"We're especially grateful that you reached out when the office administration role opened up in Sydney - it's made a meaningful impact. Lisa's session on employment law for the new cohort was also fantastic and incredibly helpful. It's rare to see someone go above and beyond as you have - not only taking action but genuinely putting your values into practice."

– Two Good Co

NEW COMMUNITY PROGRAM

At BN, we foster a culture where giving back is part of how we work. We are committed to empowering our people to contribute positively to the communities in which we live and conduct our business.

This year, we launched our new community program, which empowers our people to support the causes that matter most to them – whether through hands-on volunteering, donating goods, or participating in charitable initiatives.

With dedicated community leaders in each office and supportive benefits like paid volunteer leave, we are making it easier for our people to create meaningful change. This program reflects our belief that when individuals are supported to act on their values, the collective impact is powerful – for our communities, our clients, and our firm.

This year, our volunteers supported Backpacks 4 Kids, Black Dog Institute, Catherine House, Fare Share, Food Bank, Friends With Dignity, Lifeline Queensland, OzHarvest, RSPCA, Ronald McDonald House, Spirit To Cure and Two Good.

Our community impact

- **\$150,000+** support for charities and community organisations
- **\$11,000** in donated mobile phones to charities and community legal centres
- **400+** hours of charitable volunteering



Adelaide team members lending a hand at the Backpacks 4 SA Kids volunteer event.



Members of the Impact Project joining industry leaders at the CitySwitch Awards 2025.

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.

This year, our focus has been on accelerating our journey toward Net Zero emissions and reducing our environmental footprint. To support our progress, we created a new role for a dedicated environment coordinator to oversee our environmental management system and emissions platform.

Across all six offices, we achieved 100% renewable energy, five years ahead of the Science Based Target. We also reduced our Scope 1 and 2 emissions by 99%, significantly surpassing our Science Based Target of 42%. Scope 3 decarbonisation has also been initiated, including the rollout of electric and hybrid car travel under our newly implemented Sustainable Transport Plan and Business Travel Policy, and developed

sustainable procurement targets across consumables. We also implemented a ISO14001 aligned Environmental Management System, which has been independently certified.

These milestones reflect our commitment to measurable action and long-term impact. We continue to integrate climate considerations into our business strategy, operations, and culture, ensuring that sustainability is not a standalone initiative, but a core part of how we work.

Our environmental impact

- Achieved **100% renewable electricity across all offices**, five years ahead of SBTi target
- **Reduced Scope 1 & 2 emissions by 99%**, exceeding 42% SBTi requirement
- Ranked in the **83rd percentile by global sustainability ratings agency, EcoVadis**
- Received **CitySwitch Award** for staff engagement in sustainability initiatives
- Achieved **Environmental Management System** certification

Diversity & Inclusion

We believe that a diverse and inclusive work environment promotes respect, collaboration, engagement and innovation. Our D&I vision is to build a diverse, inclusive and flexible workplace where our people are supported to be their authentic selves, valued for their unique contributions, rewarded fairly, connected to colleagues, and empowered to achieve their full potential.

This year, we continued to work under the umbrella of our 2026 D&I strategy which contains goals and action items across six key pillars: workforce diversity, leadership, inclusive culture, clients, community and progress. Specifically, we seek to address the particular needs of women, parents and carers, culturally and linguistically diverse individuals, employees with disabilities, employees with diverse sexuality or gender, and Aboriginal and Torres Strait Islander employees.

We also continued to celebrate and acknowledge key dates of significance, including International Women's Day, the Dive In Festival, World Refugee Day, and the International Day for the Elimination of Violence Against Women. Our commitment to fostering inclusivity was further supported through foundational D&I training and expert-led sessions focused on disability awareness, neurodiversity, and cultural understanding. In addition, we equipped our leaders with targeted D&I training, covering topics such as Indigenous cultural awareness, inclusive leadership, and navigating employee expectations within a diverse workforce.

Our D&I impact

- Achieved an **84% acceptance and inclusivity score** in our 2024 staff D&I Survey (an increase from 79% in our previous survey)
- **Enhanced leadership accountability and visibility**, with our principals actively championing a specific area of D&I
- **Maintained our gender target (40:40:20)** at leadership level
- Launched a **monthly D&I newsletter** to share events, stories, and resources with staff
- Became certified as a **Family Friendly Workplace** by Family Friendly Workplaces
- Expanded our D&I memberships by **joining the Australian Disability Network** to enhance our commitment to accessibility
- **Strengthened visibility and support for the LGBTIQ+ community** with presentations from Pride in Diversity and Minus18, and launched our internal Inclusive Language Guide for Salutations



To acknowledge and support Homelessness Week, the D&I Network, together with the Impact Project, partnered with The Big Issue.

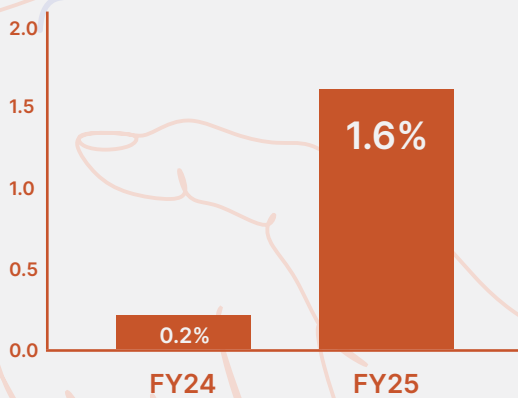
PRO BONO

\$2,600,000
in free legal services
and funding



Finalist for Pro Bono
Program of the Year
at the Australian
Law Awards

RECONCILIATION



→ Procurement with First Nations
businesses **increased eightfold**

64% of staff
attended voluntary cultural
awareness training

COMMUNITY

\$150,000+
support for charities and
community organisations

400+ hours
of charitable volunteering

ENVIRONMENT

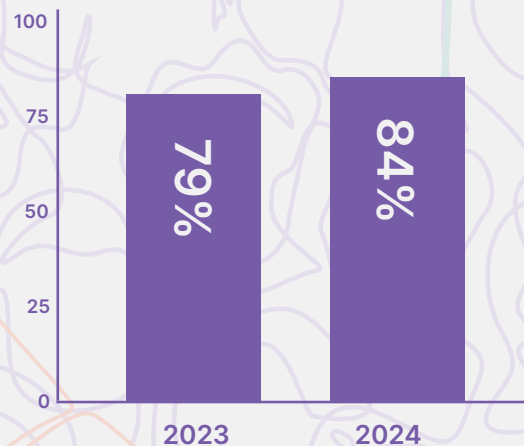
100%

→ Achieved **100% renewable electricity** across all offices, five years ahead of SBTi target

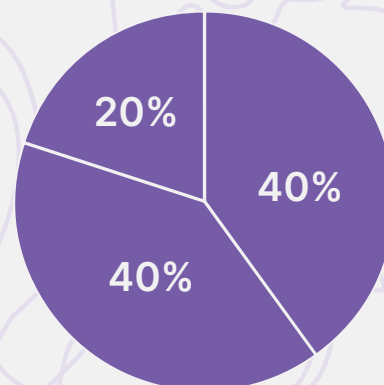
99%

→ Reduced Scope 1 & 2 emissions by **99%**, exceeding 42% SBTi requirement

DIVERSITY & INCLUSION



→ Achieved **84% acceptance and inclusivity score** in our 2024 staff D&I Survey



→ Maintained our leadership gender target (**40:40:20 met**)

