



Corporate Responsibility Index Feedback Report 2008

Minter Ellison Lawyers

The Corporate Responsibility Index assesses the extent to which **corporate strategy** is **integrated** into responsible business practice throughout the organisation. It provides a benchmark for companies to evaluate their **management practice** in four key areas of corporate responsibility: **community, environment, workplace and marketplace**, and **performance** in a range of **environmental and social impact** areas material to their business.

Minter Ellison Lawyers Confidential Feedback Report 2008

St James Ethics Centre proudly supported by PricewaterhouseCoopers, is pleased to provide you with a copy of your confidential feedback report for the Corporate Responsibility Index (CR Index) 2008. This is a summary of your results, comparing your company's performance in the Index against your peers and other Index participants. This year a total 125 participated in the Index through Business in the Community (UK) and St James Ethics Centre (Australia/New Zealand). Of these 38 companies participated in the Australian/New Zealand Index, including six global participants, eight private participants and three module participants.

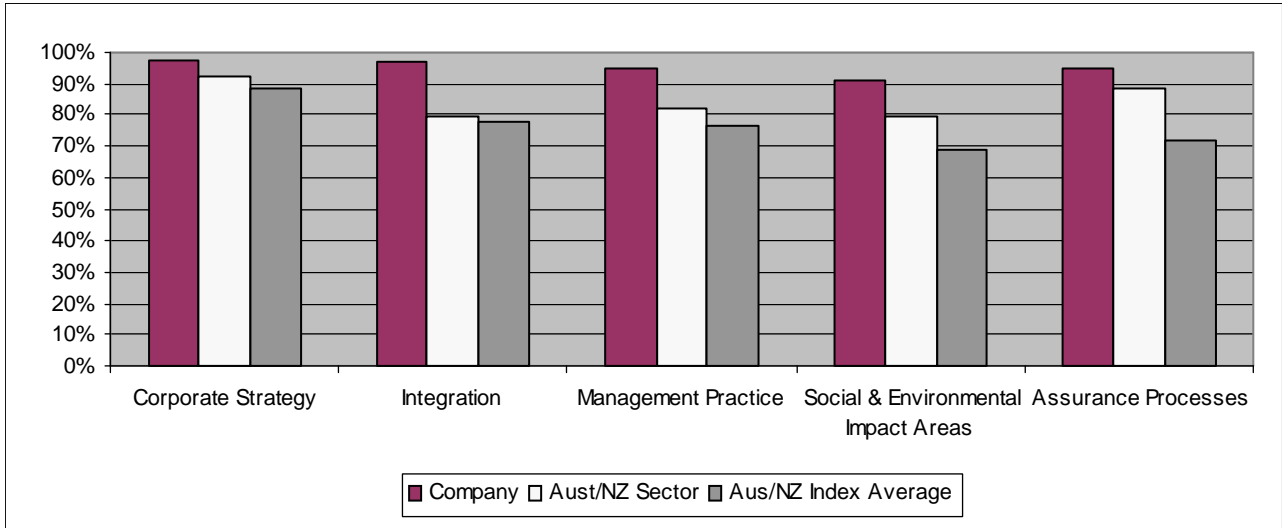
The CR Index Model - The Index assesses the extent to which **corporate strategy** is **integrated** into responsible business practice throughout an organisation. It provides a benchmark for companies to evaluate their **management practice** in four key areas of corporate responsibility (community, environment, marketplace and workplace) and **performance** in a range of environmental and social **impact areas** material to their business.



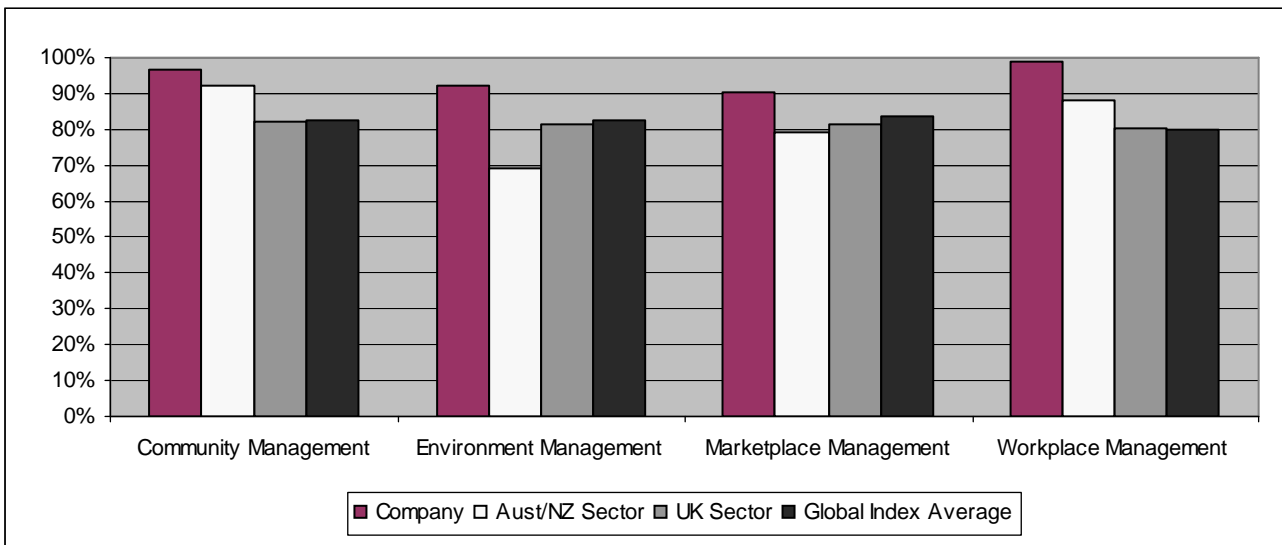
Company Name:	Minter Ellison Lawyers
Australia / New Zealand Sector:	Accountants & Consultants
Companies within this sector:	Henry Davis York Lawyers PricewaterhouseCoopers
UK Global Sector:	Accountants & Consultants
Companies within this sector:	BDO Stoy Hayward Business In The Community Capgemini (UK&I) CSC Deloitte LLP DLA Piper UK LLP Eversheds Irwin Mitchell Linklaters Mott MacDonald TATA Consultancy Services
Company Results 2008:	Index Score - 94.12% Index Band - Gold Index Rank - 3 of 35 (Includes: global, public and private companies)
Outstanding Performance: (Score >95%)	Corporate Strategy Integration Workplace Management Community Investment - Benefits & Impact

Overall Summary

The following graph provides a summary of your company's overall performance across the Corporate Responsibility Index. More detailed results are provided in subsequent sections.

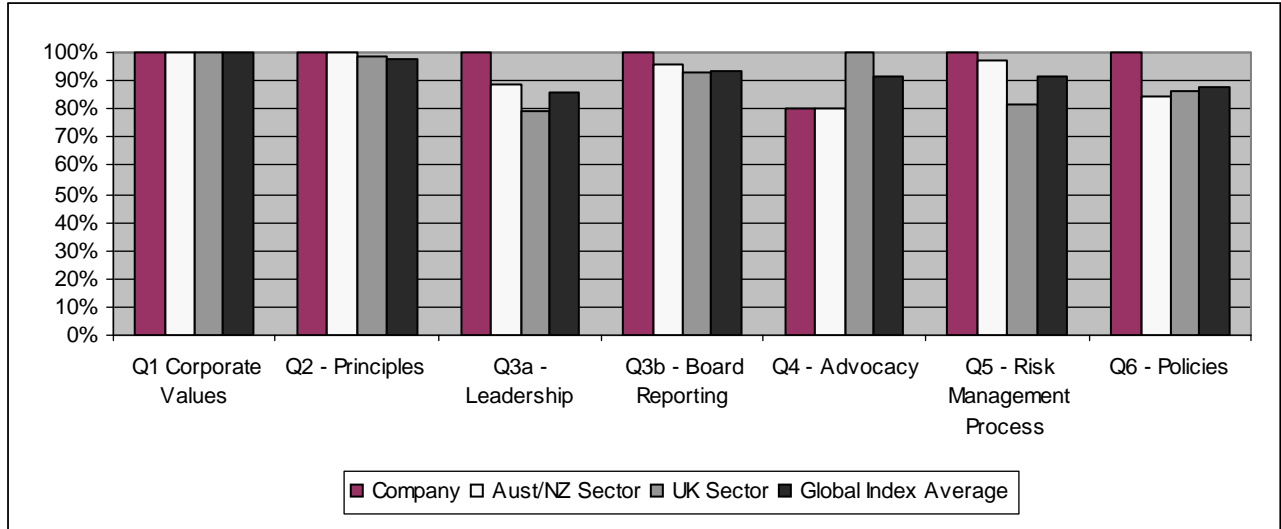


Management Sections - Summary



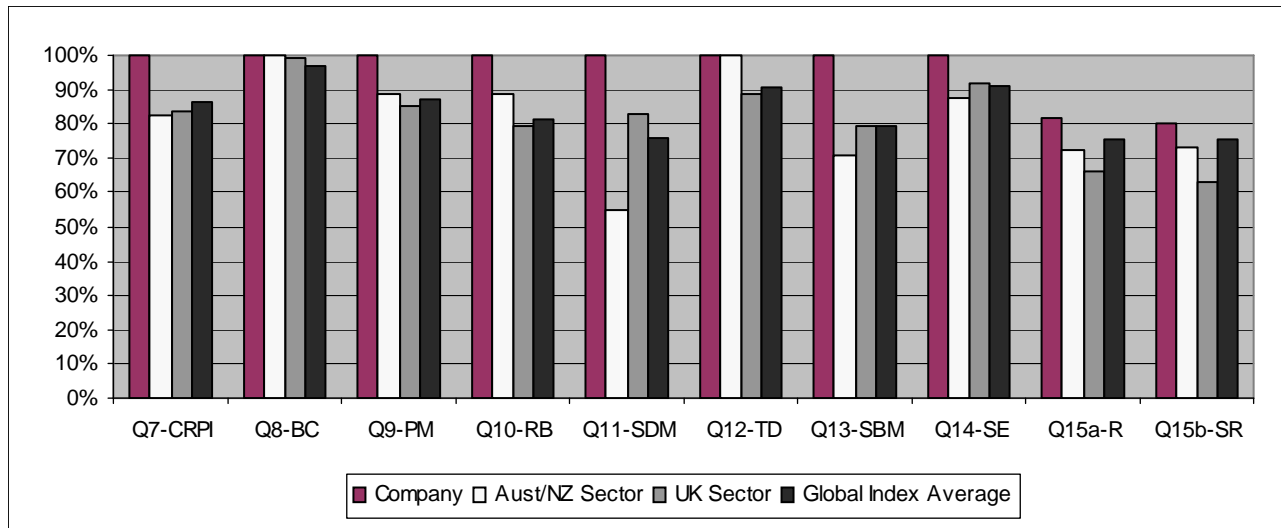
Section 1 – Corporate Strategy

This section rewards companies for placing CR values at the core of their business strategy. It asks whether there is a system to identify key social and environmental risks and opportunities, and whether these are addressed by principles and policies. Companies must be able to demonstrate leadership and commitment at the highest level, internal reporting to the board, and public advocacy of responsible business practice.



Section 2 – Integration

It is not enough simply to have a strategy; it needs to be implemented throughout a business. This requires internal communication and training employees so they understand the key CR issues for the company, building CR related performance criteria into appraisal and remuneration systems, undertaking stakeholder engagement and ensuring it contributes to CR strategy, demonstrating social and environmental issues are incorporated into strategic decision making, and transparency through external reporting on CR management practices and impacts.



CRPI – Corporate Responsibility Principles Integration, **BC** – Business Conduct, **PM** – Performance Management, **RB** – Remuneration and Bonus, **SD** – Strategic Decision-making, **TD** – Training and Development, **SBM** – Senior Managers and Board members Training/Briefing, **SE** – Stakeholder Engagement, **R** – Reporting, **SR** – Scope of Reporting

Section 3 – Management Practice

Section 3 assesses whether a company has developed management practices to address corporate responsibility issues key to the business in the four areas of Community, Environment, Marketplace and Workplace.

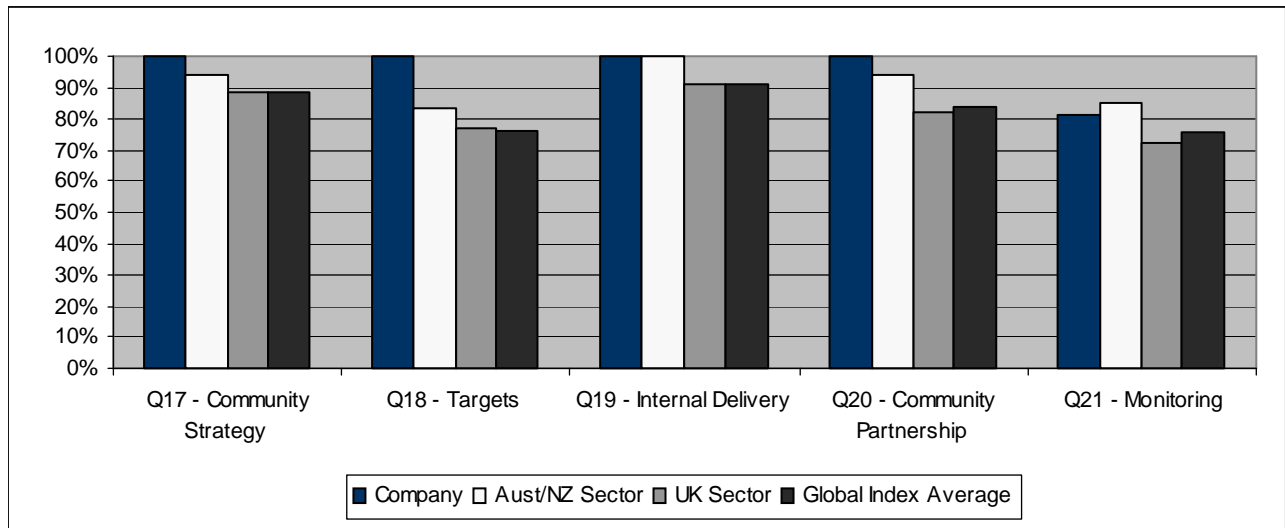
Leading companies are able to demonstrate:

- policies to ensure responsible behaviours,
- objectives and targets to drive improvement,
- responsibilities are defined at all levels,
- effective communication systems to share knowledge and latest information,
- training is provided to relevant staff to ensure competency and delivery of objectives,
- a process for stakeholder consultation and engagement across all key areas,
- monitoring systems to assess and report progress,
- key issues, targets and performance are reported publicly.

The overall summary on page 3 of this report gives a score for each management area. The following graphs provide further analysis on your management practice in Community, Environment, Marketplace and Workplace.

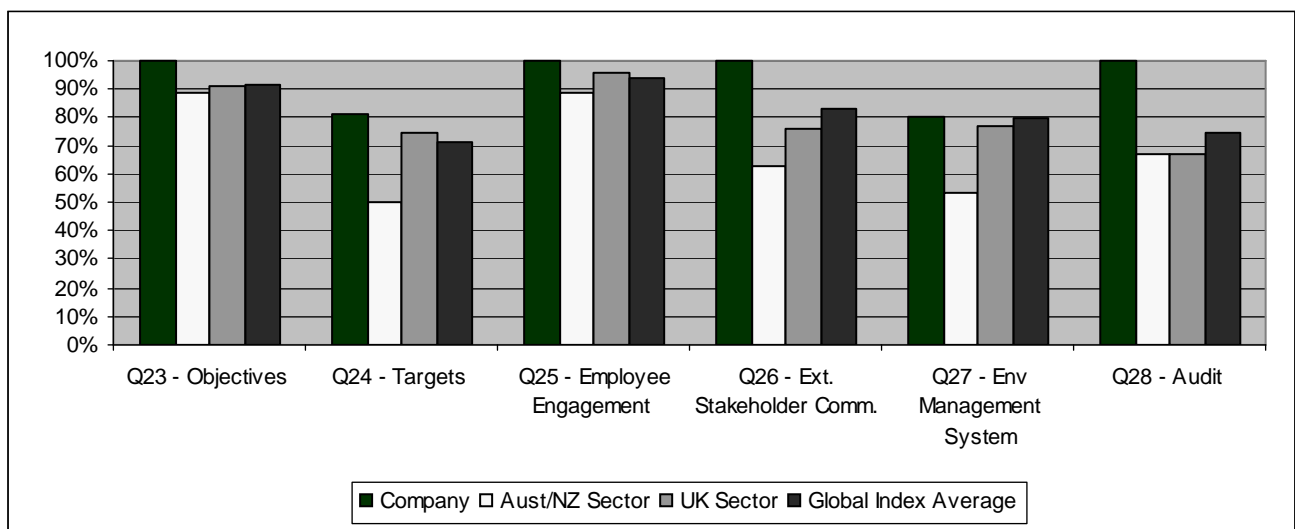
Community Management Practice

Community relates to the interface between business and society, which can be both positively and negatively affected by a project, product or investment on a local or global level.



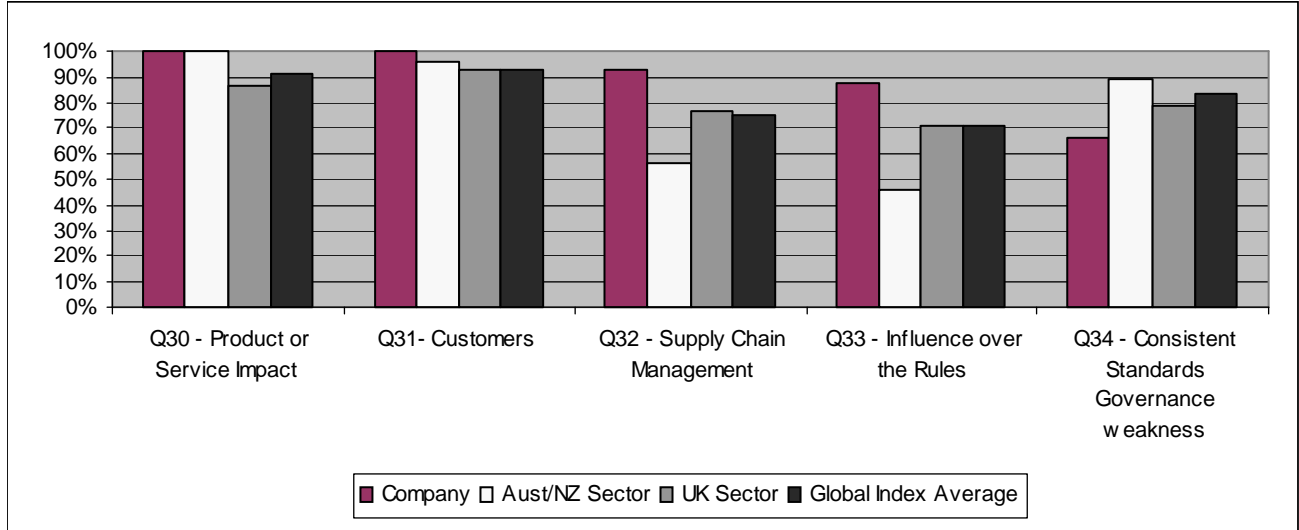
Environment Management Practice

Environment is the world's ecosystems and natural resources that can be directly and indirectly affected by a company's operation, products and services.



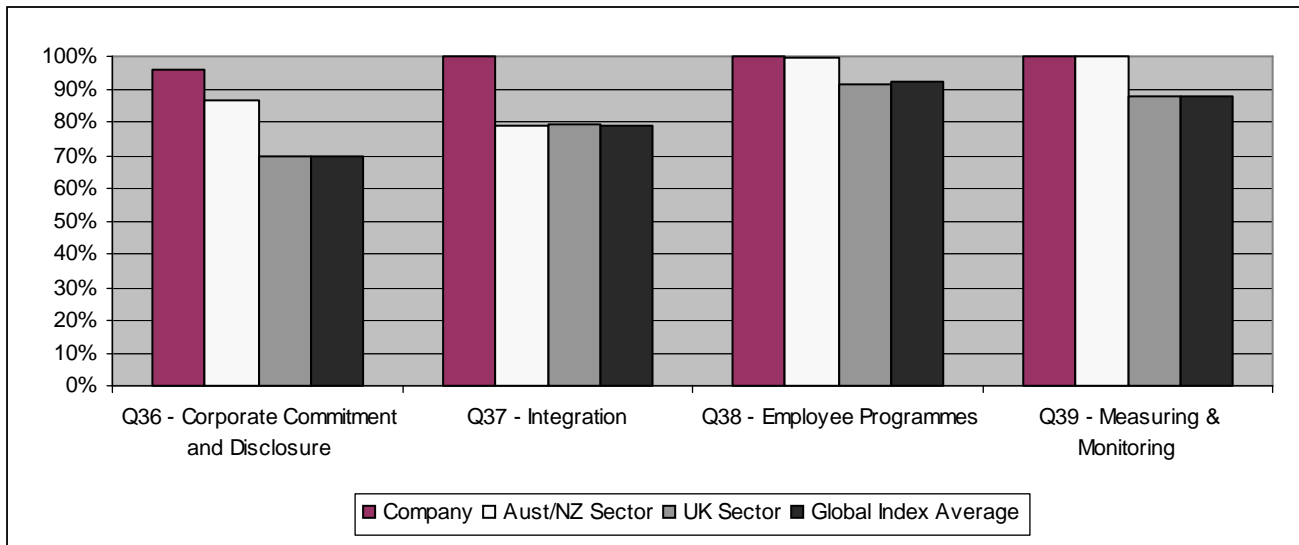
Marketplace Management Practice

Corporate responsibility in the **marketplace** is about how companies manage business, consumer and supplier relationships, from product development to sourcing, buying, marketing, selling, and promotion of products and services. It also relates to how companies influence the rules of the marketplace in which they operate.



Workplace Management Practice

Workplace is the environment into which individuals are recruited and developed both professionally and personally, with full entitlement to employment rights.

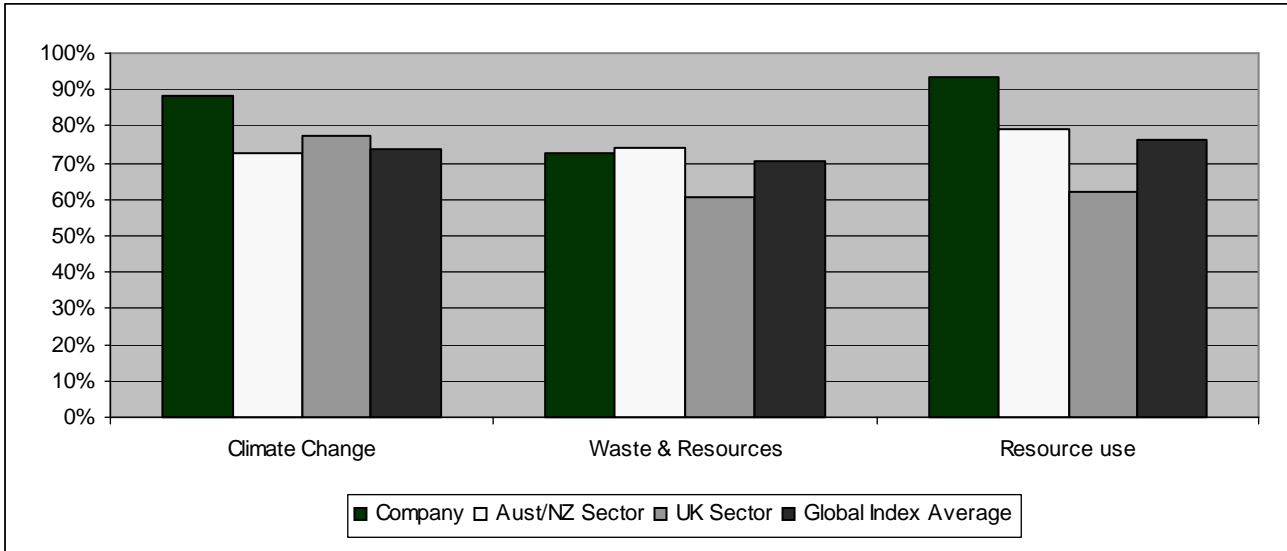


Section 4 – Performance & Impact

Each company completes six impact areas – three environmental and three social. The environmental impact areas include two core impacts, Climate Change and Waste & Resource Management, plus one self-selected area relevant to the business.

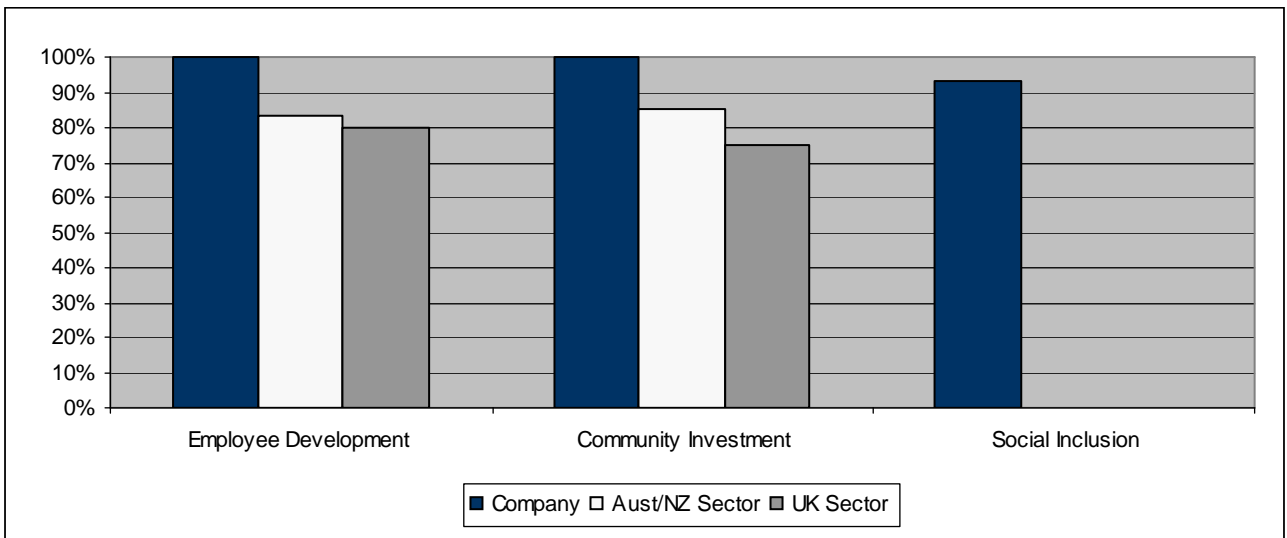
Environmental – Performance & Impact

Together with Climate Change and Waste and Resource Management you have chosen to report on Resource use as your third environmental impact area.



Social – Performance & Impact

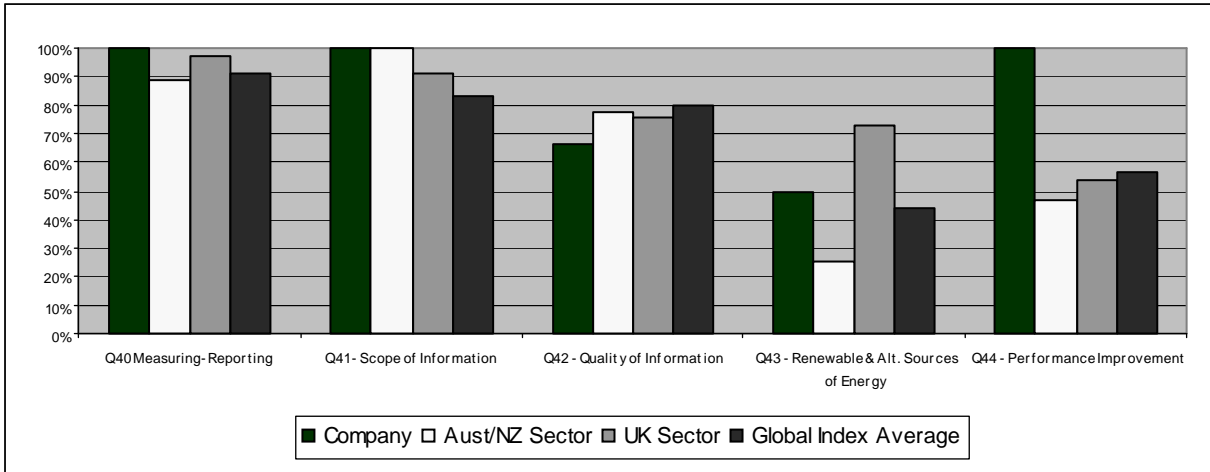
For their social impact areas companies are able to choose between Health, Safety & Wellbeing, Employee Development, Equality Diversity and Inclusion in the Workplace, Community Investment or another self-selected impact area.



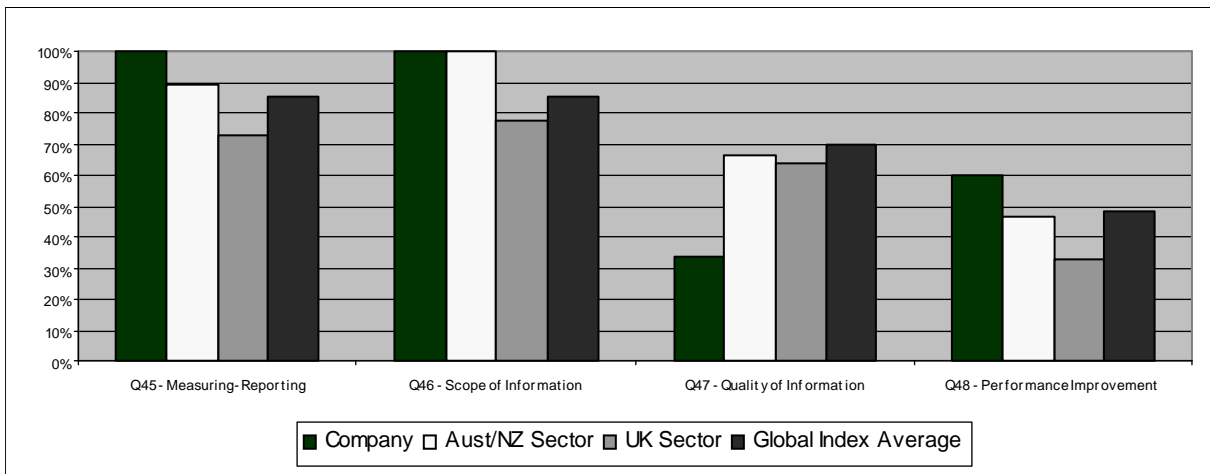
Environmental - Performance & Impact Areas

The following graphs break down each environmental impact area. Each area considers the quality and coverage of data measured, rewarding companies that set and publicly report on performance against targets, and demonstrate continuous improvement in minimising their environmental impact.

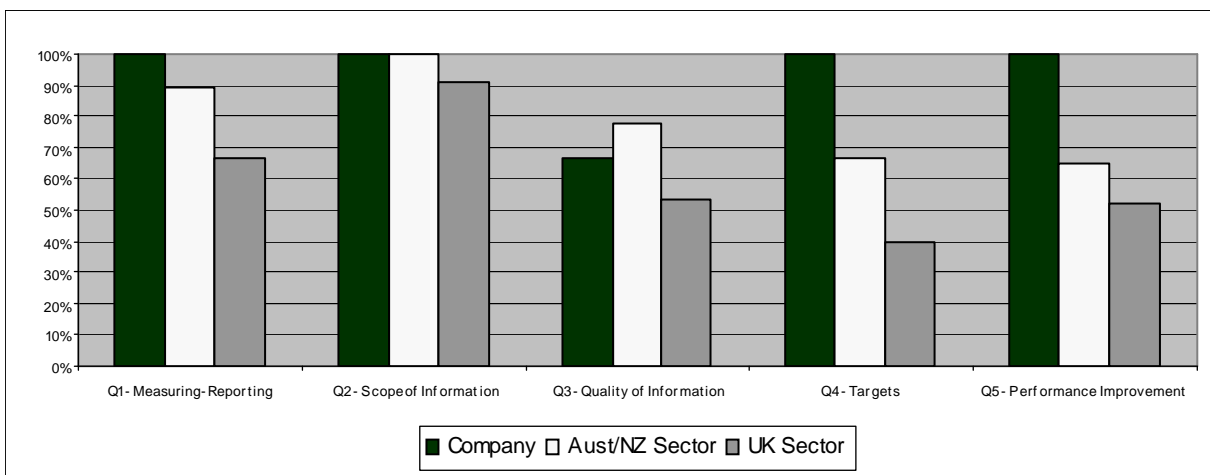
Climate Change



Waste & Resource Management



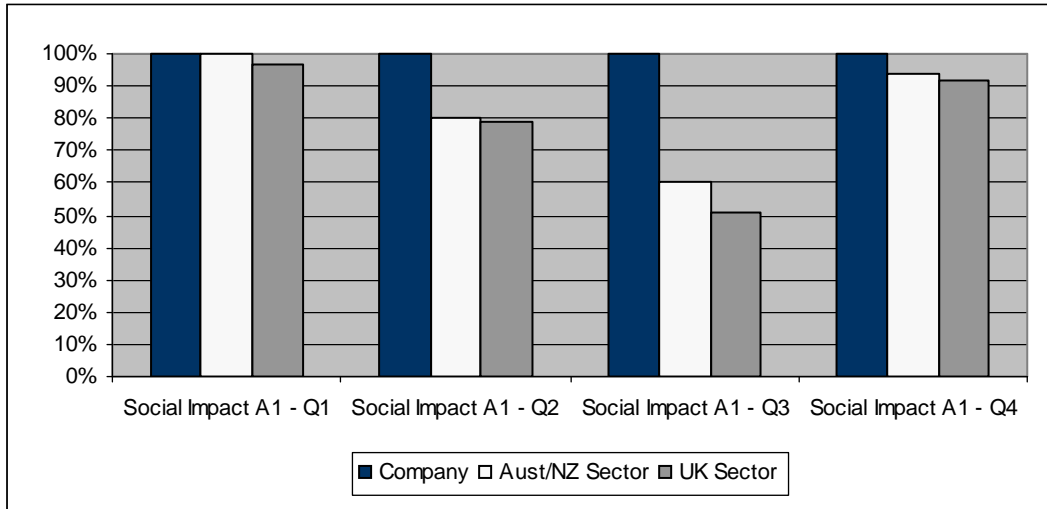
Resource use



Social - Performance & Impact Areas

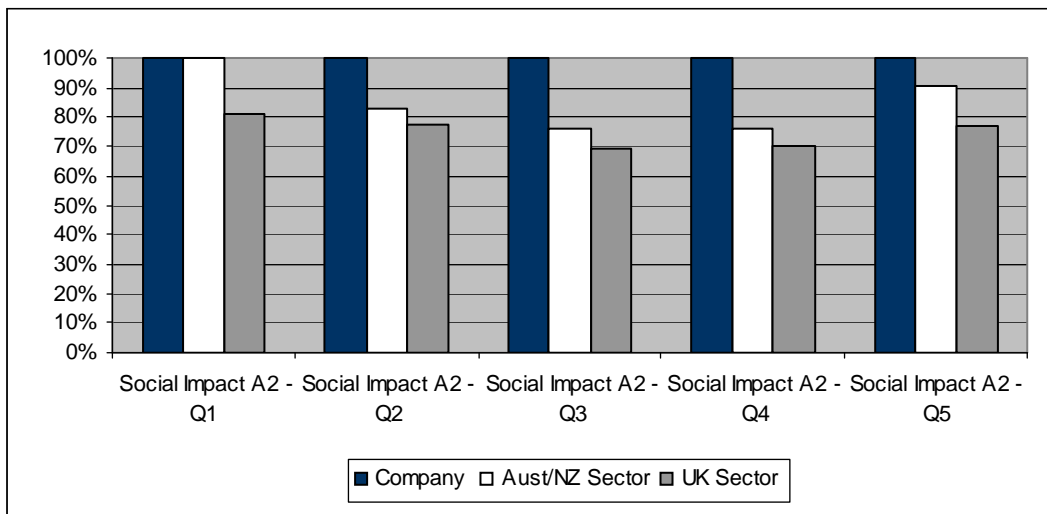
Selected Social Performance and Impact Areas: Employee Development, Community Investment, Social Inclusion.

The following graphs provide further analysis on these three social impact areas. Each area combines a mixture of management and performance criteria specific to the social impact in question. Where possible you are benchmarked against other companies choosing the same impact area.



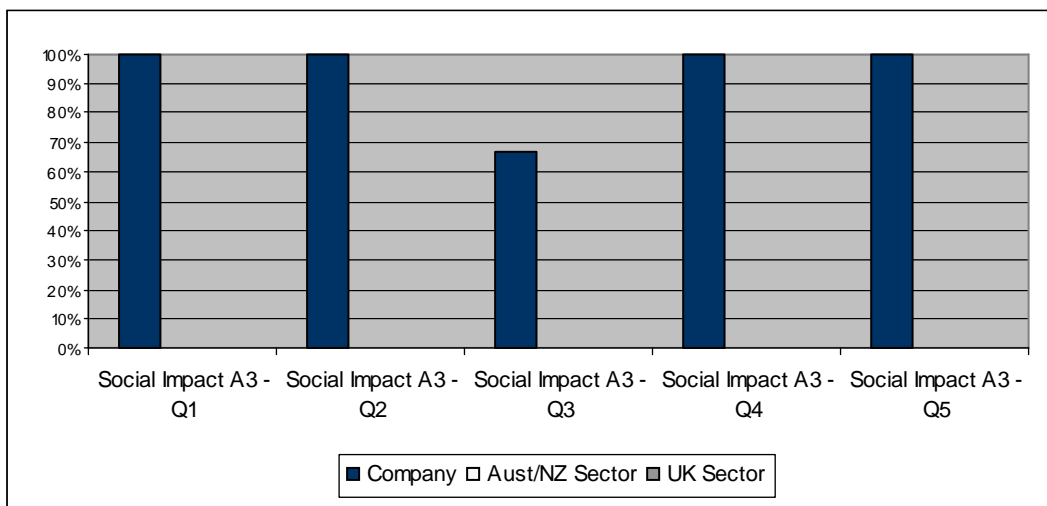
**Employee Development
Question References:**

- Q1. Corporate Commitment
- Q2. Measurement & Reporting
- Q3. Performance Improvement
- Q4. Employee Programs



**Community Investment
Question References:**

- Q1. Measurement of Inputs
- Q2. Measurement of Outputs
- Q3. Business Benefits
- Q4. Community Benefits
- Q5. Reporting



**Social Inclusion
Question References:**

- Q1. Corporate Commitment
- Q2. Reporting
- Q3. Quality of Information
- Q4. Coverage
- Q5. Performance Improvement

Notable Points and Opportunities for Improvement

The following high-level observations have been made by PricewaterhouseCoopers as a result of completing its validation procedures in relation to Minter Ellison Lawyers 2008 Corporate Responsibility Index (CRI) submission:

Notable points

Minter Ellison Lawyers has demonstrated through its response to the CRI that it has:

- A transparent and comprehensive approach to the implementation, management and integration of programs to address CR issues and drive performance improvement across the organisation.
- A proactive approach to disclosure of its strategy, policies and management of CR activities including a well developed stakeholder communication framework across all material CR areas, particularly in relation to community and workplace issues.

Opportunities for Improvement:

Based on its CRI response and compared to the requirements of the CRI, Minter Ellison Lawyers could improve both its CRI response and its overall CR performance by:

- Further enhancing its commitment to transparency by increasing the coverage of third party reviews or assurance in relation to its community strategy. (Q21)
- Engaging with its building managers to obtain details of the methodology used to calculate monthly waste reports and refine or amend this methodology as required ensuring that it agrees with the basis for reported waste data. (Q47, Q48).
- Considering the selection of another self-selected environmental impact area for future CRI responses, such as reduction in flights. (Q49)

Corporate Responsibility Index – Key Changes to 2008

Business in the Community has introduced a number of changes to the CR Index in keeping with its commitment to continuous improvement, ensuring that participating companies continue to aspire to best practice and that the CR Index maintains effectiveness, relevance and continues adding value as a management tool. Some questions have been added, strengthened or rephrased and guidance notes have been improved to clarify requirements for supporting evidence.

The CR Index is developed and maintained by **Business in the Community in the UK**. It has been generously donated under a licence agreement to St James Ethics Centre for use in Australia and New Zealand. For further information please contact:

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