

CORRS
CHAMBERS
WESTGARTH

Corrs Chambers Westgarth

Sustainability report

1 July 2024 to 30 June 2025

Corrs Chambers Westgarth is Australia's leading independent law firm.

We provide exceptional legal services across the full spectrum of matters, including major transactions, projects and significant disputes, offering strategic advice on our clients' most challenging issues.

With more than 175 years of history and a talented and diverse team of over 1,400 people, we pride ourselves on our client-focused approach and commitment to excellence.

Our fundamental ambition is the success of our clients, and this is reflected in everything we do.

We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. We are also at the forefront of some of the most high-profile public international law matters in our region, assisting governments and corporations with the resolution of highly complex cross-border disputes.

We are the firm of choice for many of the world's most significant organisations, with our people consistently recognised for providing outstanding client service and delivering exceptional results.

We acknowledge the First Peoples of Australia and their custodianship of Australian lands, including the various lands on which our operations are conducted and on which we work. We recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present and recognise that sovereignty has never been ceded.



A message from our CEO and Head of Responsible Business and ESG

This sustainability report outlines our ongoing commitment to driving sustained progress across our operations.

Climate action remains a key priority and this year we continued to deepen our understanding of our environmental impacts while working towards setting meaningful and achievable emissions targets.

We have also continued to implement our Modern Slavery Policy and associated risk mitigation program to enhance our ability to identify, prevent and address risks related to modern slavery in our operations and supply chain. Additionally, we drove strong, firm-wide momentum across all areas of Diversity & Inclusion and Gender Equality, including advancing our inaugural action plans.

Our pro bono program remains integral to the culture of Corrs. This year we have again exceeded the Australian Pro Bono Centre's National Pro Bono Target, with our people spending over 33,000 hours working to enhance access to justice and strengthen civil society.

We remain committed to further progressing our sustainability agenda.



Gavin MacLaren
Senior Partner and CEO
Corrs Chambers Westgarth



Dr Phoebe Wynn-Pope
Head of Responsible Business and ESG
Corrs Chambers Westgarth

About this report

This report details Corrs' activities and progress against its sustainability priorities and identified material issues during the financial year ending 30 June 2025 (FY25).¹

Corrs defines sustainability as the long-term management of environmental, social and governance (ESG) factors to ensure the responsible stewardship of resources, foster ethical and inclusive business practices, and enhance value for our stakeholders.

This report is made on behalf of the Corrs Group (referred to as 'Corrs', 'we', 'us', 'our' in this report),² and has been prepared for our stakeholders, including our clients, community groups, partner organisations, employees and suppliers.

Reporting frameworks

As a signatory to the United Nations Global Compact (UNGC), this report serves as our FY25 Communication on Progress and details our progress against the UNGC Ten Principles, as well as the United Nations Sustainable Development Goals (SDGs).

We have also been guided by the Sustainability Accounting Standards Board's (SASB) five sustainability dimensions (see table below).

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Feedback

If you have any feedback about the report, please contact our Head of Responsible Business and ESG, Dr Phoebe Wynn-Pope at phoebe.wynn-pope@corrs.com.au.

Review and approval

The report has been approved by the Board of Corrs Support Services Pty Ltd on 16 June 2026.

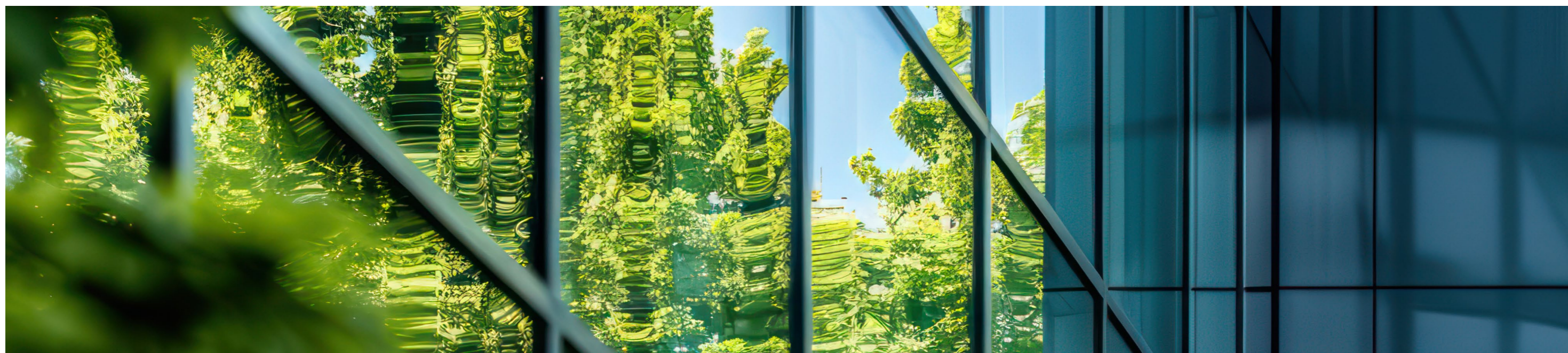
¹ All references to a year are to the financial year ending 30 June 2025 unless otherwise stated.

² Corrs Group comprises the partnership of Corrs Chambers Westgarth, Corrs Support Services Pty Ltd as trustee for the Corrs Support Services Trust and their respective associated entities, including Corrs Chambers Westgarth Papua New Guinea, Corrs Enterprises Pty Ltd trading as Orbit Legal Resourcing, Telesto Legal and Technology Pty Ltd, Corrs Enterprises Holdings Pty Ltd and Garran Advisory Pty Ltd. Further information on Corrs' operations is detailed in our FY25 Modern Slavery Statement, p 8.

Throughout this report, we indicate where our work incorporates the UNGC Ten Principles and contributes to the advancement of the SDGs.

HUMAN RIGHTS	LABOUR	ENVIRONMENT	ANTI-CORRUPTION
<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour</p> <p>Principle 5 Businesses should uphold the effective abolition of child labour</p> <p>Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation</p>	<p>Principle 7 Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</p>

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Our firm

At Corrs, our people and culture are critical to achieving our ambition to be the leading law firm in Australia.

Our purpose – to ‘imagine, inspire and together create a better future’ – is guided by the firm’s values of excellence, collaboration, commitment and respect.

Excellence

Collaboration

Commitment

Respect

Our approach to sustainability

Corrs was one of the first Australian law firms to have a dedicated Responsible Business and ESG legal practice group, comprising internationally respected technical experts who support our clients with the ever-changing sustainability landscape.

Our approach to sustainability encompasses the environmental impact of our operations, inclusivity and equality within our workforce and the broader community, and the governance frameworks that drive accountability, transparency, and ethical conduct. We aim to integrate these considerations into the firm’s strategy, ensuring that sustainability is embedded in our decision-making processes and aligns with the firm’s long-term business goals.

As part of this commitment, we acknowledge the growing expectations on law firms to not only address climate risks within their own operations but also to guide clients in navigating these risks. At Corrs, we are committed to assisting clients to manage their climate-related legal risks while working towards strengthening our own practices to reflect the highest standards of environmental responsibility.

We are continuing to further develop our sustainability strategy and partner with a range of community and industry bodies to help shape and deliver our sustainability commitments. These partnerships, alongside the initiatives detailed in this report, reflect our ongoing commitment to sustainability.

Our material issues

In our previous reporting period, we undertook a materiality assessment to identify and prioritise the key ESG issues of concern to our business and our stakeholders. These are listed below and inform the content of this report.



Environmental

- Energy management
- Greenhouse gas emissions
- Business travel
- Impacts of climate change



Social

- Gender equality and pay equity
- Diversity and inclusion
- Health and safety
- Employee engagement



Governance

- Digital security and privacy
- Risk management
- Conflicts of interest
- Client and matter acceptance
- Business ethics



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Our governance

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Our governance

We manage all aspects of our business with integrity, respect and according to the highest professional, ethical and business standards.

We take steps to ensure our people, and those that provide services on our behalf, comply with all applicable laws and conduct business ethically and responsibly. We work to identify, prevent and mitigate ESG risks in our own business and with our clients to contribute to a better, more resilient and sustainable future.

Governance structure and composition

Corrs' governance structure aims to uphold our commitment to business integrity and ethical conduct. Corrs' Chief Executive Officer and the Audit and Risk Management Committee (ARMCO), supported by the Chief of Risk and Legal Excellence and the Chief Operating Officer, oversee the continued implementation of our risk management framework, fostering legal and operational excellence and processes to enable ongoing risk identification and mitigation.

Governance of sustainability

The firm's sustainability initiatives are coordinated by our cross-functional Sustainability Working Group (SWG). The Head of Responsible Business and ESG, General Counsel and the partners responsible for diversity and inclusion and gender equality each report annually to the Board on their areas of focus, escalating material issues through ARMCO as required.

Responsible procurement and modern slavery

Corrs has a comprehensive policy framework to support responsible procurement, including a Contracts Policy, Ethical Sourcing Policy and Supplier Minimum Standards (**Minimum Standards**). Our procurement process includes assessing and engaging with suppliers on their ability to comply with our Minimum Standards which cover labour rights, environmental practices, business integrity and data security.

During the reporting period, a key focus was the continued implementation of our Modern Slavery Guidelines and Response and Remedy Framework, which support the practical application of our Modern Slavery Policy to identify and address modern slavery using a victim-centred approach.

This involved:

- integrating modern slavery risks into our operations-wide Risk Management Framework;
- building internal capacity through the development and roll out of new and updated training;
- communicating our expectations to suppliers regarding response and remedy; and
- clarifying the avenues for reporting modern slavery concerns.

Details on our modern slavery program and compliance with the Australian *Modern Slavery Act 2018* (Cth) are included in our [Modern Slavery Statements](#).

Data security

Corrs maintains a strong information security management system and cyber risk program in compliance with applicable regulation and standard industry practices. Our system includes:

- adoption of mature and trusted technologies to enhance the end-user security posture;
- mandatory annual due diligence on third-party technology vendors against Corrs' Cloud Security Framework;
- a Cyber Incident Response Plan to support the handling of cyber-related incidents swiftly and effectively;
- participation in the Cyber Global Risk Exchange to assess our cyber security program's effectiveness;
- external annual maturity audits against the ISO/IEC 27001:2022 standard; and
- quarterly mandatory security awareness training for all partners and staff.

During the reporting period, we have also implemented enhanced risk assessment processes for Generative AI tools to ensure potential use is secure and compliant for our clients and staff.

Generative Artificial Intelligence

Generative Artificial Intelligence (**GenAI**) presents both an opportunity and challenge for organisations, including professional services firms.

Corrs has adopted a prudent, risk-based approach to the use of GenAI whilst recognising the transformative opportunities it presents for our clients, our people, and the broader legal sector.

During this reporting period we commenced development of a strategy and phased implementation plan for the use of GenAI tools at Corrs with a particular focus on governance, data security and confidentiality, and policies and guidelines for responsible use of GenAI. We established an AI governance committee and undertook early pilot programs of GenAI platforms. We also commenced preparation for a broader program to establish the firm's preferred GenAI platforms, and to finalise AI policies and training programs aligned with best practice.

Ethics and conflicts

Corrs has a suite of robust ethics and conflicts policies and protocols to support acting ethically and in accordance with professional conduct rules, including an Ethics and Good Lawyering Policy and Conflicts Policy. Our dedicated Ethics and Conflicts Partner is responsible for providing guidance on ethical questions and resolution of any actual or potential conflicts that may arise.

The firm identifies, avoids and manages conflicts of duties and interests through a range of controls and protocols, including providing guidance and ongoing training, requiring conflict searches before accepting new matters or parties, and identifying certain high-risk matters and transactions in which we only act if certain procedures are followed.



Anti-bribery and corruption

Corrs has an Anti-Bribery and Anti-Corruption Policy and a Political Donations Policy which outline our responsibility to prevent bribery and improper conduct and offer guidance on recognising and dealing with instances of bribery and corruption. These policies are supported by mandatory anti-bribery and corruption training for all partners, employees and contractors upon commencement with the firm. We also continue to take collective action against corruption through our membership and pro bono collaboration with Transparency International Australia.

Anti-money laundering

Australia's anti-money laundering and counter-terrorism financing (**AML/CTF**) regime under the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (Cth) will be extended to include 'Tranche 2' entities, including law firms, with effect from 1 July 2026.

Once in force, all law firms in Australia providing designated services will be required to meet a range of AML/CTF requirements, including client due diligence and record-keeping and reporting obligations.

Corrs regards compliance with its regulatory obligations as a matter of utmost importance and accordingly has been preparing for these regulatory changes for a significant period. During this reporting period we continued this preparatory activity, including taking steps to assess potential AML/CTF risk across our practice areas, develop an AML/CTF program, and establish a dedicated Business Intake team focused on AML/CTF compliance.

Whistleblowing

Corrs encourages people to challenge and raise concerns about misconduct or inappropriate behaviour. Our Whistleblower Protection Policy provides an avenue for our people to raise concerns (including anonymous reports). The firm has appointed designated Whistleblower Contact Officers who are authorised to receive, process, and refer reports of misconduct or inappropriate behaviour to the Ethics and Conflicts Partner and Chief of Risk and Legal Excellence for investigation.

Corrs' key governance policies

- Anti-Bribery and Anti-Corruption Policy
- Client and Matter Acceptance Policies
- Conflicts Policy and Rules
- Contracts Policy
- Environment Policy
- Ethical Sourcing Policy and Supplier Minimum Standards
- Ethics and Good Lawyering Policy
- Information Technology and Information Security Policy
- Modern Slavery Policy, Guidelines and Response and Remedy Framework
- Political Donations Policy
- Privacy and Spam Compliance Policies
- The Way We Work (Code of Conduct)
- Whistleblower Protection Policy

Looking ahead – challenges and opportunities

We will continue to proactively monitor and assess and, as necessary, adjust our risk and governance program, striving for the highest possible standards of integrity and ethical conduct.

Looking ahead, we expect to have a particular focus on GenAI, AML/CTF and data security in the next reporting period, given the expected increasing use of GenAI in our business, the upcoming AML/CTF reforms, and the continued importance of robust data security. We will continue to adopt a prudent, structured approach to risk management underpinned by our governance structure and relevant policies, procedures, systems and controls. We will also continue to train our staff on relevant developments, best practice and appropriate risk management.

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Our people

Our supportive and inclusive culture – built on our values of excellence, collaboration, commitment and respect – sustains our engaged and high performing team.

Our values guide how we partner with clients, build engaged teams, and attract talented team members, helping them to realise their potential. We provide exceptional opportunities for challenging and rewarding work as well as personal and professional growth. Our high-quality professional development programs and market-leading benefits equip and reward our people.

Our values, inclusive culture, flexibility and wellbeing programs empower people within the firm by encouraging diverse viewpoints, helping employees balance their work and personal lives, and supporting their overall wellbeing. These initiatives align with the 2030 sustainable development agenda, promoting gender equality, quality education, decent work, good health and wellbeing and reduced inequalities.

Our workplace

Our policies, procedures and supportive culture support a positive working environment for our people. We offer market-competitive remuneration, generous leave entitlements, and flexible working arrangements.

Safe and healthy environment

Our Health and Safety Policy outlines our approach to ensuring a healthy and safe working environment. It is supported by a range of tools and practices, including a Wellbeing and Fatigue Management Framework, a Psychosocial Hazard toolkit for managers, free confidential counselling, and mandatory vicarious trauma and resilience training for employees involved in our pro bono program and sensitive client matters. Our People and Performance team reports quarterly to ARMCO on health and safety risks and to track progress.

Respect@Work

Corrs has a long-standing Respect in our Workplace Policy which aims to proactively build a culture that prevents and de-escalates inappropriate and unlawful workplace behaviours.

Corrs has specific 'respect in our workplace' provisions in our standard engagement terms and secondment letters to help manage risks involving clients. We also have in-person event guidelines that apply to events hosted at Corrs.

All new starters to the firm complete a Respect in Our Workplace online module, which covers key content of the policy and the various avenues for raising and addressing concerns. The firm requires all partners and employees to attend compulsory in-person refresher training every two years.

During the reporting period, the People & Performance team and Workplace Contact Officers (neutral representatives from across the firm who can assist employees with understanding the firm's policy and processes for raising and addressing concerns) attended practical training to support them in their role. This covered the importance of adopting a person-centred and trauma-informed approach when responding to concerns.

Corrs' key people policies

- After Hours Recognition Policy
- Diversity and Inclusion Policy
- Employee Leave Policy
- Employee Remuneration Policy
- Family and Domestic Violence Policy
- Flexibility at Corrs Policy
- Gender Affirmation Policy
- Gender Equality Policy
- Health and Safety Policy
- Infant Feeding Policy
- Injury and Illness Management Policy
- International Study Scholarship Policy
- Parental Leave Policy
- Respect in Our Workplace Policy

Gender equality and diversity and inclusion

Gender equality and diversity and inclusion are fundamental to our firm, embedded across all areas from our recruitment and people development to remuneration and wellbeing. Learn more about our key gender equality and diversity and inclusion actions by [clicking here to read more about the priority areas below](#).

Gender Equality – We recognise that gender equality drives more diverse ideas and thinking, higher productivity and enhanced outcomes for our clients.

LGBTQ Inclusion – We have a strong and ongoing commitment to LGBTQ inclusion amongst our people, our clients and the broader community.

Cultural Diversity – We value the cultural diversity of our people and of the broader community.

First Nations Inclusion – Our vision is for an inclusive, equal and reconciled society across Australia, which celebrates the histories and cultures of First Nations peoples.

Accessibility and Disability Inclusion – We support those with lived experience of disabilities and/or chronic illnesses and varied accessibility needs.

Parents and Carers Support – We provide our people with support related to parenting, caring and managing work and family commitments.

Progress on action plans

In February 2025 we launched our inaugural Gender Equality Action Plan and Diversity & Inclusion Action Plan. Since then, we have made progress across our priority areas.

This includes advancing our approach to inclusive leadership, strengthening the support and visibility of our diversity networks, enhancing policies and practices that support gender equality, and continuing to embed gender equality and diversity and inclusion considerations into our development and training frameworks across the firm.

Women in leadership

Since 2018:

The percentage of women on the Corrs Board increased from 25% to 50%*.

The percentage of Practice Group Leaders who are women increased from 16% to 44%*.

The percentage of women in the partnership increased from 23% to 32%*.

* As at 30 June 2025



A message from our Head of Gender Equality, Christine Barrett



“I am pleased to share the progress we have made on gender equality during the 2024–2025 reporting period.

This year marked an important milestone with the launch of our inaugural Gender Equality Action Plan (GEAP). This plan provides a clear roadmap for continuing to foster an inclusive and equitable culture across the firm and reflects our commitment to eliminating barriers and promoting equal opportunities for all.

Throughout the year, we focused on embedding inclusive leadership practices, strengthening the integration of gender equality and diversity principles into our development programs, and enhancing support for parents and carers. We also worked to ensure our networks and committees have the resources and influence they need to drive meaningful change.

Our efforts have been guided by the strategic pillars of the GEAP: cultivating an inclusive culture, implementing equitable workplace practices, promoting fairness and connection, and maintaining strong governance and communication. These pillars have shaped initiatives that support career progression, improve transparency, and foster collaboration across the firm.

While we are proud of the progress made, we recognise that achieving gender equality is an ongoing journey. We remain committed to sustaining this momentum and delivering lasting change.”

A message from our Head of Diversity and Inclusion, David Anthony



“This reporting period has been a defining one for diversity and inclusion at Corrs. In February 2025, we launched our inaugural Diversity and Inclusion Action Plan (DIAP), a framework that reflects our commitment to creating a workplace where everyone feels respected, included and empowered to succeed.

The DIAP acknowledges that diversity and inclusion is not a single initiative but a shared responsibility. It sets out clear priorities across areas such as cultural diversity, LGBTQ inclusion, accessibility and disability inclusion, First Nations engagement, and support for parents and carers.

Over the past year, we have focused on building momentum in these areas by embedding inclusive leadership practices, strengthening pathways for diverse talent, and amplifying voices and perspectives across the firm. We have also worked to integrate

diversity and inclusion principles into leadership development programs and ensure our networks and committees have the resources and influence they need to drive meaningful change.

Our approach has been guided by five strategic pillars: fostering a culture of belonging, ensuring equitable opportunities, empowering diverse talent, engaging with communities, and cultivating inclusive leadership. These pillars have shaped initiatives that promote accessibility, celebrate cultural diversity, and support our people through all stages of their careers and lives.

We are proud of the progress made, but we know that inclusion is a journey, not a destination. We remain committed to deepening our impact and continuing to create an environment where diversity is embraced and every individual can thrive.”

Nurturing talent

We adopt a 'Teaching Firm' philosophy, offering a comprehensive, relationship-driven learning model that fosters development through mentoring, practical day-to-day work experience, and structured learning opportunities. Key programs include:

- **Lawyer Development Program:** A two-year graduate program involving three practice group rotations, a dedicated mentor partner and multiple formal learning opportunities, including our Graduate Academy and Legal Excellence program.
- **Associate and Senior Associate Development Program:** Multi-day career path intensive programs designed specifically for recently promoted and newly joined associates and senior associates.
- **Empowering Diverse Leadership Program:** A multi-session program for culturally diverse lawyers focused on building confidence, leveraging authentic leadership styles, and navigating career advancement.
- **Leading for High Performance Program:** A two-day leadership development program designed specifically for Business Services Managers and facilitated by Performance Lab.
- **Trainee Legal Assistant Program:** A nine-month structured learning program for legal assistant trainees, involving rotations through multiple practice groups and a dedicated buddy and coach.
- **International Secondment Program:** Opportunities for our lawyers to work at leading independent firms in the United States, United Kingdom, Europe and Asia.
- **International Study Scholarship:** Scholarships for exceptional legal employees to study Master's programs at the University of Oxford or the University of Cambridge.
- **Study Assistance:** Financial assistance for relevant undergraduate or postgraduate programs.



AWEI Gold Citation 2025
Australian LGBTQ+ Inclusion Awards

International Study Scholarship reflections: Harrison Frith, Senior Associate



Harrison Frith, a Senior Associate in our Projects practice group, recently completed his Master of Law (LLM) at the University of Cambridge through Corrs' International Study Scholarship. The scholarship provides financial support for high talent lawyers to study a Master's Degree at the University of Oxford or the University of Cambridge.

"After completing seven years of undergraduate studies in law and civil engineering, I never imagined I would ever take another exam! But during my time at Corrs, I became inspired to pursue further study, particularly at a world class institution. Cambridge University was my first choice. Support from Corrs' International Study Scholarship made that aspiration a reality.

Studying at Cambridge was a deeply enriching experience. I had the chance to explore areas of law that have always fascinated me, while learning from world-leading practitioners and academics. I took four papers: international dispute resolution, international environmental law and climate change, international investment law, and the law of restitution. The course was intensely demanding and required deep critical thinking into how and why the law operates the way it does. This experience broadened my perspective and understanding of the law, which was enhanced by learning from some of the most brilliant legal minds.

Both the course and living abroad have equipped me with important skills. The program strengthened my confidence and refined the way I think – encouraging me to question assumptions and approach legal issues with a more critical mindset. I have expanded my network with brilliant lawyers from every corner of the globe, including from my college at Clare Hall, and likely now have places to stay and people to visit in every continent!

Overall, it was an incredibly formative experience, both professionally and personally, and will be invaluable for my future practice. Equally, it was one of the most enjoyable years of my life."

Looking ahead – challenges and opportunities

We remain committed to fostering an inclusive and supportive environment for all our people, supporting them to thrive and contribute to our collective success.

We are focused on continuous improvement across our policies, practices, initiatives, and the everyday actions and decisions of our people. Our Diversity and Inclusion Action Plan and Gender Equality Action Plan have established clear frameworks and actions to drive progress.

Looking ahead, our focus will be on building on existing momentum. We will continue to strengthen inclusive leadership capability, embed gender equality and diversity and inclusion more deeply into our core people processes, and work to update our policies and supports in line with the evolving needs of our workforce. As we do this, a key area of focus will be translating these frameworks into consistent, practical outcomes across all teams, supported by ongoing capability building and clear accountability. We will also continue to enhance the visibility and impact of our diversity networks and maintain a focus on practical initiatives that support equitable outcomes across the firm.

04

Our community

Pro bono

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8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



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17 PARTNERSHIPS FOR THE GOALS



Our community

Corrs has a long and proud history of promoting equality and justice in our society.

We encourage our people to get involved in our pro bono and community engagement program, which supports disadvantaged and marginalised individuals and groups, charities and not-for-profit organisations through pro bono legal work, volunteering and workplace giving.

Pro bono

Our pro bono program is designed to uphold the principles of justice, equality and community, and plays an important role in delivering on the firm's purpose to 'imagine, inspire and together create a better future'.

These principles are given effect through our Pro Bono Policy and strategy which outline three pillars of strategic intent. These pillars constitute the focus of Corrs' pro bono practice and aligns the firm's commitments under the UNGC and supports the SDGs.

Corrs is a signatory to the Australian Pro Bono Centre's National Pro Bono Target which is a voluntary target of at least 35 hours of pro bono legal services per lawyer per year. This year we have again exceeded the target with our lawyers recording over 33,000 pro bono hours in total (474 hours per FTE lawyer).



Pillar 1 Enhancing access to justice

We uphold the principle that all are equal before the law and provide legal services to those who are affected by poverty, discrimination and inequality or face barriers to accessing justice.

Case Study 1: Supporting access to legal services for domestic violence victims

Corrs has provided legal advice, in conjunction with Counsel for an 'Interview Lab' by Insight Exchange, an initiative of Domestic Violence Service Management. The Interview Lab initiative is intended to facilitate support and engagement between third parties and domestic violence victims for the purposes of sharing and recording their experiences. A key objective of the Interview Lab is directed at protecting from disclosure or release any records created during an interview between members of the Interview Lab initiative and domestic violence victims. An all-female team of Corrs partners and lawyers undertook over 60 pro bono legal hours advising on a range of access to justice matters including control over records, legal obligations in respect of record creation, disclosure obligations, mandatory reporting issues, and legal professional privilege. The advice has informed and shaped the future direction of the Interview Lab concept, which remains under further development.

Case Study 2: Enhancing access to justice in remote communities on Christmas and Cocos Islands

We supported Legal Aid Western Australia through secondments on Cocos Island and Christmas Island. The initiative focused on delivering community legal education sessions and operating a drop-in clinic to address local legal needs, specifically, strata law issues on Christmas Island and employment law issues on Cocos Island.

These islands, located off the coast of Indonesia and accessible via a four-hour flight from Perth, present unique challenges due to their histories, demographics, and geographic isolation. Legal complexities further compound these challenges – as Commonwealth territories, they operate under Western Australian laws as applied and modified by ordinances and specific legislation. Additionally, trust deeds dating back to the Commonwealth's acquisition of the islands continue to influence governance arrangements.

The sessions were well attended by engaged community members and received highly positive feedback from Legal Aid, reinforcing the value of collaborative efforts to improve access to justice in remote regions.



Pillar 2 Strengthening civil society

We work to strengthen civil society by providing legal advice and supporting clients to navigate complex legal challenges, enabling them to fulfil their mission in our society

Case Study 1: Supporting organisations that advance inclusion and equity

This year, we advised on the successful merger of Bisexual Alliance Victoria and Melbourne Bisexual Network to form Bi+ Pride Victoria, helping the organisations to preserve charitable status and meet regulatory requirements.

We are also assisting with the establishment of Trans Health Foundation Australia, a new charity dedicated to improving health outcomes for trans and gender diverse people. Our work includes advising on incorporation and assisting with charitable and deductible gift recipient status.

Through these partnerships, we help organisations navigate legal requirements and amplify their ability to deliver vital services to the communities they support.

Case Study 2: Partnering with Very Special Kids to enable the continued support of children with life-limiting conditions and their families

For nearly three decades, Corrs has proudly partnered with Very Special Kids, an organisation that provides vital care and support to children with life threatening conditions and their families. Very Special Kids established Australia's first children's hospice (the only such facility in Victoria) and supports children and families with respite, counselling and end-of-life care.

Our partnership goes beyond navigating day-to-day legal issues (such as employment, contracting and governance). Corrs has also been instrumental in supporting Very Special Kids in transformational projects, including:

- **design and construction of a new world class hospice facility** in Malvern, *Very Special Kids House*, with significant input from the Projects and Real Estate teams.
- **digital transformation**, with our TMT team supporting the procurement and migration to a new care management system that will enhance service delivery for children and their families accessing services.

Very Special Kids is also a cornerstone of our Melbourne Community Committee calendar. Each year our team rallies behind the signature fundraising event, the 24-Hour Treadmill Challenge, keeping two treadmills running in the office for 12 hours. Our connection extends to governance, with Corrs Partner, Rhys Jewell, serving on the organisation's Board having contributed as a director for over a decade.

This partnership exemplifies the many deep and longstanding relationships Corrs maintains with not-for-profit organisations that make a significant contribution to the community.



Pillar 3

Building a sustainable future

We aim to amplify our impact by driving systemic change through policy and law reform that serves to safeguard human rights, address inequality, combat climate change, promote environmental sustainability, and strengthen democracy and the rule of law.

Case Study 1: Empowering First Nations communities: pioneering equity in renewable energy infrastructure

Corrs advised the Wellington Aboriginal Community on a funded 5% equity participation in the Bulabul Battery Project, enabling them for the first time to be long-term investors in their community's clean energy infrastructure. This required the establishment of Wambal Bila, a 'First Nations investment company', negotiation of its option to acquire equity interest, the establishment of a long-term partnership with developer AMPYR Australia, and documentation to secure Wambal Bila's ongoing profit participation in the Bulabul Battery Project.

This was a market-leading Aboriginal community equity partnership, providing a blueprint for developers, government and other First Nations groups. Work undertaken with Wambal Bila ensured that all profit it generated would be reinvested into initiatives driven by the Wellington Aboriginal Community.

Corrs advised on all aspects of the transaction, drawing on expertise from the firm's corporate, energy and resources, banking and finance and tax practices. This included travelling to Wellington for in-person meetings with the Wellington Aboriginal community to build a strong relationship with Community and to work together on clarifying and documenting key governance matters relating to membership, decision making and use of profits, as well as the broader partnership and equity investment structure.

The team also publicly released a new set of precedents for others to utilise and helped to develop a case study for the First Nations Clean Energy Network, providing a blueprint for developers, government and other First Nations groups looking to implement similar structures. You can read more about this project [here](#).

Case Study 2: Anti-Slavery Commissioner Sustainability Collaborations

Corrs provided advice to the Office of the Australian Anti-Slavery Commissioner and supported engagement with the Australian Competition and Consumer Commission (ACCC) in relation to its guidance on ESG collaborations. Our work included the development of supporting materials and case studies on the types of modern slavery related collaborations that are likely to be low risk from a competition law perspective, with the aim to give market participants greater confidence in collaborating to address modern slavery risks. The ACCC's Guidelines on Sustainability Collaboration and Australian competition law – a guidance for business – updated to incorporate the case studies developed by the Office with support from Corrs is available [here](#). Corrs also supported the Office in engagement with its stakeholders and preparation of submissions to the ACCC about potential areas for class exemption for collaboration to address modern slavery risks.

“

The transaction between AMPYR Energy and the newly found Wambal Bila Limited acknowledges and respects the traditional custodianship of the land on which the Wellington Project will operate. It ensures that the Aboriginal Community is not just consulted, but directly involved as stakeholders in a project that will shape the region for generations. For the Community, this is not just an investment in energy, it is an investment in people, place, and our future.

Wambal Bila Director, Keiyana Guihot

“

We're proud to have advised Wambal Bila on this significant transaction. It represents a groundbreaking approach that prioritises genuine community engagement and could serve as a new equity model for future renewable energy projects. This milestone also reflects the strength of Corrs' cross-practice collaboration, and commitment to pro-bono projects, and we're pleased to have played a role in bringing it to life.

Lucy Carter, Partner, Corrs Chambers Westgarth



Pro bono in FY25 at a glance

Pro bono hours worked



33,159

hours worked by Corrs lawyers in Australia



2,178

hours by paralegals and clerks



47.4

hours per FTE lawyer



98

hours by Corrs lawyers in Papua New Guinea

Distribution of pro bono work across pillars

Pillar 1

Access to justice

41%



Pillar 2

Strengthening civil society

55%



Pillar 3

Building a sustainable future

4%



First Nations

Our contribution to First Nations businesses, organisations and communities is a strategic area of focus for our pro bono program. Over the last 12 months we undertook 46 matters, amounting to 1,825 hours of work.

Community engagement

Throughout the year, we held events and arranged volunteering opportunities to encourage partners and employees to volunteer through our community engagement program. Over 60 volunteers became Big Buddies through the Ardoch Literacy Foundation and Ed Connect in Melbourne, Brisbane and Perth, and through the Daystar Foundation in Sydney. Our volunteers wrote letters and worked with students in disadvantaged communities to help to develop their literacy and social skills.

Beyond these programs, we proudly supported a diverse range of not-for-profit organisations including Australia for UNICEF, Beyond Blue, Movember, the National Breast Cancer Foundation, Dress for Success, FareShare Australia, LawRight, OzHarvest, Indigenous Literacy Foundation, STEPtember, The Smith Family, and the Women’s Legal Service Queensland.

Together, these efforts reflect our ongoing commitment to creating positive changes in the communities where we live and work.

Reconciliation

Our vision is for an inclusive, equal and reconciled society across Australia that celebrates the histories and cultures of First Nations people. Our actions to drive progress include:

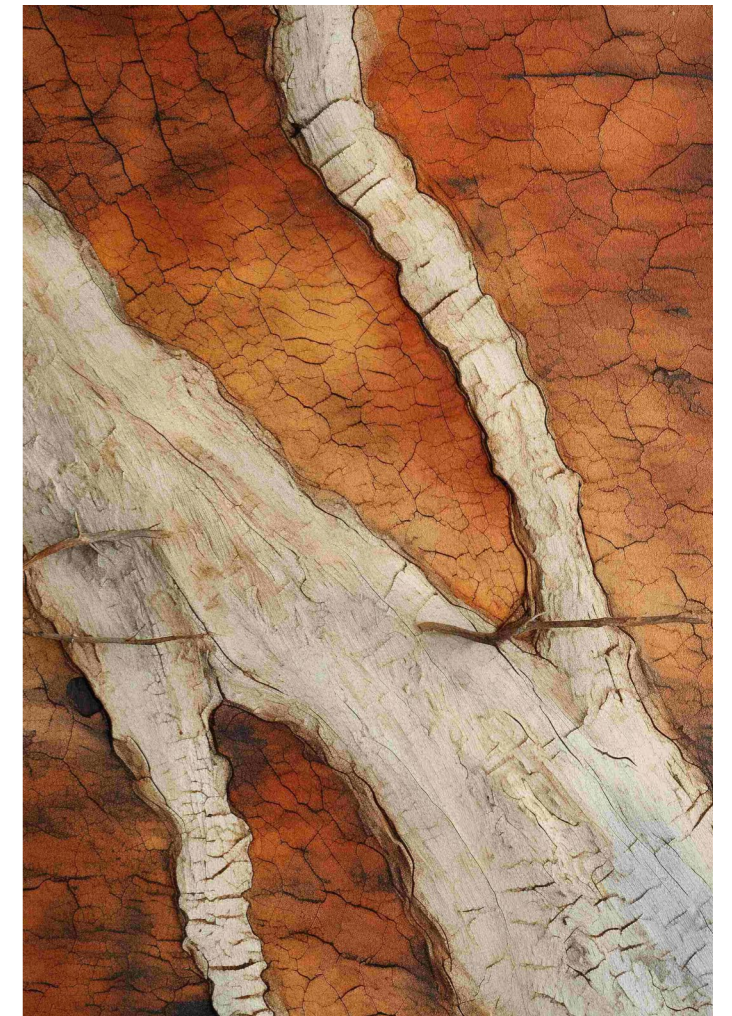
- using our sphere of influence to educate our employees about First Nations cultures and histories, and to support reconciliation efforts;
- working closely with First Nations organisations across Australia on a pro bono basis to address systemic inequalities and address matters of national significance;
- Supporting and engaging with First Nations university students, including by funding a A\$10,000 Indigenous scholarship at Melbourne Law School; and
- continuing to target procurement spend with Indigenous suppliers, directing more than A\$500,000 of the firm’s spend to First Nations owned businesses and artists since 2018. We continue to target procurement spend with Indigenous owned and led businesses.

Case study – Human Rights Law Centre

We provided pro bono support to the Human Rights Law Centre (HRLC) through a part-time secondment with their First Nations Justice team. A significant focus of this engagement involved drafting an urgent complaint to the United Nations regarding Australia’s discriminatory youth justice systems and their incompatibility with the rights of Aboriginal and Torres Strait Islander children.

The [UN complaint](#) was lodged in April 2025 by Associate Professor Hannah McGlade under the UN Committee on the Elimination of Racial Discrimination’s Early Warning and Urgent Action procedure—a mechanism reserved for serious violations of the Convention on the Elimination of All Forms of Racial Discrimination that are escalating or require immediate attention.

[The Committee responded by requesting information](#) from the Australian government on the allegations raised, noting their concern that, if verified, they would infringe the rights of Indigenous children. Additionally, the UN Special Rapporteur on torture and UN Special Rapporteur on the rights of Indigenous peoples issued a [joint media release](#) and wrote to Australian governments, criticising Australia’s youth justice systems and raising concerns about escalating state and territory youth crime laws.



Human rights

Our ongoing commitment to and respect for human rights is a longstanding and intrinsic part of the firm. It is reflected through our responsible business strategies, the advice we provide to clients and our commitment to community through our pro bono program.

We are a member of the world's largest corporate responsibility initiative – the United Nations Global Compact – and support the Compact's Ten Principles on human rights, labour, environment and anti-corruption.

An online module on respect for human rights and modern slavery is part of a suite of mandatory training for all new legal employees and partners.

This year, Corrs continued to work with leading global law firms as a founding member of the Business and Human Rights Lawyers Association (BHRLA), to promote its work. The BHRLA was established to inspire and advance business and human rights leadership, learning, collaboration and practice among commercial law firms and business lawyers around the world.



The BHRLA is an important initiative, and it is good to see so many firms from around the world unite to progress the understanding and practice of business and human rights. As the world moves towards a zero-carbon economy, human rights considerations can help ensure a ‘just’ transition that respects the rights of all – and especially those of vulnerable workers and communities.”

Dr Phoebe Wynn-Pope, Head of Responsible Business and ESG

This year we also continued our firm-wide education initiatives, building our knowledge and understanding of the world of human rights through a range of activities. We invited a number of guests to present on topics aligned with our human rights and diversity and inclusion goals, including [Human Rights Watch](#) which is at the forefront of documenting human rights abuses amidst global conflicts and has documented international war crimes and crimes against humanity.




Thought leadership

We continue to contribute to the ongoing dialogue on business and human rights by publishing regular thought leadership and insights. Some of our efforts during the reporting period are accessible via the links below.

Essential ESG podcast

 [Unpacking the EU's Corporate Sustainability Due Diligence Directive and consider the likely impacts on Australian businesses.](#)


 [The rise of blended finance](#)

 [The evolving role of the Chief Sustainability Officer](#)


View more at: corrs.com.au/essential-esg


Insight articles


 [How Europe's human rights and environmental due diligence directive will impact Australian businesses](#)


 [Exploitation of Indigenous businesses: a new form of greenwashing](#)

 [ESG regulatory trends: the likely impact of the EU's extensive ESG laws on Australian businesses](#)

 [ESG regulatory trends: in-house counsel front and centre as ESG regulation proliferates](#)

 [Australian Governments responds to statutory review of the Modern Slavery Act](#)

 [Australia's evolving ESG regulatory landscape: managing the legal risks](#)

 [Victorian workplace surveillance and privacy reforms on the horizon](#)

 [Responsible AI governance: key considerations for Australian organisations](#)

View more at: corrs.com.au/insights

Strengthening our impact

Over the past year, we have made meaningful progress towards our commitment to strengthen participation, enhance measurement, and deepen our understanding of the social impact of our pro bono and community engagement program. A key focus has been the development of an online dashboard that will consolidate all pro bono data and reporting. Although still in progress, this dashboard is improving visibility over our work and streamlining reporting.

Drawing on the data and insights, we have also commenced developing a framework to measure the impact of our pro bono and community engagement program. This work is ongoing and we continue to refine our approach to delivering meaningful, measurable work aligned with our strategic objectives.

Looking ahead – challenges and opportunities

In the year ahead, our priorities will include further consolidating and testing the pro bono dashboard to provide consistent, real-time insights to support strategic decision-making across our program. We will continue to develop our measurement framework, building a more robust, evidence-based understanding of how our work supports our strategic objectives.

By refining our tools, building capacity and deepening participation across the firm, we aim to strengthen the effectiveness of our pro bono program in delivering tangible, positive outcomes for the community where we live and work.

05

Our environment

Climate change and greenhouse gas emissions

Energy consumption and resource management

Greenhouse gas emissions summary

Emissions methodology overview

Looking ahead – challenges and opportunities



Environment

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Our environment

Corrs is dedicated to promoting sustainable environmental practices across our workplaces and working to identify, prevent, minimise and address any harmful environmental impacts we have.

Our key environmental issues can be broadly categorised as greenhouse gas (GHG) emissions, energy consumption, and resource management. As a services provider and tenant of commercial real estate, we largely address GHG emissions, waste, and energy use through our partnership with Jones Lang LaSalle, our national office managers, and our procurement processes.

Implementation of our environmental sustainability initiatives are coordinated by our Sustainability Working Group. Our Environmental Policy seeks to guide these actions by outlining how environmental considerations should be integrated into the firm's business operations.



Climate change and greenhouse gas emissions

During the reporting period, we have continued mapping our pathway to net zero, including engaging an expert consultancy to help develop our decarbonisation plan and advise on next steps in relation to developing short-term and long-term targets to reduce our carbon emissions. Corrs produced an estimated gross total of 9,990.2 tCO₂-e during FY2025, which showed a decrease of -531.6tCO₂-e, or -5.1% compared to the prior year.³

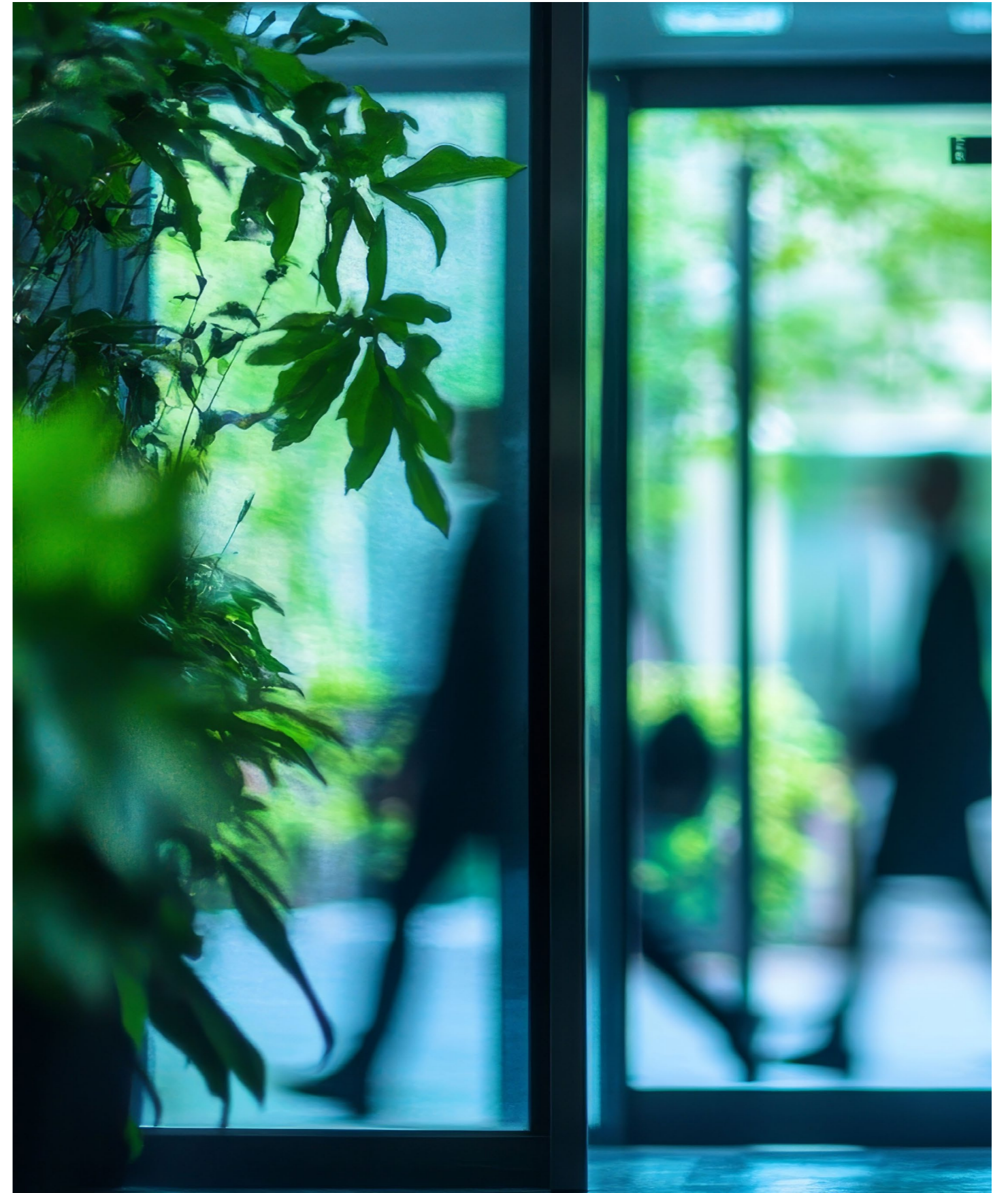
Corrs is certified with Climate Active⁴. This has been in place since 2020 (for FY 2019) and reflects our longstanding commitment to managing our climate footprint. We purchased and retired voluntary carbon credits to the equivalence of our greenhouse gas emissions, while recognising and committing to interrogate our scope 3 suppliers and seek to reduce our emissions profile.

Energy consumption and resource management

All our Australian offices are energy rated 5-star or above by the National Australian Built Environment Rating System (NABERS) and the Green Building Council of Australia. We continue to target energy consumption across all our offices. All of our Australian offices (Sydney, Melbourne, Brisbane and Perth) are now powered by renewable energy to offset our scope 2 emissions.

We will be moving into a new Melbourne office in November 2025. Consistent with our commitment to promoting sustainable workplace practices, we selected an office with good environmental credentials. These include premium waste management facilities, targets for 100% renewable electricity and net zero emissions, and high NABERS Energy and Indoor Environment ratings.

We continue to partner with an IT recycling company to keep technology waste out of landfill by re-purposing as much technology as possible as well as partnering with organisations to mine raw materials from e-waste. We are also providing continued internal education of each building's waste streams, aiming to drive positive behaviour to reduce waste volume going to landfill.



³ The gross emissions total has been calculated using operational control approach and the market-based electricity accounting method. This total includes scope 1, 2 and 3 emissions.

⁴ Climate Active is an Australian Government accredited carbon neutral certification scheme for Australian businesses

Greenhouse gas emissions summary

GHG Protocol Breakdown

Scope	Examples of Inclusions	Gross emissions FY24 (tCO ₂ -e)	Gross emissions FY25 (tCO ₂ -e)	Contribution to Total	Change on Previous Year	% Change on Previous Year
Scope 1	Direct emissions such as those resulting from fuel use or refrigerant leakage.	41.5	51.7	0.5%	10.2	24.5%
Scope 2 (Market-based)	Indirect energy import such as purchased electricity, calculated using the market-based method.	215.5	25.3	0.3%	-190.2	-88.3%
Scope 3 (Market-based*)	All other indirect upstream and downstream emissions resulting from activities along the value chain, using the market-based method.	10,264.7	9,913.2	99.2%	-351.5	-3.4%
Total		10,521.8	9,990.2		-531.6	-5.1%

**Scope 3 has also been calculated using the market-based method to account for the renewable electricity consumption of base buildings.*

Scope	Examples of Inclusions	Gross emissions FY24 (tCO ₂ -e)	Gross emissions FY25 (tCO ₂ -e)	Contribution to Total	Change on Previous Year	% Change on Previous Year
Scope 1	Direct emissions such as those resulting from fuel use or refrigerant leakage.	41.5	51.7	0.4%	10.2	0.3%
Scope 2 (Location-based)	Indirect energy import such as purchased electricity, calculated using the location-based method.	1,213.2	1,242.8	10.6%	29.6	2.4%
Scope 3 (Location-based)	All other indirect upstream and downstream emissions resulting from activities along the value chain, using the location-based method.	10,945.8	10,458.1	89.0%	-487.7	-
Total		12,200.6	11,752.6		-448.0	-3.7%

Scope 3 Location-based Breakdown

Category #	Scope 3 Category	Gross LB Emissions FY24 (tCO ₂ -e)	Gross LB Emissions FY25 (tCO ₂ -e)	Contribution to Total
1	Purchased goods & services	6,894.5	7,044.5	67.4%
2	Capital goods	83.3	418.7	4.0%
3	Fuel and energy related activities	150.4	142.5	1.4%
4	Upstream transportation & distribution	43.7	37.7	0.4%
5	Waste generated in operations	83.8	36.4	0.3%
6	Business travel	1,828.1	1,625.8	15.5%
7	Employee commuting	636.4	631.2	6.0%
8	Upstream leased assets	1,225.6	521.2	5.0%
9	Downstream transportation & distribution	-	-	0.0%
10	Processing of sold products	-	-	0.0%
11	Use of sold products	-	-	0.0%
12	End-of-life treatment of sold products	-	-	0.0%
13	Downstream leased assets	-	-	0.0%
14	Franchises	-	-	0.0%
15	Investments	-	-	0.0%

Scope 3 Market-based Breakdown

Category #	Scope 3 Category	Gross MB Emissions FY24 (tCO ₂ -e)	Gross MB Emissions FY25 (tCO ₂ -e)	Contribution to Total
1	Purchased goods & services	6,894.5	7,044.5	71.1%
2	Capital goods	83.3	418.7	4.2%
3	Fuel and energy related activities	178.1	13.9	0.1%
4	Upstream transportation & distribution	43.7	37.7	0.4%
5	Waste generated in operations	83.8	36.4	0.4%
6	Business travel	1,828.1	1,625.8	16.4%
7	Employee commuting	636.4	631.2	6.4%
8	Upstream leased assets	516.8	104.9	1.1%
9	Downstream transportation & distribution	-	-	0.0%
10	Processing of sold products	-	-	0.0%
11	Use of sold products	-	-	0.0%
12	End-of-life treatment of sold products	-	-	0.0%
13	Downstream leased assets	-	-	0.0%
14	Franchises	-	-	0.0%
15	Investments	-	-	0.0%

Emissions methodology overview

All emissions were calculated in accordance with ISO 14064-1:2018 and the Greenhouse Gas Protocol Corporate Standard using the operational control approach and the market-based electricity accounting method.

Scope 1 and 2 emissions were calculated using actual data where possible, however there have been some assumptions made for synthetic gases and transport fuels.

Additionally, the PNG office does not have any actual data available. Scope 1, 2 and 3 emissions were modelled for our PNG office by Pangolin Associates based on data from our Brisbane office, with a climate uplift applied to account for PNG's warmer tropical conditions. As the headcount for the PNG office is <1% of total, the lack of accuracy is not assumed to have any material impact over the total emissions inventory for Corrs.

Scope 3 emissions were calculated using the GHG Protocol Corporate Value Chain (Scope 3) Standard.

Scope 3 was calculated using a combination of activity and spend data; this includes some estimations and proxies based on GHG Protocol best practice where real data was unavailable. Where possible, activity data has been collected to calculate emissions (business flights, hotel stays, employee commuting, water, waste, third-party vehicle fuels, facility base building energy and paper use). Where this was not possible, Scope 3 emissions were calculated using a spend-based method.

Looking ahead – challenges and opportunities

Reducing GHG emissions attributable to Purchased Goods & Services and business travel remains one of our most significant challenges.

Over the coming years, developing and implementing a credible GHG reduction pathway will be a strategic priority. Central to this effort will be improving visibility of our supply chain to uncover opportunities for reducing scope 3 emissions.

Our partnerships and memberships



Corporate sponsor of **Asian Australian Lawyers Association**, the national peak body for Asian Australian Lawyers and a leading voice for cultural diversity in the legal profession.



Member of the **Australian Disability Network**, a national organisation that supports organisations to advance the inclusion of people with disability in all aspects of business.



Sponsor of the **Australian Institute of Company Directors Chair's Mentoring Program**, which connects experienced female leaders with ASX 200 chairs and directors in a year-long mentoring program.



First law firm to become a member of the **Australian Sustainable Finance Institute**, an organisation established to realign the financial services system to encourage financial flows to activities that will create a sustainable, resilient and inclusive Australia.



Founding member firm of the global **Business and Human Rights Lawyers Association (BHRLA)**. Corrs' Head of Responsible Business and ESG is a Director on the Board of the BHRLA.



Longstanding member of the **Diversity Council of Australia**, Australia's independent not-for-profit peak body for workplace diversity and inclusion.



Gold sponsor of **Diverse Women in Law**, an organisation focused on supporting diverse women to enter and remain in the legal profession.



First law firm to become a member of the **Materials and Embodied Carbon Leaders Alliance**, an industry alliance driving the reduction of embodied carbon in the building and construction industry.



First law firm member of **UN Women Australia's Leadership Network**. Our membership enables us to connect with diverse, like-minded organisations, examine best practices, tackle challenges, and explore innovative solutions to accelerate gender equality.



Signatory to the **Law Council of Australia** Equitable Briefing Policy.



Member of **Pride in Diversity**, Australia's leading organisation for the promotion of LGBTQ equality and inclusion in the workplace.



Member of **Pride in Law**, Australia's national LGBTQ law association.



Member of **Supply Nation**, a not-for-profit organisation growing the Aboriginal and Torres Strait Islander business sector by promoting supplier diversity.



Member of **Transparency International Australia**, a global organisation working in over 100 countries to end the injustice of corruption, since 2021.

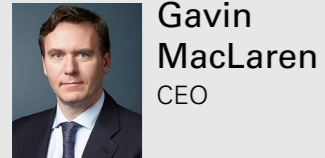


Member of the **United Nations Global Compact Network Australia**, the world's largest corporate sustainability initiative. Corrs is also a member of the Modern Slavery Community of Practice.

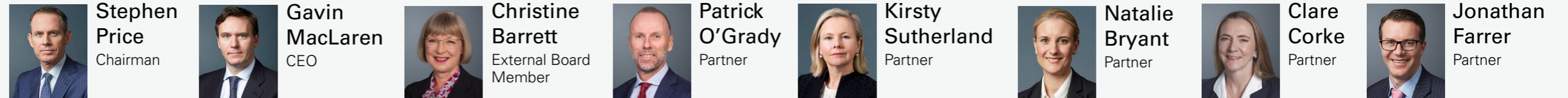
Organisational chart – Corrs Chambers Westgarth

As at 30 June 2025

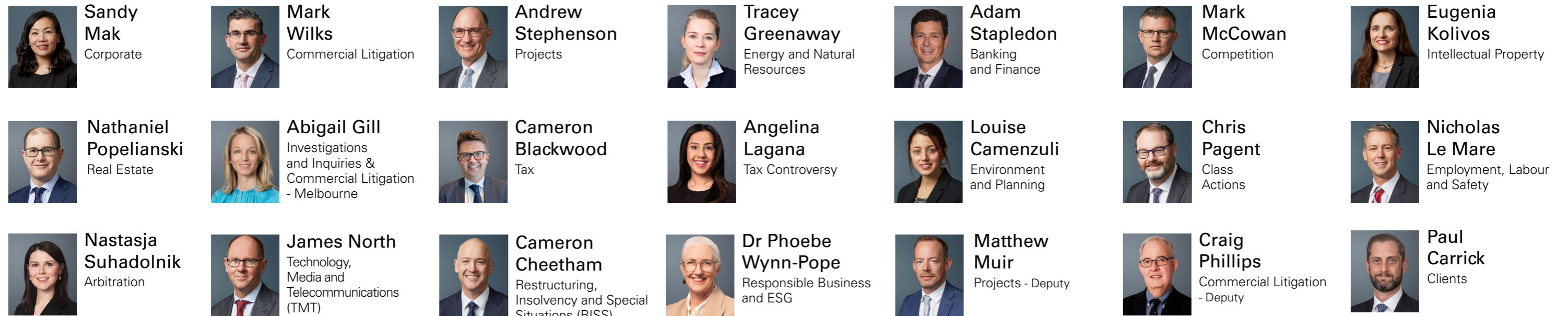
CEO



Board



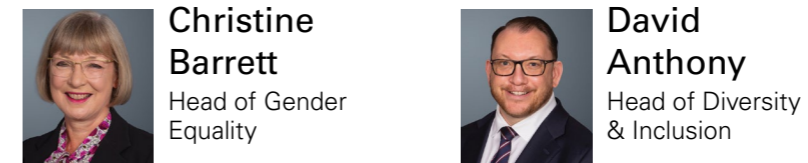
Practice Group Leaders



Partners in Charge



GE and D&I Leaders



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