



FOR

NORTON ROSE FULBRIGHT

Corporate Social Responsibility

Front Cover

NRFA people participate in
OzHarvest 'Cooking for a
Cause' event

Contents

06.

United
in purpose

10.

Small changes can
collectively make a
BIG difference

12.

Sustaining our
future through
impactful
partnerships

14.

Competition
inspiring creativity

16.

Small steps to drive
change and support
our community

18.

Responding in
times of crisis

20.

Pro bono work

22.

Pro bono
secondments

26.

Honesty
to connect

**Our CSR program
brings to life our
strong corporate
citizenship focus
and our values of
Quality, Unity and
Integrity.**

Alison Deitz
Chief Executive Partner,
Australia



Foreward

These values have driven our response to the extraordinary events in Australia over the past 18 months of bushfires, the COVID-19 pandemic and floods. I am proud to share these stories of our people's unwavering commitment to help, and to make a positive impact on our communities, in our 2019/20 CSR brochure.

We at Norton Rose Fulbright Australia (NRFA) appreciate that we have the experience and expertise to make an impact in people's lives through our continued commitment to pro bono work. In 2019/20 among other projects we built on our work addressing child exploitation and protection and continued our enduring partnership with leading community legal centre Anti-Slavery-Australia. Thanks to the enthusiasm and dedication of our lawyers we were able to deliver 45.1 pro bono hours per lawyer in FY 2019/20. It is a delight to see our people make a significant contribution, and to see their resulting personal and professional growth.

Of particular note were the pro bono projects delivering positive outcomes, through focused collaborations with Academics, Government agencies, Not-For-Profit partners and clients to create systemic change. For example, our team collaborated with the Commonwealth Bank and 'No To Violence' to create resources to assist people identify and prevent family and domestic violence issues. We continue to work closely with the financial industry to identify and address financial and economic abuse.

We embraced a focus on sustainability. Our climate change legal experts worked continued to work closely with Arnhem Land Fire Abatement (ALFA (NT) Limited) to provide pro bono legal support for traditional owners for fire management projects, and we launched an Indigenous Land Management panel series on Bushfires, Indigenous land management and carbon farming. These projects complement our longstanding commitments and actions through our Reconciliation Action Plan.

Our Global Charity Initiative is a unique opportunity for our people to join with colleagues across the globe to make a big impact on a shared societal challenge. In 2018/19 Australia successfully hosted this initiative with a 'Global Food Challenge' to fight hunger and reduce food waste.

I thank everyone who contributed to these initiatives. I would especially like to recognise Jackie O'Brien who was Pro Bono Partner and Chair of the CSR Committee until the end of 2020. By embedding initiatives into the heart of our firm, she has ensured our commitments to create positive impact in the communities where we live and work will endure. Read more about Jackie in her 'highlights' section on page 30.

United in purpose

Since 2012, we have endeavored to bring our people together virtually (and when we can, physically) in support of our global charitable initiatives. These are in addition to the many local charitable activities that our 50+ offices around the world support.

Our global charitable initiatives are proposed and sponsored by a different region each year; each region is asked to choose an initiative that resonates with the worldwide staff, enjoys broad support among staff members globally and motivates many of them to participate and take action.



In 2018 as the host region, our Australian offices selected an overarching theme (rather than a specific charity) for the global network to support – that theme was The Global Food Challenge. This approach afforded the initiative a level of flexibility, and provided our colleagues with an opportunity to creatively explore how that theme might be implemented within their unique contexts.

It united the firm in purpose, behind a common cause, but provided room for each jurisdiction to interpret and approach the challenge in the most appropriate way for their specific community. We harnessed the power of varying perspectives and regional knowledge to affect real change, globally.

A snapshot of our global charitable initiatives.



2012–13

Sail the World Challenge

→ EMEA

We supported the Jubilee Sailing Trust on a two-year worldwide voyage to integrate people of all physical abilities through tall ship sailing. Our firm was awarded the Global CSR initiative of the year at the American Lawyer Global Legal Awards in 2013.

Beneficiary

Jubilee Sailing Trust



2013–14

BP MS 150

→ US

This bicycle ride from Houston to Austin in support of multiple sclerosis charities is an annual tradition for our US colleagues. In 2014, we entered an international team of 100 cyclists and drew on everyone's support to meet our fundraising target.

Beneficiary

Various MS charities



2015–16

The Great Canadian Canoe Challenge

→ Canada

We raised US\$250,000 (globally) for Special Olympics through various activities, culminating in a sponsored paddling event in the Muskoka Lake of Bays, Canada, attended by more than 100 of our people worldwide.

Beneficiary

Special Olympics



2016–17 Challenge 67

→ South Africa

We raised US\$150,000 to build a facility for Menzi Children's Home in the township of Tsakane in South Africa. More than 160 volunteers from our offices travelled to Tsakane to help break ground for the construction of the Home.

Beneficiary

Menzi Children's Home



2018–19 The Global Food Challenge

→ Australia

The aim of The Global Food Challenge was to fight hunger and reduce food waste in our local communities globally. We helped at foodbanks, organised food drives, raised funds for homeless shelters and reduced food waste both at home and at work.

Beneficiary

Food-related charities



2020

Building Sustainable Communities

→ EMEA

Our Global Charitable Initiative for 2020, led by EMEA, focuses on environmental sustainability.

For the purpose of this initiative we defined environmental sustainability as including climate change, protection of the environment on land and below water, responsible consumption and supply, and sustainable cities.

Beneficiary

Jubilee Sailing Trust

Small changes can collectively make a BIG difference.



Global hunger is not about a global lack of food.

Right now, the world produces enough food to nourish every person on the planet, but nearly one third of all food produced annually is wasted before it can be consumed. Reducing food waste and hunger was the challenge Australia sought to tackle in hosting the Global Challenge for NRF in 2018-2019.

5440

Kilograms of food was collected around the globe and distributed to those in need.

2500+

Volunteer hours donated to serving in soup kitchens, food banks and community groups.

1_{for}4

Raised funds to feed 1 individual for 4 years.

100

Children whose parents were in prison were fed and given gifts on Christmas day.

\$180k

Raised for OzHarvest.

1000

Kilometres cycled between Melbourne and Sydney to raise funds.

14

Year-old record broken for the most amount of meals cooked in one Cooking for a Cause event

1495

Meals prepared with OzHarvest by Global Challengers.

Sustaining our future through impactful partnerships.

Ugly Fruit
Global Food Challenge
Brisbane food drive



Australia partnered with OzHarvest, a leading food rescue organisation collecting quality excess food from commercial outlets and delivering it directly to more than 1,500 charities, supporting people in need across the country.



With another two billion people expected to join the global community by 2050, the challenge we all face is to create a sustainable food culture that can be shared by all. The solution to food waste is simple – stop throwing it away!

As part of its mission to rescue, re-purpose and reuse food that would otherwise be needlessly wasted, our national charity partner, OzHarvest called for non-perishable food donations to ensure that vulnerable people in our local communities are supported and nourished during the holiday season.

A team of our Sydney partners cycled from Melbourne to Sydney to raise funds for OzHarvest's FEAST program, a 7-10 week education program for Year 5 and 6 students focused on food waste and sustainable practices. The Foundation's investment of \$50,000 will enable us to roll out FEAST across 2019-2020, bringing foundational knowledge and education to 19 primary schools.

Our Global Charitable Initiative for 2020, led by EMEA, focused on building sustainable communities. Our plan pre COVID-19 was to complete a forest restoration project in Paris in September in conjunction with ONF (a subsidiary of the French National Forest Office). However, we will continue to support this initiative and focus on creating an enduring legacy. The initiative is built on the premise that small changes can collectively make a significant difference to the future sustainability of our communities.

An ongoing commitment

While the Global Food Challenge has ended, our commitment to focusing on reducing food waste and hunger has not.

In an effort to support the future food security of Australia, our Brisbane office adopted a beehive on the Sunshine Coast. Worldwide, the global bee population is in serious decline. This disturbing trend, if continued, could lead to a global food crisis as bees are vital to the pollination process of flora. The Brisbane office continues to fund the sponsorship of the hive through the sale of the natural, raw honey produced by the bees annually. This is a simple step taken to avoid a sticky situation for future generations regarding food sustainability.

Adapting to life in lockdown, the Melbourne office held a baby photo competition in October 2020 to raise money for OzHarvest. Partners and office celebrities alike submitted adorable baby photos anonymously for the ultimate game of Guess Who. For every photo submitted and correct guess made the Charity Committee made a donation to help reduce food waste and hunger within Australia. Shout out to Helene Lee who was awarded the much revered prize of 'cutest baby'.

In November 2020 our Perth graduates hosted a bingo night in support of OzHarvest. The night was a hit, raising \$1,300 for the charity and providing participants a convenient excuse to engage in some "friendly" competition amongst their colleagues.

Oz Harvest
Cooking for a
Cause challenge

Competition inspiring creativity.



A team of NRFA Partners took part in a MasterPartner cooking challenge to raise money for OzHarvest

OzHarvest
Cooking for a
Cause challenge

MasterPartner

Four teams of two Partners cooked together using ingredients from a special OzHarvest Mystery Box. Keeping to the theme of reducing food waste, all ingredients in the Mystery Box were comprised of rescued food. Supervising our teams was a professional chef from OzHarvest. Teams had one hour to whip up a delicious meal using all of the ingredients in the Mystery Box, to be judged by the full bench of the High Food Court consisting of NRFA staff members.

Over 70 NRFA staff attended the event, raising over \$2,600. An additional \$2,500 was donated on behalf of the firm to OzHarvest for their involvement in the event. David Cross and Grant Bonner made up the winning team.





Australia's Biggest Morning Tea

In May each year the Melbourne office traditionally hosts a morning tea, raising vital funds for the Cancer Council. Due to COVID-19 the office was unable to get together in person, however, the Charity Committee adapted and launched a virtual baking competition. Participants were tasked with baking a delicious treat and submitting a photo for judging. For each submission received a \$10 donation was made to the Cancer Council. The competition was fierce, but the top prize was awarded to Krystal George for a cupcake bouquet.

Cancer Council
Australia's Biggest
Morning Tea,
Melbourne office



CANstruction competition

As part of the OzHarvest non-perishable food drive, practice teams in Brisbane embraced their inner Michelangelo, showcasing the 312 cans donated in a 'canstruction competition'. Corporate won the competition with a recreation of the Story Bridge, closely followed by Environment and Planning who constructed the NRFA logo.

Global Food Challenge
CANstruction competition,
'Story Bridge' Brisbane office

Small steps to drive change and support our community.

Cerebral Palsy Alliance - STEPtember

Cerebral Palsy (CP) is the most common cause of physical disability in children, with around 34,000 children and adults living with CP in Australia and 17 million globally. Each year our staff nationally are encouraged to participate in STEPtember, an inclusive challenge to take 10,000 steps a day any way you like for the 30 consecutive days in September, whilst raising awareness and vital funds for the Cerebral Palsy Alliance.

NRFA has supported STEPtember annually since 2016 and in that time we have collectively:

- Raised \$94,295
- Taken 194.2 million steps and
- Had 712 participants.

In launching the 2020 campaign, we were privileged to hear from Lauren Cruickshank, an Associate in our Construction and Engineering practice from Melbourne. Lauren shared insights into her journey with CP, emphasised the importance of the campaign's priorities and offered ways we can all support people living with CP, and their families. We are proud of our ongoing involvement with STEPtember, and will no doubt continue to take inspiration from those living with CP whilst pounding the pavement for many years to come.

STEPtember



“To help create a world where no-one on the autism spectrum is left behind, NRFA stepped up to the Walk for Autism Workplace ‘Virtual’ Team” Challenge.

Walk for Autism

1 in every 70 people in Australia are on the autism spectrum. Along with their family members, this means autism is a part of daily life for over a million Australians. To help create a world where no-one on the autism spectrum is left behind, NRFA stepped up to the Walk for Autism Workplace ‘Virtual’ Team Challenge. Abiding by the recommended social distancing approach at the time, we asked our staff to get involved.

Walk for Autism challenges Australians to walk 10,000 steps a day for 8 days to raise awareness and much needed funds to support people on the autism spectrum. This year, in new and uncharted territory, we had to think of ways to complete 10,000 steps for 8 days in accordance with social distancing requirements. The event ran from 29 March to 5 April. All money raised supported Autism Spectrum Australia, Australia’s largest autism-specific service provider caring for children, young people and adults who are on the Autism Spectrum.

RizeUp Australia

In Australia, domestic and family violence continues to be a significant social problem. It can affect anyone – regardless of race, religion or social standing. RizeUp Australia’s mission is to raise awareness of domestic and family violence within society by generating life-changing, practical support for the families affected, giving them the hope and empowerment to move on to a life free from violence. Between the 11th and 24th of May 2020, 12 participants from the Brisbane office walked 2,280kms and raised \$1,171 for RizeUp Australia. These vital funds were used to purchase 30 microwaves for new homes for people displaced and escaping domestic and family violence.

**In times of crisis
Australians have a
proud history of rallying
together to respond and
NRFA has harnessed our
skills and legal expertise
to support these
impacted communities
in recovery efforts.**

Responding in times of crisis.

Appreciating the ever growing need for legal support for devastated communities, we have flexed to offer our services to those affected by crisis in a number of ways.

Bush fires

In NSW alone, the 2019/ 2020 bushfires destroyed over 5.4 million hectares of bush and grass land. To assist in the national response and recovery efforts to rebuild our country, NRFA was pleased to make donations to the Australian Red Cross, NSW Rural Fire Service and Victorian Country Fire Authority.

Through our partnership with Justice Connect we assisted a number of individuals affected by the bush fires both directly and through community legal centres working at the coalface.

Our lawyers came to the assistance of pensioners whose homes were burnt down and community legal centres needing guidance on re-occurring boundary and access disputes. We also seconded our people to assist leading organisations with community rebuilds.

Our Environment and Planning team advised on a number of existing land use rights, which was critical to understanding how and where to re-build properties affected by bush fires, in circumstances where those rights are unique to each property.

Given the scale of devastation in Australia, we expect there will be pro bono legal needs for those who have been affected by bush fires for months and years to come, along with substantial efforts to preserve and protect our natural environment.

Indigenous Land Management

Acknowledging and embracing the wealth of knowledge retained by the First Nations people of Australia in successfully managing and sustaining the continent and surrounding islands for over 65,000 years, we are now seeking to learn so that we can, together, better care for this country to enable our communities to thrive.

In October 2020 we were privileged to host Part 1 of our two-part panel series on Bushfires, Indigenous land management and carbon farming. The session, moderated by Environment and Planning Partner, Rebecca Hoare and Senior Reconciliation Sponsor and Global Chief Strategic Alignment, Innovation and People Officer, Wayne Spanner, included special guest speakers

Victor Steffensen, author and Indigenous fire practitioner; Joshua Gilbert, Indigenous consultant, agriculturalist and innovator; Rowan Foley, CEO of Aboriginal Carbon Foundation and our own Elisa de Wit, Partner and Climate Change lead.

These panel sessions, coordinated by our RAP working group, under Co-Chairs Gavin Scott and Leanne Collingburn bring together our commitment to truth-telling about Indigenous history, culture and perspectives, and our commitment to environmental sustainability which was the focus of our Global Charitable Initiative for 2020.


COVID-19

COVID-19 has turned the world upside down. It has impacted every aspect of our lives, including how we live, communicate, work, travel and interact with others. As we continue to adjust to the new “normal”, we recognise that the most vulnerable and disadvantaged people in our communities need to be supported.

Seeking to assist the broader Australian community grappling with the pandemic in a timely manner, as the situation developed throughout 2020 we utilised our legal skills to provide regular updates directly to our pro bono clients on pressing legal issues such as tenancy disputes, employment issues and financial distress.

We also provided advice to the popular ‘Adopt a Healthcare Worker’ movement, which was established at the height of Australia’s experience of COVID-19. The movement was swiftly initiated in order to connect members of the community with healthcare frontline workers who could benefit from assistance to complete daily tasks (for example, supermarket shopping or walking the dog), to enable them to focus their efforts on battling the pandemic. The initiative quickly gained momentum due to the generosity and ingenuity of the Australian community. However, as is sometimes the case with highly responsive and timely innovations, it became apparent that the premise of the movement carried many inherent legal risks. We were able to assist the founders to sensibly navigate these risks, which ultimately led to the conclusion of the initiative.

Pro bono work



Delivering
quality, timely
and ongoing
pro bono legal
support within
our communities
is an integral part
of what we do.

Working together to help others builds the strength of our teams, enriches the professional and personal lives of our people and supports the most at-risk people in tangible and meaningful ways. We are committed to the continuing development of our Pro Bono Practice, and responding with skill and compassion to whatever challenges may lie ahead.

Child sexual exploitation

Our work in the areas of child sexual exploitation and protection is both challenging and crucial. In recent years, NRFA has taken a holistic, multi-faceted approach to the provision of legal support to a number of Not-for-Profit and government organisations working in the child exploitation and protection space. We have undertaken research as well as national and international legislative reviews on issues such as:

- mandatory reporting;
- age verification technology;
- victim compensation; and
- the interplay between child exploitation, modern slavery and anti-money laundering laws.

Our pro bono contributions have assisted those working to prevent online child exploitation, provide intervention to potential perpetrators, provide support to non-offending family members of perpetrators and compensation avenues for victims.

Our pro bono team was engaged by Dr Michael Salter, Scientia Associate Professor of Criminology at the University of New South Wales, to undertake a research project into compensation and restitution remedies available to victims of child sexual abuse material (CSAM) offences in Australia and a number of other major jurisdictions. Following the completion of our work, we presented our research findings to representatives of a number of government agencies including the Department of Home Affairs, the Australian Centre to Counter Child Exploitation, the Office of the eSafety Commissioner, the Attorney General's Department, and the Australian Federal Police, among others. We are continuing to provide assistance through the next phase of this project by participating in a CSAM Survivor Working Group established by Dr Salter in collaboration with the partner government agencies, as they work toward developing proposals for potential reform to establish an Australian compensation scheme to address the needs of CSAM survivors.

NRFA has an enduring partnership with Anti-Slavery Australia (ASA), the only specialist legal practice, research and policy centre committed to the abolition of modern slavery in Australia. In 2017, we collaborated with ASA in the preparation of its research report on online child exploitation in Australia, 'Behind the Screen', the first report of its kind in Australia to provide a comprehensive summary of Australia's response to the issue of online child exploitation. More recently, we have worked with ASA in updating this report to reflect recent legislative amendments across Australian jurisdictions relevant to this area.

We have also continued to build upon our relationship with eChildhood. This is the only not-for-profit organisation in Australia to adopt and mobilise a public health response to address adult content pornography impacts for the safety and wellbeing of children and young people. We have recently worked with eChildhood on a range of matters, including the provision of corporate governance guidance as well as assistance with disputes and intellectual property issues, again relying on the support of our people from a number of different teams.

Domestic and family violence

It is an unfortunate reality that the advent of the COVID-19 pandemic exacerbated the vulnerability of many of the most at-risk individuals and families in our communities. This is certainly the case for many people experiencing domestic and family violence (DFV). Our recent work in assisting those experiencing (or supporting those who are experiencing) DFV has spanned across our banking, corporate, regulatory and employment law practices. We are continually developing our approach to ensure we are harnessing our expertise in the best manner to assist our clients and our communities.

We have continued to build upon our relationships with frontline domestic and family violence support services including No to Violence. This is Australia's largest peak body for delivering safe and effective interventions for Australian men using family violence, and the operator of the Men's Referral Service. Recognising that the pandemic has introduced new challenges to those living with DFV, we collaborated with NTV and Commonwealth Bank through its Next Chapter program and to develop a series of "tip sheets." These will assist Australian workplaces and individuals to identify and prevent domestic and family violence, maintain healthy relationships, successfully co-parent and manage personal behaviours. They have particular relevance given the recent need for workplaces to shift large proportions of their workforces to a remote working environment, while ensuring the health and safety of their employees in these circumstances. This work builds upon the more general pro bono legal support that our firm has provided to NTV.

We also recently supported DVassist. This organisation addresses the complex issue of abusive relationships in regional, rural and remote areas of Western Australia. NRFA provided corporate and employment legal advice, as well as a secondee from our Perth disputes practice, Melissa Hanna.

Pro bono secondments

NRFA continues its rich tradition of providing hands-on assistance to vulnerable people within our communities through our external pro bono secondment program.



Our secondees are embedded within a range of organisations on either a full, or part-time basis, enabling us to direct our support where it is needed most. Secondments are typically highly rewarding experiences for our people, and require a level of adaptability, tenacity and compassion.



Reflections from our secondees

Siobhan Rooney Anti-Slavery Australia

Anti-Slavery Australia (ASA) is the only legal centre in Australia specialising exclusively in support for those who have experienced or are at the risk of modern slavery offences. ASA provides free legal and migration advice and representation to individuals across the country who have been trafficked, enslaved or forced to marry. ASA also provides training to service providers, community organisations and business in relation to modern slavery, researches and engages in policy advocacy on behalf of survivors of modern slavery.

A significant part of my role at ASA was to advocate for clients to help them start afresh, gain independence and build a better future. I pushed for positive outcomes for ASA clients by engaging with various stakeholders, ranging from landlords to utilities companies to state government bodies and the Federal Circuit Court.

As I started at ASA at the outset of the COVID-19 pandemic, a significant part of my role involved supporting clients who had been trafficked overseas to get home to Australia. My work also included understanding the changes to policy arising from COVID-19 which impacted ASA clients, such as border closures and hotel quarantine fees. So much changed so quickly. The most challenging part of working through the pandemic was the inability to meet clients and discuss their issues face-to-face. Often, telephone discussions about personal and distressing matters felt cold and remote. On the flip side, I think some clients found it easier to discuss their matters with the degree of distance that a phone call provided. There were also practical difficulties for clients who had limited access to technology at home (photocopiers, printers, scanners) but we learnt to adapt.

As someone on a graduate program at the beginning of my legal career, my biggest learning curve at ASA was developing the confidence and autonomy to communicate directly with clients and take initiative. I was encouraged to take a hands-on approach, which was an invaluable experience. Whilst I had a large degree of autonomy with matters, my practice was always subject to a formal supervision arrangement and I benefitted greatly from working closely with a small and passionate team.

The other skills I developed included the importance of not making assumptions about an individual's background and personal situation, as well as the importance of information gathering and record keeping, particularly where it was difficult to communicate with clients as a result of language barriers.

“A significant part of my role at ASA was to advocate for clients to help them start afresh, gain independence and build a better future.”

ASA engage with a broad range of people facing unique challenges and often the point of contact begins when someone finds themselves in a vulnerable position. In those circumstances, I found that one challenge I faced during my secondment was the feeling and sense of personal responsibility owed to clients, to advocate for them as best I could. Conversely, that responsibility was also a privilege arising from the trust imparted on me by lawyers at ASA to have direct (supervised) contact with clients. That responsibility turned out to be one of the most rewarding aspects of my experience, as I enjoyed the satisfaction of seeing my work directly contribute to outcomes for clients.

Joshua Richards

Employment Law Centre/ Circle Green Community Legal

I completed a 10-month, part-time secondment to the Employment Law Centre of WA (ELC) throughout 2020. During my secondment, ELC merged with two other community legal centres and became Circle Green Community Legal. ELC provided employment law advice to Western Australian employees, whereas Circle Green still offers the employment limb, but since the merger also offers tenancy, migration and family and domestic violence legal services to the WA community.

“Where possible, I provided more ongoing assistance to clients who were particularly vulnerable, or where they were grappling with a particularly complex matter.”

My main responsibility was drafting and delivering employment advice to clients via telephone, which is the core part of the service provided by ELC/ Circle Green. Where possible, I provided more ongoing assistance to clients who were particularly vulnerable, or where they were grappling with a particularly complex matter. This ongoing assistance varied from drafting letters of demand to, in some instances, taking the matter forward and representing clients at conciliations. One of the matters which has stayed with me was appearing at a conciliation in an unfair dismissal claim, where ELC/ Circle Green represented two employees who were in a relationship with each other. While the two employees were at work, the former partner of one of the employees entered the workplace and physically assaulted both of the employees (one of whom was pregnant), following which both employees were dismissed.

Our state went into lockdown just after I began my secondment, which meant I had to get to know my new colleagues and the work requirements remotely. Fortunately, as ELC/ Circle Green runs a telephone advice line, I was able to work easily from home (with a blocked caller ID!), in addition to undertaking any general drafting and research. The pandemic, including the introduction of JobKeeper, meant that ELC/ Circle Green was bombarded with unique employment law issues, and I was able to be involved in unfair dismissal and general protection claims caused directly by COVID-19.

The biggest challenge I faced during my secondment was understanding the limitations on how much help we were able to provide, due to the volume of people requesting assistance and funding/ capacity constraints. This meant that, frequently, all I could do was provide advice on the merits of a client's claim, and how to pursue it.

Due to the nature of the work, I could come across absolutely any aspect of employment law, allowing me to become familiar with aspects of the law with which I previously had no experience, while also solidifying my understanding of the basic principles. I also now feel as though I have a much better understanding of an individual's perspective of the employment law system. In day-to-day work at NRFA, we are required to look at everything from a commercial perspective, whereas an applicant's perspective will quite often involve emotions as well as commercial considerations. It surprised me to learn that there are occasions where an apology and acknowledgement of fault are more important than any monetary sum.

Caley Bawden

Refugee Advice and Casework Service

My secondment at RACS was an excellent opportunity for me to gain insight into one of NRFA's Pro Bono Partners, and to contribute to their meaningful work. It was invaluable to witness first-hand the tireless work of RACS's staff and to learn from their highly skilled solicitors, who are leaders in the Migration Law space, and who daily improve the access to justice of refugees and people seeking asylum.

Working at RACS gave me the opportunity to develop a transferrable skill set, including managing a large and diverse range of matters, developing litigation strategies, and working with clients from a range of backgrounds and experiences. My practice at NRFA has been aided by the skills and exposure I gained at RACS, and continue to gain in my ongoing work with them. I would recommend a RACS secondment to anyone who wants the opportunity to work on meaningful, challenging, and energising matters, and to see the tremendous contribution of one of our Pro Bono Partners.

Honesty to connect

Our vision is for a just, equitable and reconciled Australia.

Reconciliation and closing the social, economic and health gap between Aboriginal and Torres Strait Islander peoples and other Australians is an important issue for the Australian business community and our business.

Arnhem Land Fire Abatement

For a number of years now our environment and climate change legal experts have worked closely with Arnhem Land Fire Abatement (ALFA (NT) Limited) to provide pro bono legal support.

ALFA (NT) Limited is an entirely Aboriginal-owned, not-for-profit carbon farming business created by Aboriginal Traditional Owners in Arnhem Land to support their engagement with the carbon industry. ALFA currently supports Traditional Owners to manage five fire projects across an area of over 80,000 square kilometres.

Across Arnhem Land, in the remote tropical savannas of northern Australia, Aboriginal Traditional Owners and rangers utilise customary fire knowledge to accomplish highly sophisticated landscape scale fire management.

The work is resourced through their engagement with the carbon market and the Savanna Burning Methodology.



Sources of inspiration
Jaramer Legal

City to Surf – running to close the gap

The Sydney Charity Committee invited staff to join the NRFA team for the City2Surf on Sunday 11 August 2019, in order to raise money to support the Cathy Freeman Foundation, which has provided life-changing education programs to children in remote Indigenous communities for a decade.

The Sydney Charity Committee covered the City2Surf entry fee for 40 members of the NRFA team on the condition that they pledge to raise at least \$125 for the Cathy Freeman Foundation. Participants raised \$6,590.71.

Girawaa is the Dharawal name for the stingray, a spirit ancestor for the Gamayngal people.

This painting was commissioned by NRFA for NAIDOC Week 2020 and is proudly displayed in our Sydney office

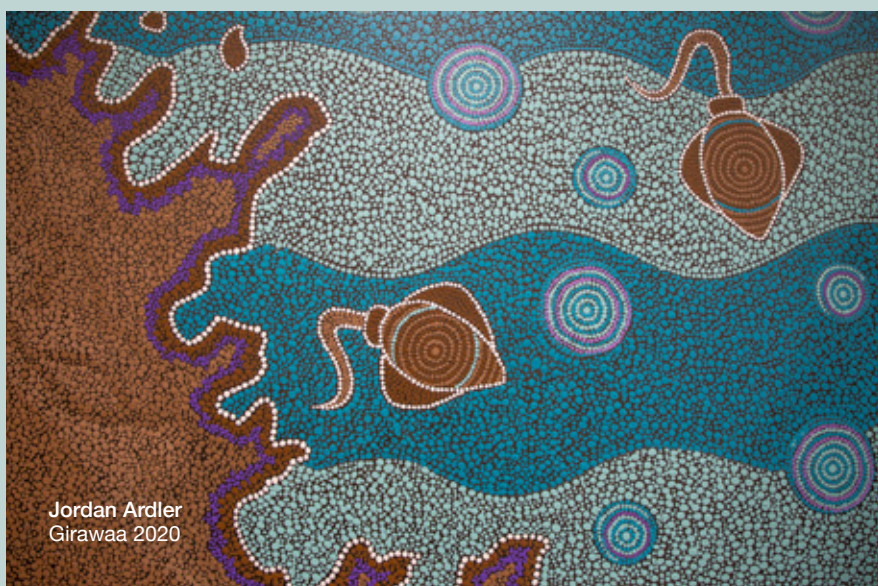
Jaramer Legal

Bevan Mailman is a Bidjara man and Brian Bero is a Meriam man. Together they are the two principal lawyers and co-founders of Jaramer Legal.

Jaramer Legal is the first national majority Indigenous-owned law firm to provide a broad suite of corporate and commercial legal services. Jaramer Legal provide quality corporate and commercial legal services to government, corporations and businesses. Their expertise includes strategic legal advice and support for procurement, small to large scale projects and other business activities. Their unique ability to perform services through a sensitive cultural lens is what sets them apart from other law firms.

Jaramer Legal's services are intrinsically linked to improved economic outcomes for Indigenous peoples under the Australian Federal Government's 'Closing the Gap' Policy and similar initiatives. Through this framework and the Government's 'Developing Northern Australia' initiative, Jaramer Legal also focus on working with Indigenous businesses and communities to drive positive economic outcomes through the development of such assets as lands, waters and cultural intellectual property.

We are proud to be a joint venture colleague with Jaramer Legal and we look forward to working with them closely over the next few years.



Jordan Ardler
Girawaa 2020

Jawun – a meaningful partnership

Jawun is a not-for-profit organisation which supports the capacity of Indigenous leaders, organisations and communities to achieve their own development goal. This in turn leads to lasting, material and measurable improvements in the lives of Indigenous peoples in those communities. Since 2015, through our partnership with Jawun, we have developed long-lasting relationships of trust with the Redfern and La Perouse Aboriginal communities and we will continue to work with these communities for many years to come. In 2020 we partnered with Jawun for another five-year term, this time with a view to developing relationships with Aboriginal communities and businesses in South West Perth and the West Kimberley. We are looking forward to building solid relationships of trust with these communities and are grateful to Jawun for facilitating these relationships.

Jackie O'Brien held the positions of National Pro Bono Partner and Head of CSR from 2012 to 2020.

During that time, Jackie led and was part of a team responsible for a number of multiple award-winning initiatives creating both long-lasting positive impact for vulnerable Australians and opportunities for our people to engage and contribute in a meaningful way to the communities in which we live and work.

Examples of two of these are

- The Behind the Screens program with Anti-Slavery Australia recognised at the 2017 Anti-Slavery Australia Freedom Awards and the 2018 Financial Times Innovation Awards
- ANZ's Guide to regaining financial independence (Guide), developed and launched with Australia and New Zealand Bank (ANZ) in-house team and a number of Victorian-based community legal centres (CLCs). Recognised in the 2018 Financial Times Innovative Lawyers Awards for Asia-Pacific.

Jackie O'Brien
Partner, Australia



Here, Jackie shares her highlights with us.

So much work has occurred since you relaunched the Pro Bono Practice in 2012. Can you share some highlights?

1. I am so proud of the Pro Bono/CSR team. It has been such a privilege to see the team and the people in it grow and develop into amazing lawyers and strategists in the pro bono space. A special shout out to Leanne Collingburn and Gemma Livingston who have been with me pretty much from the beginning. Working with clients to deliver pro bono outcomes is another highlight. We were one of the first firms to do this consistently and every which way you look, this type of collaboration is a win, for the ultimate clients, for our people, and for our corporate clients to whom we owe this value add.

During your time NRFA has launched and completed two Reconciliation Action Plans, and created many amazing partnerships and initiatives towards reconciliation. Can you share a highlight?

3. My personal highlight was engagement with Stories of Female Leadership, an initiative of our partner Jawun to connect female leaders across Indigenous, corporate and government to drive change. The Indigenous women I have met through this program inspire me with their commitment to making a positive difference for their communities. There has not been a single SoFL gathering or event which I have attended where I didn't feel as though I had received much more than I had contributed – a really special initiative.

The past 18 months in Australia have been particularly challenging. What are the opportunities to make a positive social impact in the near future?

2. I believe it's crucial to remain focused on doing what we do best, namely, the activities of the type highlighted in this update. I have always loved the synergy between what we do in CSR and all aspects of Diversity & Inclusion. I also love the very simple and effective way what we do in this area sits with our fee earning practices and the firm's business as a whole – Human Rights Law, Climate Change Law and Risk Advisory are just a few examples. Doing CSR well is a reflection of a whole range of qualities that our people want to see in their place of work and our clients want to see in their legal teams – being thoughtful and efficient in the use of resources (including time), thinking ahead in relation to the impact (good or bad) of a step or a development and taking steps to enhance, or mitigate against, that impact, driving outcomes and change. I am really looking forward to seeing the team take our work in this space to the next level.

You led the Global Charity Initiative when Australia hosted in 2019/2020. What's your most enduring memory?

4. We opened the Global Food Challenge keynote event in Sydney with a Welcome to Country by the Gweagle Clan of the Dharawal Nation at Kamay Botany Bay National Park. I remember that morning vividly because it was so impactful and quite breathtaking as well as extremely educational for our international visitors who then participated in a 'Cooking for a Cause' challenge with OzHarvest. We all worked so hard to break the OzHarvest record for the most meals cooked at a Cooking for a Cause event, and were very successful in doing so!

In 2021 Norton Rose Fulbright will Stand
Together to combat racial injustice and
systemic inequality as our global charity
initiative.

Find out more at
nortonrosefulbright.com/en-au