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ACT

Pro Bono and
Community
Investment Report

December 2021

MinterEllison.

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Cover page:

Moriarty Foundation Football team - the John Moriarty Foundation is a long term community partner, established in 2012 and delivering extraordinary impacts in remote communities to connect children with education and sport.

Our lasting impact in the community sits at the heart of who we are

"While pro bono legal work is the foundation of how we support our communities, this is strengthened by bringing the whole of our Firm – our client relationships, networks and knowledge – together to address Australia's most complex social issues."

Over the past year, communities and the community sector across Australia have worked relentlessly to combat an extraordinary set of circumstances. Bushfires, floods and the ongoing impacts of COVID-19 – a devastating combination of challenges that has resulted in significant hardship in all parts of the country.

Because of this, I believe there has never been a more important time for MinterEllison to demonstrate its leadership and its support for fairer and more equitable outcomes for Australians experiencing marginalisation and disadvantage.

As Australia's largest law firm, we know we have a particular responsibility to deliver pro bono legal services in areas of unmet need. But deeper than this is our collective sense of purpose – to create lasting impacts with our clients, our people and our communities.

I'm incredibly proud that throughout FY21 our people rallied to support individuals and communities. And that, collectively, we made a significant contribution. Whether it's 63,000 hours of pro bono legal services being delivered to address unmet community needs: with a particular focus on providing access to justice, addressing homelessness and building pathways for young Australians experiencing social disadvantage in some of our most marginalised communities. Or more than \$360,000 donated to support community organisations and their vital programs.

In a recent Reconciliation Action Plan (RAP) Steering Committee meeting I was inspired by the wisdom, knowledge and generosity of spirit of our three external Aboriginal and Torres Strait Islander advisers – Paul Ralph, CEO of KARI, Carole Vale who leads Murawin Consulting, and Jasmin Herro a passionate advocate for Aboriginal and Torres Strait Islander inclusion in the business community.

It was also incredible to stop and take a moment to recognise just how far our firm has come since we launched our first RAP in 2018. In FY21, this included 4,800 hours of pro bono work for Aboriginal and Torres Strait Islander organisations and individuals, as well as significant procurement and great advances in our employment and educational support for Aboriginal and Torres Strait Islander peoples. A timely reminder that in times of great challenge giving the best of our firm to our communities brings out the very best in all of us.

I'm looking forward to another impressive year ahead for our Pro Bono and Community Investment Program as we work together to ensure that we leverage the opportunities our Industry Plans offer to partner with our clients to amplify our community impact. As we launch our second RAP and work together to implement its objectives. And as we make sure every member of our firm has the opportunity to create lasting impacts with their colleagues, clients and communities.

Virginia Briggs,
MinterEllison CEO and Managing Partner



Pro Bono and Community Investment Program overview

Our people are passionate about using their skills, expertise and resources to break cycles of disadvantage

At the heart of MinterEllison's Pro Bono and Community Investment Program is our Purpose: creating lasting impacts with our clients, our people and our communities. The program is designed to bring together the best of our Firm to address cycles of disadvantage facing the most vulnerable sections of our communities. It recognises the opportunity we have to make a positive impact, whether providing pro bono legal advice, mentoring of school students from disadvantaged areas, other skilled

volunteering or in-kind assistance, amplifying fundraising and awareness campaigns, providing charitable giving support to not-for-profit organisations, strengthening social enterprises, or working with our clients, community partners and networks to drive systemic change.

Our Pro Bono and Community Investment Program is driven by a deep commitment to human rights directed across four interconnected pillars



**Human rights and
access to justice**



**Homelessness
(including
domestic and
family violence)**



**Empowering
youth**



**Alleviation of
poverty**

Our holistic approach

As a law firm, providing pro bono legal support to individuals, not-for-profit organisations and social enterprises is central to how we create lasting impacts and break cycles of disadvantage. But we also know that our ability to create lasting impacts is most powerful when we can bring the whole of MinterEllison to our community partners and the highly complex issues they tackle daily. Our Pro Bono and Community Investment Program is integrated with the Firm's strategy and initiatives, including Diversity and Inclusion, Health and Wellbeing, Sustainability and Cultural elements that drive and engage our people.

By bringing all of the firm's capability together, we can better help community organisations thrive, and create opportunities for individuals in need across Australia

"As Australia's largest law firm, a vibrant Pro Bono and Community Investment Program is a core element of our social licence and important to our clients, our people and the community."

Keith Rovers,
Pro Bono and Social Impact, Finance, Sydney



Partnering with clients and industry to amplify our impact

Aligned with our broader Pro Bono and Community Investment Program, we're working with our clients and industry groups to deliver community impact across:

Financial Services



Partnering with clients to facilitate social justice and economic opportunity

Health



Enabling the delivery of sustainable care and improved public health outcomes

Real Estate



Creating equal housing opportunities for our communities

Education



Creating future pathways for Indigenous students

Government



Identify opportunities to progress Reconciliation with partner agencies

Infrastructure



Partner with clients, non-competing advisors and industry bodies to leverage our RAP, inclusion and sustainability work

Energy and Resources



Collaborate with industry to promote diversity and Indigenous inclusion

Our industry groups have each set specific community impact ambitions in the year ahead. These ambitions are aligned with our 4 pillars, our RAP, diversity and inclusion and sustainability initiatives to deliver the greatest impact in our communities.

"We're proud to partner with clients and industry to amplify our community impact. Shared values partnering is at the heart of this collaboration, and enables us to achieve far more than we could on our own."

Michelle Power,
Managing Partner – Markets

By the numbers: our achievements

Pro bono

63K+ hrs
of pro bono
services



RAP impact

4,800+
pro bono hours
supporting Aboriginal
and Torres Strait
Islander organisations

Social impact

over 100
new social enterprise and
Indigenous business clients
engaged and supported in
addition to our long standing
Indigenous partnerships

Community investment

\$360K
donated to
community
initiatives + relief
efforts



\$23m
of pro bono legal
services provided

54 hrs
of pro bono
work per lawyer
(on average)

\$1.85m
value of pro bono
services provided
to Aboriginal and
Torres Strait Islander
organisations

100+
organisations
assisted

Awards

Legal Firm Award

WA Attorney General's
Community Service Law
Awards

WA Attorney General John Quigley
and Lee Rossetto, Partner, Perth

10,000+
hours of community
investment



153 lawyers
provided 100+ hours
of pro bono services

50+
Aboriginal and Torres Strait
Islander Individuals assisted

62%
of lawyers provided
pro bono support

\$180k
of goods and services purchased –
despite the impact of COVID-19



ABCN Mentoring Programs

16
across Australia



Total mentors
100

Total students
206

Addressing homelessness

In a year marked by the COVID-19 pandemic, access to safe and secure housing has never been more important. But we know eliminating homelessness is more than just about housing. The pathways both in and out of homelessness are complex and interconnected, and the solutions lie in many groups and organisations working together.

With this in mind, we work to address homelessness across three levels.

- 1.** acting for or advising people who are experiencing, or at risk of, homelessness through our relationships with legal clinics including Street Law (Canberra), Justice Connect Homeless Law (Melbourne), PIAC's Homeless Persons' Legal Service (Sydney), Street Law Centre (Perth) and LawRight (Brisbane);
- 2.** providing pro bono legal advice and/or financial support to organisations working to support those without access to safe and secure housing, including Whitelion, Brisbane Youth Service, Hutt St Centre, 3rd Space, Housing All Australians, KARI, YourTown, WAGEC, My Foundations Youth Housing, Stepping Stone House (Sydney Stepping Stone Inc), Tenants Queensland, Wintringham and StreetSmart; and
- 3.** leveraging our networks and relationships to drive systemic change by bringing together community organisations, businesses, industry, government and people with lived experience of homelessness.

In the past year, we have expanded our work with The Constellation Project, Brisbane Youth Service and Housing All Australians. We have assisted the Property Industry Foundation on the development of purpose-built housing for young people at risk of homelessness. And we were proud to support our long-term partner Whitelion's inaugural 'No Home Address' campaign, which raised more than \$250,000 for youth at-risk of homelessness.





Partnership spotlight

The Constellation Project: we believe that homelessness is solvable

The Constellation Project's (TCP) vision is to end homelessness in a generation. The cross-sector collaboration was founded by Australian Red Cross, the Centre for Social Impact, Mission Australia and PwC Australia, who joined forces in the belief that together we stand a better chance of driving action on homelessness. It brings together corporates, governments, people with lived experience, academia, philanthropists and not-for-profits.

We have been working with TCP for three years, and were pleased to join as an Alliance Member this year. Led by Keith Rovers, our Pro Bono team advised TCP on its incorporation as a Not-For-Profit entity under the name 'Constellation Project', involving a merger with the Business Alliance to End Homelessness initiative. Along with Keith Rovers' role as a director of Constellation Project, MinterEllison continues to provide advice and support on governance, charity registration and operations, as well as technical expertise in areas of law relevant to solutions to increase the supply of social and affordable housing.

As part of The Constellation Project, our people work across a range of social labs engaging with Aboriginal and Torres Strait Islander individuals and voice, people with lived experience of homelessness and domestic and family violence, along with some of our key clients - financial institutions, developers CHIA, NHFIC, CEFC, Social Ventures Australia, NSW Government and other like-minded organisations. Together we are developing policy and integrated solutions across inclusionary zoning, accessing and unlocking private capital, domestic and family violence and other programs to address the underlying causes of homelessness.

We believe investment in social infrastructure is a critical aspect of the social capital that binds us together and provides the basis for our success as a community. Homelessness is a multi-faceted issue with no single solution, but with long term commitment, together we can hope to create lasting impact.

"Being a part of the Ready Transitions team of the Constellation Project has been an incredibly rewarding and eye-opening experience. I am grateful to have been introduced to the innovative 'social lab' approach to redressing social inequities and to have been able to collaborate with professionals from all around Australia who are passionate about ensuring better transitions for young people from custody and out of home care. It was incredibly thought-provoking and at times heart-wrenching learning about the complexity of youth homelessness directly from conversations that the team had with young people with lived experience of homelessness. In my view, the focus on lived experience is what makes the Constellation Project such a powerful force for change."

Maithili Mishra,
Paralegal, Disputes, Adelaide



Supporting organisations working to address pathways into homelessness

We assist organisations who support young people in out of home care and those who have had contact with the juvenile justice system. For example, I.D Know Yourself, KARI and Brother to Another.

We assist clients who support people experiencing domestic and family violence by providing wrap around services, transitional housing and awareness raising campaigns. For example, YourTown, WAGEC, Constellation Project, Women's Legal Service, Domestic Violence Action Centre, Safe Night Space, Women's Health and Wellbeing Barwon South, Challenge DV and our annual support and participation in the Darkness to Daylight challenge.

We assist social enterprises providing supported employment pathways, including The Bread and Butter Project (refugees and asylum seekers), White Box Enterprises, Good Cycles, STREAT, Gogo Events (all long term unemployed), Muru Mittigar (First Nations), Soft Landing (various cohorts), Green Fox Studio and YMCA Rebuild (both ex-prisoners).

Domestic and family violence

Addressing the issue of domestic and family violence has been a focus of our Pro Bono and Community Investment Program for decades. As a firm, we recognise domestic and family violence is an issue affecting all workplaces and we are committed to creating a work environment that supports our people who are experiencing its effects.

We work with community organisations that deal with the issue every day by assisting people impacted, providing thought leadership, raising awareness and looking to drive systemic change.

"As lawyers we're all drawn to the profession in different ways but I think [at MinterEllison] we all have a common desire to make a difference in what we do. Over the past 20 years domestic and family violence has gone from an issue only discussed behind closed doors (if at all) to more public conversations between family, friends and colleagues. I am proud of all the work our firm has done to contribute to this change."

Jonathon Williams,
Partner, Projects, Infrastructure and Construction, Brisbane



Challenge DV

Workplace Domestic and Family Violence Training

We've always been proud to bring the best of our firm to our longstanding partnership with Challenge DV (formerly Australia's CEO Challenge), whose vision is to create a world without violence.

This past year, however, our work with Challenge DV has looked a little different. In particular, we were pleased to provide both legal and operations assistance to Challenge DV to support their successful rebrand – a significant transformation given their 20+ year history as Australia's CEO Challenge.

Competition Risk and Regulatory Partner Vanessa Mellis advised on the legal aspects of the rebrand. From an operations perspective, Mathilda Spence in our Change and Transformation team provided change management guidance, drawing in additional support from our IT and Talent teams.

Led by Brisbane Partner Jonathon Williams, MinterEllison's 2021 Darkness to Daylight team achieved record participation and fundraising levels. More than 250 people from across MinterEllison signed up to walk or run up to 110,000km over the month of May, raising more than \$30,000 for domestic and family violence prevention.

Despite the interruptions of COVID-19, we were also pleased to have been able to lock in the ongoing provision of physical space for Challenge DV in our Brisbane office. A true example of bringing our whole firm to our community partners.



Robert Reed OAM MinterEllison, Jacque Lachmund Challenge DV, Darren Sumich MinterEllison, Rachel Durdin Rio Tinto, CO 1st Signal Regiment LTCOL Mat Hegarty Australian Army, Jane Hedger Challenge DV

"Since MinterEllison became a Foundation Partner in 2000, their support has been ongoing and immeasurable, and has grown from a mutually beneficial relationship to a partnership that has unlocked countless possibilities and opportunities. Simply put – I do not think we would be able to do what we do without the support of MinterEllison."

Jacque Lachmund,
CEO Challenge DV

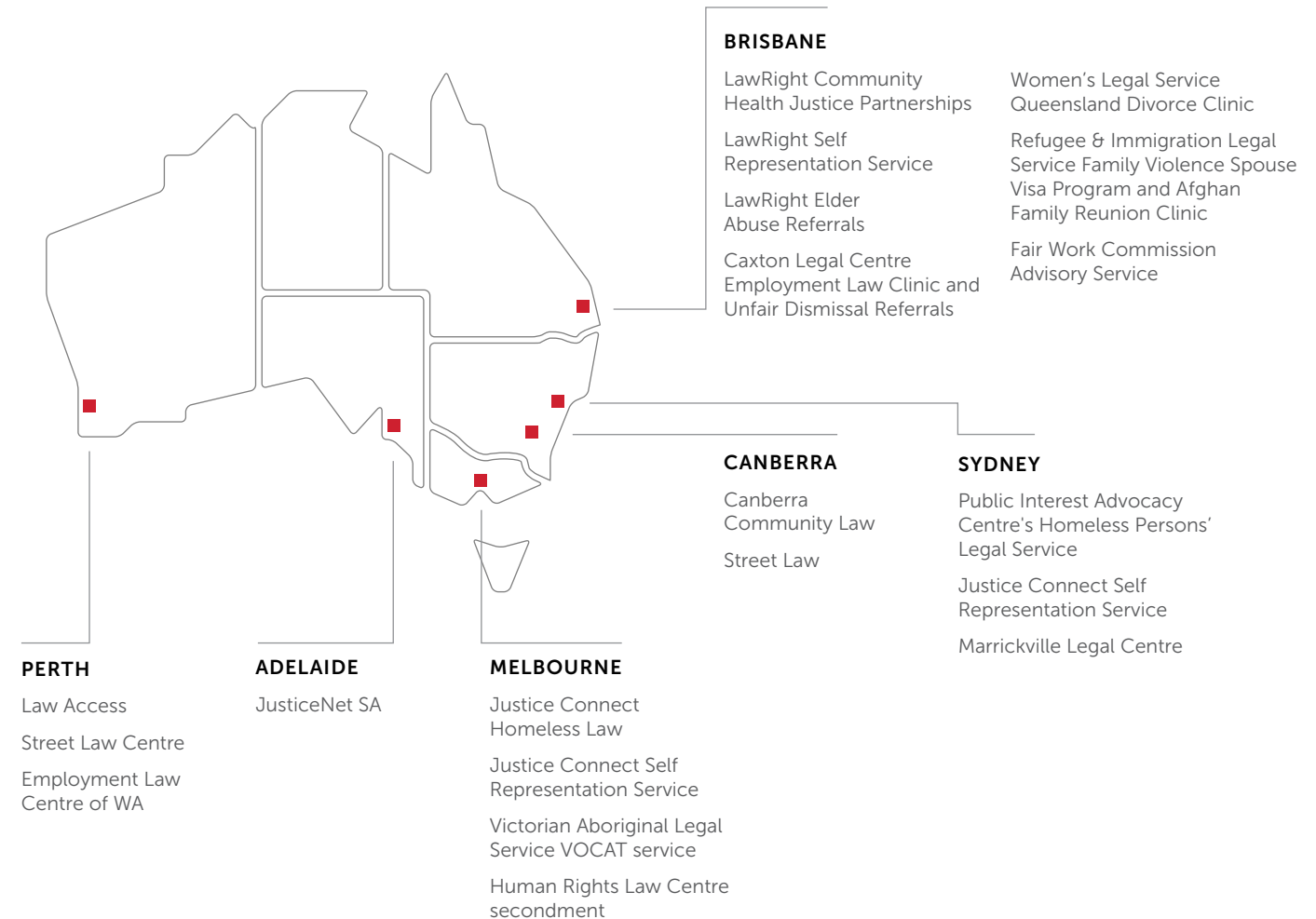
Access to justice for all in our community

We approach our ongoing commitment to improving access to justice with a spirit of purpose and partnership. Our people are passionate about using their legal skills to assist individuals who might otherwise lack access to legal information, advice or representation. As a firm, we work collaboratively with community legal centres, advocacy groups, specialist legal clinics and referral services to understand where our skills and resources best match unmet community need. Our casework also informs the strategic policy work and advocacy of our community partners which supports ongoing law reform and improves outcomes across our communities.

In addition to our lawyers working in legal clinics across Australia, we were also proud to use our collective skills and resources to support the community legal sector in a number of other ways. Some of these included hosting Train the Trainer events for Marrickville Legal Centre's Migrant Employment Legal Services, sponsoring regional and remote transport for Community Legal Centres Queensland State Conference 2021 and our Corporate Services team providing printing support to the 2021 Community Legal Centres NSW State Conference.

In FY21, our people also walked the talk. 40 people from our Brisbane office took part in the 2021 Queensland Legal Walk, which raised over \$100,000 for LawRight. And a team of 10 from our Perth office joined the 2021 Law Access Walk for Justice, which raised a total of \$117,015.

Partners across Australia



"MinterEllison's generous and longstanding pro bono support of Justice Connect's Homeless Law clinic has been vital in preventing and ending homelessness for people across Victoria, including throughout the COVID-19 pandemic"

Cameron Lavery,
Justice Connect's Homeless Law



Pictured (left to right): Nicholas Pagonis (Cairns Community Legal Centre), Ash Metcalfe (North Queensland Women's Legal Service), Robert Reed (MinterEllison), Emma Beckinsale (MinterEllison) and Abby Cone (Townsville Community Law).

Justice Connect

The crisis of homelessness in Australia sees some 116,000 people without access to a home on any given night. Social justice organisation, Justice Connect, knows that homelessness is a complex issue that requires systems-level change, and, through its Homeless Law service in Victoria, challenges and changes laws that unfairly affect people facing homelessness. Homeless Law provides outreach-based, client-centred and holistic legal help to people experiencing or at risk of homelessness, primarily in the areas of tenancy and housing, and fines and infringements.

MinterEllison was one of the founding law firm partners of this service, then known as the Homeless Persons' Legal Clinic. Our lawyers have attended a weekly outreach clinic for close to 20 years. The relationship has become embedded in our Pro Bono and Community Investment Program to such an extent that every graduate lawyer who joins in our Melbourne office becomes a member of the Firm's Homeless Law team.

Our commitment to working alongside Homeless Law underpins our vision to achieve the best possible result for the clients we work with. Our work also supports Homeless Law's evidence-based systemic advocacy for positive change, which is focussed on stopping homelessness before it starts, and preventing the criminalisation of homelessness. Last year, we worked some 5300 hours, on more than 100 matters, that, in many cases, assisted clients to avoid eviction into homelessness or to deal with their fines, which are barriers to safe and secure housing.

For our graduates and lawyers, their work in the Homeless Law service is often one of their first experiences working directly with a client, managing a file, appearing in court or a tribunal, and negotiating on behalf of a client. Many of our people find it to be a career and life defining experience, where they have an opportunity to view the law through the lens of people facing challenging circumstances. It is a privilege for our people to learn from the strength and resilience of our clients.

Justice Connect increases access to legal support and progresses social justice in our community. We are honoured to assist them.

Empowering youth through education, mentoring and access to secure housing

This past year has been one in which young Australians have shown extraordinary resilience. But it was also one in which students and vulnerable young people have needed more support than ever to combat the social isolation, mental health challenges and shift to virtual learning brought about by COVID-19.

In FY21, we provided pro bono and community investment support to organisations supporting young people with their education, providing safe spaces for those experiencing (or at-risk of) domestic and family violence, and those without secure housing.

One of the core ambitions in this space is to support tertiary education pathways for young people who might otherwise not have been able to get to university. Over the past year we expanded our national student mentoring partnership with ABCN, and financially supported First Nations scholarships at Bond University and the University of South Australia, The Anton Hermann Memorial Scholarship at Monash University, 8 Glenala State High School scholarships and ABCN's Accelerate program.

The Firm and our Brisbane Vacation Clerks contributed to the Furnishing Young Futures initiative, an innovative collaboration between Brisbane Youth Service and Brisbane Housing Company, designed to support young residents' transition from crisis accommodation to safe and stable housing.

Our PRIME Network continued to raise funds and awareness for the Pinnacle Foundation, which provides mentoring and opportunities for young LGBTQ+ Australians.

And, in what has been a devastating period for the arts industry, we endeavoured to create lasting impacts by sponsoring and providing pro bono legal and consulting support to organisations empowering young people pursuing creative careers. From WAYJO (West Australian Youth Jazz Orchestra) in Perth, to Australian Theatre for Young People in Sydney.

This is just a snapshot of MinterEllison's work to create lasting impacts for young people in Australia.

"One of the most common things we hear from our past scholarship recipients and ABCN mentees is that they are the first of their family to attend university, which is something we're incredibly proud to be a part of"

Robert Reed OAM,
Pro Bono And Community Investment Senior Manager, Brisbane



Julian Jennings, Talent Brisbane with Year 12 scholarship students from Glenala State High School

Inaugural Anton Hermann Memorial Scholarship recipient – Olivia Wright

Olivia is in her first year of studying Biomedical Science at Monash University, and thanks to the Anton Hermann Memorial Scholarship has been provided with the financial stability to fully focus on her studies, and the confidence to succeed in her future aspirations.

MinterEllison worked closely with Anton's family and friends to establish The Anton Herman Memorial Scholarship at Monash. It celebrates the legacy of our much loved colleague Anton, who founded the firm's Pro Bono and Community Investment Program, and is designed to support students who want to change the world for the better. Young people from a range of disadvantaged backgrounds, those who did not think that university study would be possible for them due to the financial burden or those who are experiencing a range of difficult circumstances are encouraged to apply for the scholarship.

"We are incredibly proud to partner with MinterEllison to honour Anton's memory and legacy at Monash. Thanks to your generosity, the Anton Hermann Memorial Scholarship will have a profound impact on the lives of young people for years to come."

Heather Little

Deputy Director, Development - Humanities, Arts and Social Sciences Monash University





Partnership spotlight

Australian Business and Community Network (ABCN) Bridging the digital divide

Over the past year technology has played a more important role in education than ever before.

Accessing virtual classrooms, necessitated by lengthy COVID-19 lockdowns, required students to have access to a home computer and internet connection - which not everyone has available to them. Particularly not one for every sibling to use simultaneously.

Schools had to quickly pivot to online education and school programs.

And ABCN, a MinterEllison community partner of over 15 years, had to quickly adapt its mentoring programs to focus on a digital approach in order to continue and build those vital mentoring relationships between mentors and students.

As a firm, we were keen to help however we could.

We worked flexibly with ABCN to ensure our mentors were still able to connect with students, including through new digital programs, and were proud to have more than 100 mentors across MinterEllison participate in more than 16 ABCN programs in FY21.

We also provided pro bono legal advice to ABCN on privacy and other considerations relating to the use of digital platforms.

Vitality, our Digital team have delivered more than 100 decommissioned MinterEllison laptops, supporting technology and iPhones to students and schools across Australia, in an initiative led by Dolly Sequiera, IT Procurement Manager, Sydney. Ensuring students like Arezo, a refugee and Accelerate scholar at Lynwood High School, have equitable access to learning, setting them up for a bright future.

Our Digital team were also pleased to be able to provide ABCN with IT training on the digital platforms now needed to power their programs.

We were also proud to reintroduce our financial sponsorship of ABCN's Accelerate program, a three-year scholarship program targeting exceptional students whose economic, family or social challenges are impacting on their study or capacity to pursue their desired tertiary pathways. MinterEllison's Talent team were able to further support by volunteering their time and expertise reviewing sponsorship applications.

"Nicole has provided great insight into different careers and has been a great sounding board, providing good opportunities for reflection and just being someone to talk to." ABCN mentee and UQ Social Work student on her mentor

Nicole Sinclair,
Senior Associate, Insurance and Corporate Risk, Brisbane



Arezo, Accelerate scholar
at Lynwood High School

**"COVID-19 had exposed
and exacerbated a significant
digital divide for students"**

ABCN





Reconciliation: respect, relationships, opportunities

"MinterEllison has been walking with us for the past year and I am very fortunate to be able to walk with such passionate, effective and committed people in a company that is welcoming to our people and culture. It warms my spirit in knowing that we aren't alone and that we can always call on and rely on MinterEllison to be there when it counts. All of the legal support has been fantastic for our organisation and we are excited for the journey ahead together."

Isaiah Dawe
CEO/Founder ID Know Yourself

MinterEllison's vision for reconciliation is an Australia that understands and values more than 60,000 years of Aboriginal and Torres Strait Islander histories and cultures.

We partner with organisations that empower First Nations communities across Australia and provide access to justice. We are committed to improving employment outcomes, using our purchasing power and networks to support Aboriginal and Torres Strait Islander businesses, and building economic opportunities through our supply chain.

Over the past year we established a new Victims of Crime Assistance Tribunal referral service with Victorian Aboriginal Legal Service (VALS). We continued our strong partnership with KARI, including providing foundational advice on their newest social enterprise, KARI Aboriginal Procurement. Our Perth Dispute Resolution team's work with Tidal Moon has secured the businesses operations, which in turn made a real difference to employees and their families. And our COVID-19 vaccination drive across the firm raised funds for the Moriarty Foundation's IndiKindi health and education program. Despite COVID-19 impacts we continued to work with key

Indigenous business suppliers including Kulbardi, Nallawilli Water, Orana Commercial, Murawin, Integrity Health and Corporate Culcha to procure a diverse range of goods and services.

We are committed to establishing new scholarships in the NT and WA, and continuing to build our relationship with Bond University. And in 2022, we look forward to launching an innovative law reform workshop with the University of NSW to progress issues of importance to First Nations people.

Recognising the importance of employment pathways, we have assisted several Indigenous Businesses providing upskilling and job opportunities to First Nations Australians, including Muru Mittigar, Feraliser, APY Art Centre Collective, Djilpin Arts Centre, SevGen Indigenous Corporation, Indigenous Employment Partners and Currency Print and Corporate Communications.



Partnership spotlight



Victorian Aboriginal Legal Service (VALS)

In April 2020 MinterEllison formalised an arrangement with Victorian Aboriginal Legal Service (VALS) to run a referral service for clients requiring assistance with Victims of Crime Assistance Tribunal applications in Victoria. VALS was established to address the over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system and provides referrals, advice, information, duty work or case work assistance to Aboriginal and Torres Strait Islander peoples in the State of Victoria.

In addition, we seconded lawyer Maddison Smith to VALS' Civil and Human Rights team to work alongside the VALS team.

MinterEllison greatly appreciates the opportunity to work with VALS and its clients.

"I'm incredibly grateful to have had the opportunity to provide legal advice and representation to VALS' clients. It means a lot to me to know that I contributed to the broader aims of an organisation that works tirelessly to address the disadvantage of Aboriginal and Torres Strait Islander peoples and improve their access to quality legal aid services."

Maddison Smith,
VALS Seconded + Lawyer, Statutory Compensation Management,
Melbourne

Supporting an award-winning partnership protecting the world's oldest rainforest

Rainforest 4 Foundation exists to help communities protect and restore the Earth's rainforests. They do this by purchasing land, creating new protected areas, stopping and reversing the impacts of development, and restoring rainforest ecosystems damaged in the past.

Rainforest 4 Foundation is purchasing land in Far North Queensland to ensure it is protected from development and managed for conservation. The Foundation works in partnership with Jabalbina Yalanji Aboriginal Corporation to acquire properties in the Daintree Lowland Rainforest and transfer ownership of those properties to the Traditional Owners, the Eastern Kuku Yalanji people.

This unique partnership was recognised in the 2021 Queensland Reconciliation Awards winning the Premier's Reconciliation Award and the Partnership Award.

MinterEllison has worked with the Rainforest 4 Foundation since 2020 and supported their partnership with Jabalbina Yalanji Aboriginal Corporation on the Daintree land acquisition. A multidisciplinary team comprising Stephen Knight (Partner), Matthew Glenn (Partner), Nicole Gordon (Special Counsel), James Horwood (Senior Associate) and Kate Van Der Heyden (Associate) have advised on entity establishment, tax status, contracts and, most recently, conveyancing of a number of properties purchased and transferred under Rainforest 4's Save the Daintree Rainforest campaign.

"The work provided by MinterEllison has enabled us to achieve the goals of our Save the Daintree Rainforest Program. Good legal counsel means Rainforest 4 Foundation can focus on achieving important conservation outcomes by protecting the oldest rainforest in the World, knowing our legal needs are being handled in a professional, thorough and reliable manner

Richard Christian,
CEO, Rainforest 4 Foundation



Lyn Johnson, Chair of the Board for the Jabalbina Yalanji Aboriginal Corporation and Jabalbina Ranger Vincent Tayley during the smoking ceremony and Welcome to Country.



Rainforest 4 Foundation, HalfCut, Jabalbina Yalanji Aboriginal Corporation, and guests gather to recognise and celebrate the effort of everyone involved in the purchase, protection, and return of six properties in the Daintree Lowland Rainforest which are now held in the Jabalbina Yalanji Aboriginal Corporation and Land Trust on behalf of Kuku Yalanji people.

Supporting a sustainable social enterprise ecosystem

For Pro Bono and Finance Partner Keith Rovers, head of MinterEllison's market-leading Social Impact team, supporting Australia's thriving social enterprise sector is about more than just providing quality legal advice to clients. It's about building capacity and capability across the sector, supporting capital flows, fostering cross-sector networks and promoting strong governance frameworks to develop sustainable business looking to do well and do good.

We support approximately 100 social entrepreneurs and their for-purpose enterprises with the full spectrum of legal advice. From start-up entity formation and associated structuring and business advice, ASIC and ACNC registration (for NFPs) and associated ATO deductible gift recipient (DGR) endorsement, to governance, workplace, privacy, IP, contracting and property, risk management and insurance and assistance with alliances, franchising, MandA and restructuring support.

Over the past year, we have also supported the broader social enterprise ecosystem by:

- providing assistance to the social enterprise peak bodies nationally including Queensland Social Enterprise Council (QSEC), SECNA (Social Enterprise Council of NSW/ACT) and SENVIC while also supporting discussions regarding the establishment of SA and NT peak bodies and the national peak body ASENA
- facilitating cross sector workshops with governments and corporates to promote social procurement and development of the social enterprise sector
- working with Social Traders, the National certifying body for social enterprises, on the continuing development of its certification framework for social enterprises
- establishing a Social Enterprise Advisory Group in Queensland to facilitate business interfacing with social enterprises to identify and provide advice and referrals with the primary aim of increasing the capability of these enterprises.

- supporting social enterprise incubator, White Box Enterprises, in the acquisition and financing of properties and development of social impact hubs across Australia where social entrepreneurs and their teams can work in close collaboration, sharing ideas and creating connections to amplify the public benefit and ability to scale.

We also support intermediaries and ecosystem players, such as Social Impact Hub, Social Ventures Australia, Y Gap, Optus and its Future Makers program, AMP Foundation, and Westpac Foundation.

Tackling social, environmental and cultural issues as a global community: bringing The Social Enterprise World Forum to Australia in 2022

In the words of long standing pro bono client White Box Enterprise CEO Luke Terry the Social Enterprise World Forum (SEWF) isn't just about usual business,

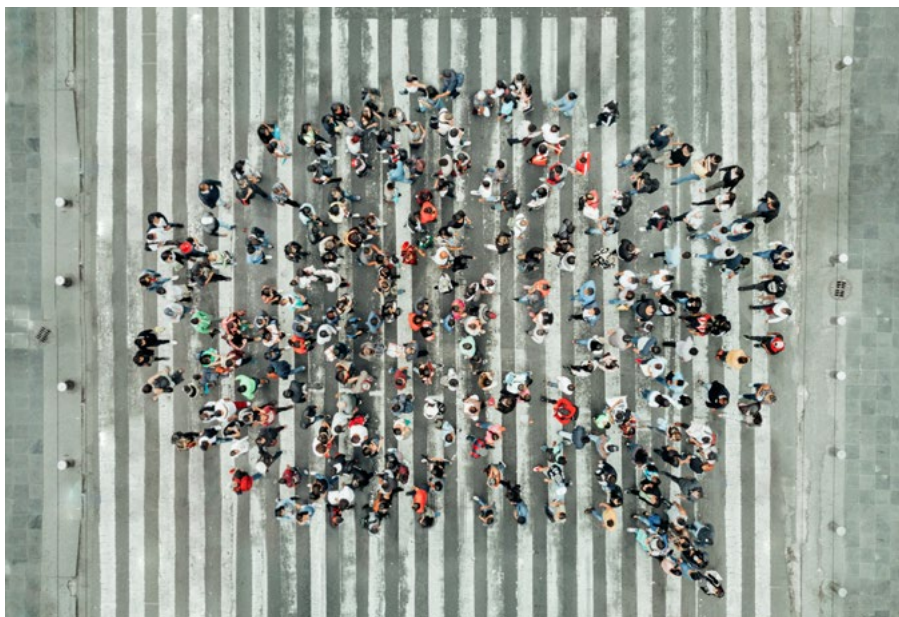
"it's about bringing together B-Corp, social impact investors, policy makers, and a whole range of different people that want to use business to do good."

White Box Enterprises is co-hosting the SEWF, which is being held in Brisbane in 2022.

The event will bring together thousands of social entrepreneurs from around the world – both virtually and in person – to help build, connect and support the social enterprise community. A MinterEllison team lead by Keith Rovers and his team has been providing ongoing legal support to help get the SEWF off the ground. This work includes assisting White Box Enterprises with the event hosting and licensing arrangements, government and corporate sponsorships and other logistics. Senior Market Growth Manager Amber O'Meara has also joined the SEWF advisory board, through the Westpac Board Observership Program.

“Being an observer on the advisory board of the Social Enterprise World Forum 2022 has been rewarding and inspiring. Watching how boards like this manage their business and engage community with such small resource pools is a sight to behold. I’m learning so much about board behaviour and expectation more broadly, but I have also been able to flex my own skills to add value and to understand where my role may be best valued as I look to join boards in the future.

Amber O’Meara,
Innovation Lead, Melbourne



Partnership spotlight

Moving Feast

The impact of COVID-19 on vulnerable people continues to be profound. And while government assistance has provided relief to some, social enterprises have worked to fill the need created by the pandemic and ensuing lockdowns.

One of the social impact initiatives we have been proud to assist is Moving Feast – a collaboration of social enterprises that responded quickly to COVID-19 in the first half of 2020 by looking in a systemic way at how food is created, distributed and consumed. Their goal is creating a pandemic food response imbued with justice, sustainability and resilience. Moving Feast started with a few corporate cafes collaborating on pandemic

food relief with a ‘gate to plate’ mindset and has grown to work in all areas of the food system from growing, storage, cooking, distribution, and education. We assisted Moving Feast by working on a corporate governance architecture suitable for bringing together the participating social enterprises.

Moving Feast continues to grow, cook, and deliver meals to help the most vulnerable Victorians while keeping hundreds of staff employed. By collaborating with other social enterprises to provide, for example, transport logistics they are also creating wrap around services to people who are usually excluded from the open labour market.



Community impact highlights

Coastrek walk

In memory of friend, Partner and colleague, Phil Bisset, a team from MinterEllison (Rebecca Bedford, Amanda Johns and Steph Mann) together with Phil's son, Andy Bisset, completed the 30km Coastrek walk around the Mornington Peninsula to raise money for Beyond Blue. In addition to raising vital funds, the "ForPhil" team are also passionate about raising awareness of mental health issues which many of us have been touched by in some way. The \$45,000 raised by the team (including MatchME donation) will support approximately 950 people making that crucial, initial call to Beyond Blue.

"We have been blown away by the support, kindness and generosity of people."

Rebecca Bedford, Partner,
Dispute Resolution, Melbourne



STEPtember success

Led by Sam Kalmar and Zoe Robertson, Client Market Growth, Sydney, more than 200 participants from around the Firm stepped over 52.5 million steps and collectively raised more than \$38,000 (including MatchME donation) for the Cerebral Palsy Alliance in September 2021.

3 Peaks Challenge: climbing new heights for at-risk youth

In March 2021, Kate Koidl and Samantha Currie Transactions Solutions, Melbourne and team braved the elements and difficult terrain as they climbed Victoria's three tallest mountains as part of the Whitelion Three Peaks Challenge. The pair successfully raised over \$10,000 (including MatchME donation) for Whitelion's vital programs for vulnerable and at-risk young people, many of whom have been deeply impacted by COVID-19.

LGBTQ+ inclusion

Once again in 2021 MinterEllison partnered with organisations such as the Sydney Gay & Lesbian Mardi Gras, Victorian Pride Centre, Pride WA, Sydney World Pride and Joy Radio to build more inclusive communities for all Australians. The firm recognises the impact of leadership commitment and public visibility in supporting LGBTQ+ inclusion. This was demonstrated when our CEO and Managing Partner joined our 2021 Mardi Gras marchers as they entered the Sydney Cricket Ground.

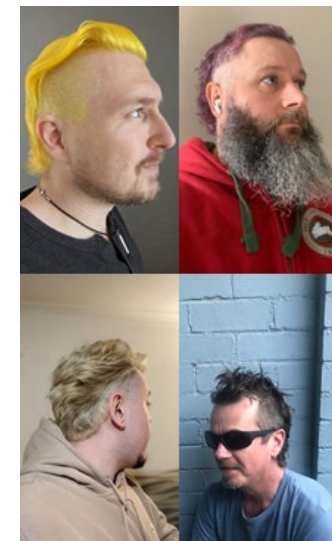
Youth Focus: Ride for Youth

Earlier this year, Shaun McRobert, Mike Hales, Jonathan Dewing and Jade Chow from our Project Solutions, DR and Finance teams, Perth rode in to the grounds of UWA, through a pipe band and an avenue of cheering supporters and under the finishing arch to complete their 700km ride from Albany to Perth over 4.5 days. The longest single ride was over 200km. The Ride for Youth raises funds for Youth Focus, a WA charity that focusses on youth mental health. MinterEllison is a gold sponsor for the ride and, in addition to this sponsorship, the team raised a further \$38,966 through various events, including an AFL Grand Final sundowner by the beach, a sale of pre-loved designer clothing and a whisky tasting, and a lot of very generous donations including many from around the firm.

The team have also entered for the 2022 ride with their first fundraiser with the West Australian youth Jazz Orchestra bringing a 22 piece Latin American band to a surf club at the beach for a samba party at sunset.

Mullets for Mental Health

Four members of MinterEllison's Digital and Corporate Services teams, Brett Hagan, Blake McCormack, Ciaran Landers and Allen Alaca, recently took part in Mullets for Mental Health – a Black Dog Institute initiative that encourages people to show "they're all ears" when it comes to mental health. In addition to successfully raising more than double their goal and close to \$9,000 (including MatchME donation), Brett, Blake, Ciaran and Allen also used it as an opportunity to raise awareness by sharing facts, techniques and check-ins with many in the broader Digital team.



L to R
Top: Blake, Brett,
Bot: Allen, Ciaran

Oz Harvest: Client Service team exemplify Purpose

Whilst most of us were busy working from home during lockdown, our Sydney Client Service team were utilising their skills to prepare freshly cooked meals for those in need. The pandemic has seen demand for food relief hit an all time high with many people experiencing food insecurity for the first time in their lives. By the time we reach Christmas, the Sydney kitchen will have produced 5000 – 6000 individually packaged, restaurant quality meals for those in need, which have been delivered to the community via Oz Harvest.

"We can be incredibly proud of the work the team have done to utilise their skills and support those in need during this difficult time, creating a lasting impact on both our people and our community."

Kristy Edser
Sydney Office Managing Partner



OzHarvest

Pink Elephants

On 24 June 2021, Hon Michaelia Cash MP introduced the Sex Discrimination and Fair Work (Respect at Work) Amendment Bill 2021 in the Senate. The Bill included an amendment to the Fair Work Act to provide two days of paid leave to women who miscarry before 20 weeks as well as for their partners – an historic development in validating the grief of early pregnancy loss. MinterEllison is incredibly proud to have supported our longstanding pro bono client, The Pink Elephants Support Network, in its tireless efforts to advocate and drive this change through its Leave for Loss Campaign.

In thanking MinterEllison for our contribution, Sam Payne, the CEO of the Pink Elephants Support Network, said "You have all gone over and above and provided support to Pink Elephants, a small grassroots charity, with big ideas. You've empowered us to make a BIG impact. You've been an early and proud adopter of our workplace program, you were one of the first to make the policy change in an Australian workplace. Thank you for being part of today's WIN - a sum of all of our contributions to the cause."

"Today I sat at my desk blinking back tears watching Julian Simmonds MP speak in support of the Bill which was passed today legislating compassionate leave for employees who experience miscarriage. Simply incredible"

Katrina Groshinski,
Pink Elephants Board Member and Partner, Competition, Risk and Regulatory, Sydney

Life-changing laptops

In a year when being able to connect virtually has been more important than ever, Dolly Sequeira, IT Procurement Manager, has been on a mission to get as many laptops as possible into the hands of people who need them most.

The collaboration between the Firm's Pro Bono and Community Investment and Digital teams, has taken on a life of its own thanks to Dolly's passion for helping people and making things happen. Through this initiative more than 200 decommissioned MinterEllison laptops have been delivered to students, schools, legal centres and community organisations around the country. LawRight, StreetSmart, Lynwood High School, Kiara College, Marrickville Legal Centre, ID KnowYourself and Victorian Pride Centre are just some of the organisations who have benefitted from Dolly's purpose-led efforts.

"Handing out these laptops was one of the most awesome things I have ever done! The sheer joy on students faces when they found out they were successful was heart-warming and contagious! Our sincerest thanks and appreciation goes out to MinterEllison for supporting our students and positively impacting their educational opportunities into the future."

Principal, Girrawheen Senior High School



Marrickville Legal Centre volunteers: Georgina, Ibrahim and Harry with donated laptops

Over the last 12 months our firm has made charitable donations to community organisations which reflect the diversity of our people and their commitments to delivering social impact across the Australian community



- Aboriginal Legal Service (NSW/ACT) Just Reinvest
- Aboriginal Women's Education Trust
- Access Arts
- Australia for UNHCR (World Refugee Day Event)
- Australian Business and Community Network (ABCN)
- Australian Red Cross (Afghanistan crisis)
- Australian Red Cross (NSW Floods)
- Australia's CEO Challenge
- Backpacks 4 SA Kids
- Bayside Women's Shelter
- Beyond Blue (Coastrek)
- Black Dog Institute (Mullets for Mental Health)
- Bowel Cancer Australia
- Brigidine Asylum Seekers Project
- Brisbane Youth Service Inc
- Cairns Community Christmas Lunch Inc
- Cancer Council NSW
- Cerebral Palsy Alliance (STEPtember)
- Come In Youth Resource Centre
- Community Legal Centres Queensland
- Emerald Hill Inc Fundraising Account
- Flying Fox Services Limited
- Footscape Inc
- From the Heart
- Girraway Ganyi Consultancy Pty Ltd
- Glenala State High School
- Hope Street Urban Compassion
- ID. Know Yourself
- Justice Connect
- Kids Helpline
- Law Access
- LawRight
- LGBTQ Domestic Violence Awareness Foundation
- LifeChanger (KMs for Kids)
- Lifeline (Push Up Challenge)
- Lighthouse Foundation
- Minus18 Foundation Inc
- Mission Australia
- Monash University
- Movember Foundation
- Ovarian Cancer (Dry July)
- Peninsula Community Legal Centre
- Perth Inner City Youth Service
- Public Interest Advocacy Centre Ltd
- Queensland Advocacy Incorporated
- Refugee and Immigration Legal Centre (RAILS)
- Rotary District 9810 Charitable Services
- Salvation Army
- Sands Australia
- StreetSmart

Meet our Pro Bono and Community Investment team



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