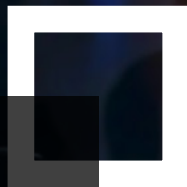




Partnering



Supporting

Creating opportunities

Community Investment
and Pro Bono Report

November 2020

MinterEllison.

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Creating lasting impacts in our communities

I am immensely proud of the actions our people take every day to bring about change and improve the lives of so many in our communities.

At MinterEllison, we believe in breaking the cycles of disadvantage and ensuring everyone has access to justice so that we can create positive opportunities and outcomes for all. Throughout the year, our people have given their time, skills and energy to do just that; addressing complex social issues to create lasting impacts for those in the community who need our support the most.

This year's Community Investment and Pro Bono Report captures the incredible breadth and diversity of our contributions made as individuals, and in partnership with our clients and communities. Providing lasting impacts in our communities is at the core of what we do. Over 74% of partners and lawyers delivered pro bono legal advice in the past 12 months and many more staff across the firm were engaged in the broader community investment program. The broader program includes mentoring students (of which nearly 200 of our staff were engaged), facilitating workshops, volunteering in a range of community activities and raising funds for bushfire affected communities.

Our people have given over 62,000 hours to improve the lives of our most marginalised and disadvantaged people, helping to make our communities better places to live. They have provided \$20 million of pro bono legal advice to more than 300 not-for-profits, social enterprises and individuals, and raised over \$250,000 in donations for a number of causes.

I am delighted that our first Reconciliation Action Plan (RAP) achieved its objectives. We are now working on our second RAP which will extend the delivery of legal services and our partnerships with clients to build economic opportunities for Aboriginal and Torres Strait Islander people and communities.

Our partnerships with clients and networks are successfully bringing for-profit practices and capability to social enterprises – to build their capacity, accelerate their purpose in the community, and secure their sustainability.

This report is dedicated to our colleague Anton Hermann who devoted his life to supporting the disadvantaged through his legal capability. His legacy lives on through the work we do each and every day at MinterEllison to create lasting impacts with our people, our clients and our communities.

Annette Kimmitt,
Chief Executive Officer & Managing Partner



Celebrating a life dedicated to social justice



Anton Hermann first joined MinterEllison in 1990. After a journey into the political world, as well as time spent in the not-for-profit sector, he returned home to the firm in 2004 as the National Pro Bono & Community Investment Director. It was in this role that Anton developed MinterEllison's programs around the theme of breaking cycles of disadvantage and led the way as a forerunner in the Australian pro bono legal community.

Anton made a transformational contribution to MinterEllison, the legal profession and the community at large. He devoted his professional life to supporting disadvantaged and marginalised individuals. His legal capability – together with his strong sense of purpose and empathy – made him a true leader in the community sector. Anton was the epitome of the quiet achiever. He went about his work – it is not putting it too highly to say it was his mission – with a calm, pragmatic and unflagging determination. Anton never sought applause or recognition for the things he did; he was dedicated to making a difference in the lives of the disenfranchised and their success was his reward. Anton's achievements in this role were many, but perhaps the most enduring legacy is what he taught us all about the way to approach this most important area of our work. He left our world a better place.

Anton's legacy lives on through The Anton Hermann Memorial Scholarship established by Monash University with seed funding from MinterEllison. The scholarship supports young people, including those from a range of disadvantaged backgrounds, who want to change the world for the better.

We believe that excellence deserves recognition, whatever the circumstances, and know that those in receipt of this life-changing scholarship at Monash, will have the support to go on to transform the lives of others.

To find out more about the scholarship, or to provide your support, [click here](#).

"Anton was a lawyer with humility and integrity who was genuinely committed to improving access to justice for the poor, marginalised and disadvantaged. He was a respected leader in the pro bono legal community and beyond. He left us far too early."

John Corker,
CEO of the Australian Pro Bono Centre (2004-2019)

Community Investment and Pro Bono Program overview

Using our skills, expertise and resources to break cycles of disadvantage, to build opportunities for housing, education, jobs, and to create a sustainable environment.

At the heart of MinterEllison's Community Investment and Pro Bono Program is our Purpose: creating lasting impacts.

Our program is designed to use our Firm's core skills to address the cycles of disadvantage facing the most vulnerable sections of our communities. It recognises the opportunity we have to make a positive impact on the lives of individuals and communities – by providing legal

advice, mentoring of school students from disadvantaged areas, advocacy and financial support to not-for-profit organisations and social enterprises – to effect systemic change.

That's why we leverage our Firm's expertise and resources to empower and create opportunities for those in need. Our community investment and pro bono efforts are driven by a deep commitment to human rights directed across four pillars.



**Human rights and
access to justice**



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



**Disadvantaged
youth**



**Alleviation of
poverty**

Giving our time and money

We provide many opportunities for our people to get involved and to make a lasting impact for the communities in which we work – whether it be through supporting our financial contributions or by volunteering their time and skills to provide pro bono services.



- Pro bono legal programs
- Education and mentoring programs with schools from low socio-economic areas



- Sponsorships, donations and workplace giving
- Social procurement programs

Creating positive impacts = Breaking cycles of disadvantage + Building opportunities

Our holistic approach

To maximise the difference we can make now and into the future, we take a holistic approach to community investment and pro bono support by bringing together strategic initiatives from across the Firm.

“While pro bono legal work is the foundation of how we support our communities, it is strengthened by bringing the whole of the Firm – our client relationships, networks and knowledge – together to address complex social issues.”

Kate Cato,
Director Organisational Development



Our partnerships

Our approach is built on the strong partnerships we have established with a range of not-for-profit organisations, foundations, community legal support centres and social justice enterprises. Below is a snapshot of just some of the partnerships we are proud to have formed.



Achievements

TIME	CLIENTS	FINANCIAL INVESTMENT
------	---------	----------------------

51,600 hours

of pro bono services provided,
a 35% increase on 2019



600

matters opened for
300 individuals, not-
for-profits and social
enterprises

\$20m+
of pro bono
legal services



10,000+

hours of community
investment

42 hours

of pro bono work
provided, on average,
per lawyer

80+

social enterprise and Indigenous
business clients supported

\$250K

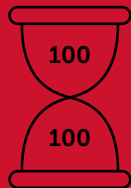
raised for community
relief initiatives

100+

lawyers provided

100+

hours of pro-bono services



74%

of lawyers provided
pro bono support



\$400k

in goods and services
procured from social
enterprises

Scholarship

established the Anton
Hermann Memorial
Scholarship with
Monash University



MONASH
University

Achievements

RECONCILIATION ACTION PLAN

2018

first RAP delivered



500+

people engaged in RAP-related activities

2,200

pro bono hours supporting Aboriginal and Torres Strait Islander organisations



25

the number of Indigenous businesses and social enterprises we work with

2

educational sponsored scholarships at Bond University and University of South Australia

Sponsorship

of The Rirratjingu Foundation program

INCLUSION

20 years

of providing pro bono legal support to the Sydney Mardi Gras



Finalist

Gordon Williams, Executive Leadership, Australian LGBTQ Inclusion Awards

1st

named Chambers' Global Diversity and Inclusion Firm of the Year

1st

MinterEllison Mardi Gras float



AWARDS

1st

winner of the Environmental Finance 2020 IMPACT Award



LawyersWeekly

Finalist

Keith Rovers, 2020 Pro Bono Partner, LawyersWeekly

Finalist

Robert Reed OAM, Dame Quentin Bryce Domestic Violence Prevention Advocate Award

Pro bono legal support



"Our people need little encouragement to make an impact in our communities. They embrace the opportunity to involve themselves in initiatives aimed at bringing justice, inclusion, equality, opportunity and sustainability to their communities."

Keith Rovers, Finance and Pro Bono Partner

Our support

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 the cycles of disadvantage.

We strive to be a part of delivering systemic change with our clients and community partners. We do this through our longstanding pro bono (and other skilled volunteering) programs that promote access to justice. We work to empower people across diverse communities through our work with social enterprises and other market based solutions to deliver social and environmental impact and address long-term social challenges including unemployment, homelessness and social exclusion. We recognise the coupling of business and purpose or social mission as a powerful force for good.

We thrive on the opportunity to use our legal skills to help create innovative business models and support the development of sustainable social businesses. By bringing all of the firm's legal capability together, we can help these businesses survive and thrive, and create opportunities in our communities.

"Thanks for your efforts – this made a huge difference to me feeling empowered to deal with my circumstances. You assisted me in a way that I never imagined. It completely changed my life."

Melbourne pro bono client

Achievements

51,600 hours

(averaging 42 hours per lawyer)

9

Community Investment and Pro Bono Program team members (equating to just over seven full-time employees)

20

Clinics and outreach services supported

10

secondments

Our pro bono impact

Breaking cycles of disadvantage is the foundation of the program and we recognise the complexity of this challenge. MinterEllison, as Australia's leading law firm, has an important role to play and our Pro Bono program recognises this complexity and the intersectionality of causes that may lead to vulnerability or disadvantage. The impact of the pro bono support to individuals, not-for-profit organisations and social enterprises is felt in these cause areas. Each cause reflects one of the four overarching pillars of our Community Investment and Pro Bono Program – homelessness, alleviation of poverty, disadvantaged youth and access to justice. These are integrated with the Firm's strategy and initiatives, including Diversity & Inclusion, Health & Wellbeing, Sustainability and Cultural elements that drive and engage our people.

Homelessness

Supporting those with a vision to end homelessness.

Domestic and family violence

Supporting people impacted and the organisations leading change.

LGBTQ+ support

Celebrating equality and respect. Pride in PRiME.

Disability inclusion

Enhancing lives.
Enabling opportunities.

Health and wellbeing, including mental health

Supporting systemic change,
medical research and delivering
community support.

International development

Working beyond our
national borders.

Education and youth

Creating transformative
opportunities.

Refugee and asylum seeker support

Supporting individuals to transition
to new lives in our community.

Building supported employment pathways

Overcoming barriers to find and
retain meaningful employment.

Arts and culture

Driving social change through
expression, education, identity
and wellbeing.

First Nations empowerment

Empowerment, economic
opportunity and access to justice.

Sustainability and environment

Towards a cleaner, healthier and
more sustainable society.

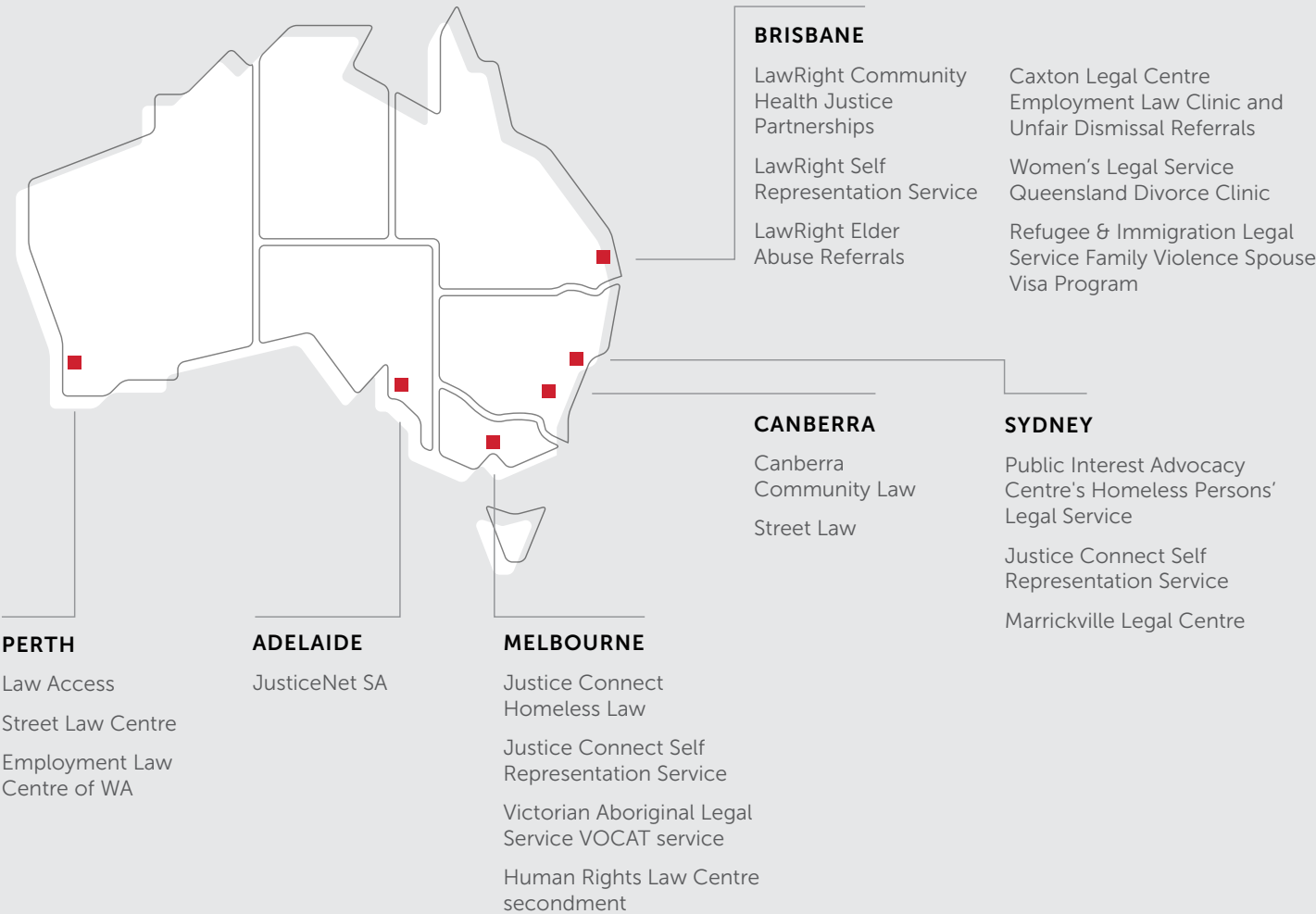
Access to justice for all in our community

An important part of our pro bono program is working in partnership with community legal centres and social justice organisations. We listen to and learn from the expertise of our community partner organisations in understanding and tackling the social and legal problems that impact the lives of many Australians. We work collaboratively with our partner organisations to deliver legal services to people who experience marginalisation and complex social disadvantage. 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.

“Every time I work for Street Law I am presented with opportunities to make immediate, tangible and lasting impacts in the lives of their clients. I’ve found this kind of exposure is immeasurably beneficial both to my development as a lawyer and growth as a person.”

Jonathan Cockcroft,
Secondee Lawyer, Street Law, Perth

Partners across Australia



Homelessness

Supporting those with a vision to end homelessness.

There are over 116,000 people who are homeless in Australia. This is more than a housing issue.

We provide pro bono legal assistance to people who are homeless or at risk of homelessness with issues such as debt, fines, housing and victim compensation. We provide support through our relationships with legal clinic programs across the country and organisations such as 3rd Space, Foodbank, Brisbane Youth Service and 300 Blankets. We use our expertise and networks to contribute to systemic change, working together with community organisations, government and businesses.

“The Constellation Project brings together people with lived experience and experts in different fields to end homelessness. We’re proud to be playing a key role in unlocking capital, and developing and testing models with a range of organisations, government agencies, banks and regulators. Work continues with governments to advocate for stimulus packages post COVID-19 that address the social justice and productivity benefits of investment in social and affordable housing. It’s a humbling process seeing the combined wisdom and passion to advocate and build a movement for change.”

Keith Rovers,
Finance and Pro Bono Partner

The Constellation Project (TCP)

Founded by the Australian Red Cross, The Centre for Social Impact, Mission Australia and PwC Australia, TCP is a cross-sector collaboration that aims to end homelessness within a generation. We are the only law firm involved. Our teams of lawyers and consultants invest their time to play a part in ending homelessness. Our people work across a range of social labs engaging with our First Australians, people with lived experience of homelessness and our key clients. They work with clients including 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.

Business Alliance to End Homelessness

A business led, independent organisation focused on preventing and ending homelessness. We provide legal advice and policy input, and are facilitating a partnership with TCP so its collective efforts achieve an end to homelessness.

Housing All Australians

A charitable organisation addressing the shortage of affordable housing. We are advising on its structure and governance models in each state and assisting on a turn-key development project for The Salvation Army at Box Hill.

Australian Human Rights Commission

Disability Discrimination – developing thought leadership and creating forums to support better futures for young people with disabilities, including working with the Commission to help deliver innovative approaches to housing options that improves lives. We are working with the Commissioner to use our networks and expertise to connect public and private leaders to drive systemic change consistent with the Commission’s 5 year plan.



Domestic and family violence



MinterEllison and Australia's CEO Challenge celebrate 40 years for the Combined Women's Refuge Group attended by Honourable Di Farmer (Minister for Child Safety, Youth and Women and Minister for the Prevention of Domestic and Family Violence) and Matt Wordsworth (ABC News Queensland).

"Addressing the issue of domestic and family violence has been a focus of our Community Investment and Pro Bono Program for almost 20 years. We work with community organisations that deal with the issue every day, and clients, to assist people impacted, provide thought leadership, raise awareness and look to systemic change. Domestic and family violence is an issue that concerns us all and the problem has only increased during COVID-19. We need to do all that we can to end it."

Robert Reed OAM,
Special Counsel and CIP Senior Manager

Supporting people impacted and the organisations leading change.

An average of 110 people die each year from domestic and family violence.

Australia's CEO Challenge

The organisation partners with corporates to provide training on how to recognise, respond and refer to domestic and family violence in the workplace; raise awareness in the community; and support frontline services. We are a founding partner of Australia's CEO Challenge and for almost 20 years have provided a range of pro bono legal services, fundraising and other support.

Domestic Violence Action Centre (DVAC)

A not-for-profit organisation actively involved in supporting women, young people and children who are experiencing or who have experienced domestic and family violence. DVAC also supports men who are actively committed to behaviour change and provides information, training and education to communities. We have been providing organisational pro bono legal support to DVAC since 2012; advising on contracts, negotiating leases and guiding them through often sensitive issues that arise in the conduct of their work.

Women's Legal Service Queensland

A specialist community legal centre providing free legal assistance for women in Queensland. Our longstanding support of this service has included printing and publishing its Separation Booklet, sponsoring and attending its Legal Profession Breakfast and providing pro bono legal assistance to some of its clients.

Refugee and Immigration Legal Service (RAILS)

An organisation which provides free immigration advice and legal representation to migrants, refugees and asylum seekers in Queensland. Our volunteers assist women to obtain permanent residence spouse visas in situations where their relationship has broken down because of domestic violence.

The Constellation Project Social Lab

The project is focused on delivering safe, stable and affordable housing options for women and their children in Queensland surviving intimate partner violence. It is at an early stage of development. Robert Reed, Special Counsel and CIP Senior Manager, is a Network Champion, bringing his 20 years' experience in addressing homelessness and domestic and family violence.

Our partnership with Australia's CEO Challenge

Calling out domestic and family violence

Our nearly 20-year partnership with Australia's CEO Challenge (ACEOC) is helping to provide workplaces, including our Firm, with important training in recognising, responding to and referring domestic and family violence to leaders and first responders.

We are proud to provide ACEOC with a range of support that includes pro bono legal advice, office space and administrative support, Board representation, thought leadership on domestic and family violence in the workplace, event hosting and fundraising.

"We know the importance of our staff being aware of, recognising and calling out domestic and family violence. This is an example of an enduring relationship that has adapted well to organisational change, community need and awareness. I am so proud of the impact the Firm has made to AECOC organisation and its purpose over the past 20 years. The partnership's impact was recognised in 2005 by the Prime Minister with an Award for Excellence In Business Community Partnerships," said Robert Reed, MinterEllison Special Counsel and CIP Senior Manager.

ACEOC's flagship fundraising event is the Darkness to Daylight Challenge. Participants run, individually or in relay teams, 110km overnight to raise awareness and funds for the prevention of domestic and family violence. The distance represents the number of people, on average, killed each year in Australia by this form of violence.

A vision of Robert's, the challenge was initially established by ACEOC and a MinterEllison team, and has grown to be a national event. In 2020, due to COVID-19, the event became a fully virtual challenge in which participants ran 110km and raised over \$360,000 during the month of October.

Jacque Lachmund CEO of ACEOC said: "MinterEllison we thank you for your community investment over the past 20 years and the impact you have made in the area of domestic and family violence. With your support we have continued to work to our vision of a world free from domestic violence."



Robert Reed, Special Counsel and CIP Senior Manager at Darkness to Daylight Challenge 2018.

LGBTQ+ support

Celebrating equality and respect. Pride in PRiME.

Sydney Gay and Lesbian Mardi Gras (SGLMG)

For 20 years, we have provided pro bono legal services to SGLMG and the LGBTQ+ communities; services that support LGBTQ+ rights against oppression and discrimination, including contracts, property matters, employment issues, disputes and partner agreements. In 2020, we participated in the Sydney Mardi Gras festival – the only major law firm represented with a float and our CEO Annette Kimmitt leading 80 of our people marching in support.

Pride in Law

Australia's first legal not-for-profit networking association. MinterEllison is a corporate sponsor, providing financial support and space for its events.

WorldPride 2023

The biennial WorldPride festival is an international promotion of LGBTIQ+ issues via parades, festivals and other cultural activities and will coincide with the 2023 Sydney Gay and Lesbian Mardi Gras. We advised Mardi Gras in relation to its successful bid to host WorldPride in 2023 and, subsequently, Sydney World Pride – the body set up to deliver the successful bid.

Pride In Diversity and Equality Australia

PRiME worked with Pride In Diversity and Equality Australia to prepare a briefing document for CEOs about some of the challenges for employers that would arise if the Religious Discrimination Bill passed in its current form.

InterBuild

A volunteer organisation which celebrates diversity initiatives and drives positive change for the LGBTQ+ community in the property and construction industry. PRiME provides a range of ongoing corporate structuring and governance advice to InterBuild in connection with membership and business partnerships, funding and general corporate governance to promote InterBuild's national growth and ensure its operational sustainability.

"At MinterEllison, we are committed to creating an inclusive culture where our LGBTQ+ community can feel safe, proud, connected and inspired. As part of this commitment, it is imperative that we use the knowledge and resources available to us to truly create lasting impacts for the wider LGBTQ+ community by being visible advocates and providing ongoing pro bono and community investment. Our participation in the 2020 Mardi Gras was a proud moment for our Firm and opportunity for us to show, in our strongest voice, our support for the whole LGBTQ+ community."

Jennifer Veiga,
Special Counsel, Workplace and Co-Chair of PRiME

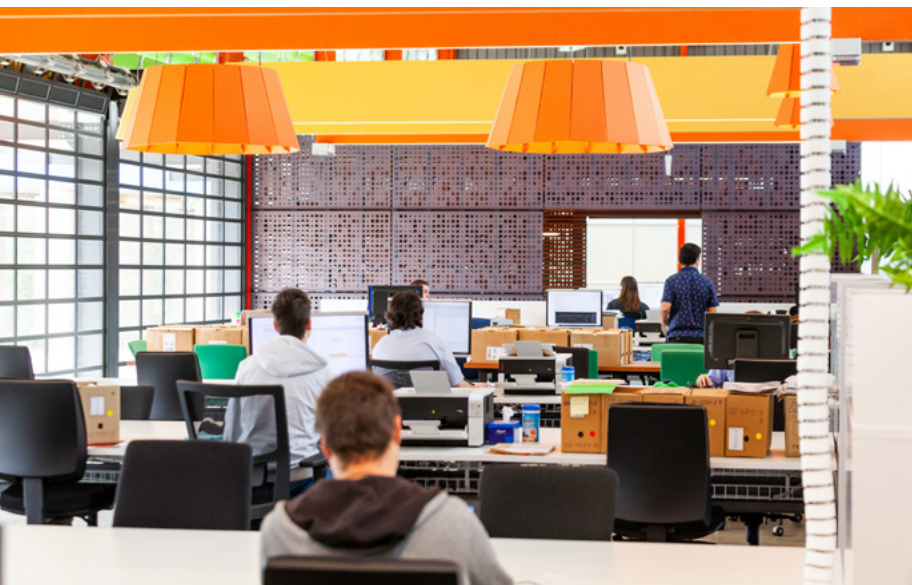


Disability inclusion

Enhancing lives. Enabling opportunities.

We are supporting organisations that bring choice and inclusion through education, employment and independence.

The introduction of the National Disability Insurance Scheme (NDIS) is the largest shakeup the Australian disability sector has ever seen. Handing power back to the consumer, the NDIS has created significant opportunities across a range of industries and we are proud to work with organisations that, through collaboration and innovation, are dismantling old systems to the benefit of those with a disability.



MinterEllison was pleased to provide pro bono legal support to enable Jigsaw to develop its purpose built learning space at Mt Gravatt TAFE. We also supported White Box Enterprises, the social enterprise incubator which facilitated the project and Jigsaw's move into the Brisbane market.

Supported Independent Living Cooperative (SILC)

Established to assist families and carers of people with disability to develop their own independent housing models. It supports family member controlled co-operatives to manage group homes as Specialist Disability Accommodation.

AbleFinder

A social enterprise and not-for-profit foundation that connects parents caring for children with disabilities to provide support and the ability to learn from each other's experiences through its AbleFinder App and parent conferences. Our Technology and Intellectual Property teams have been involved in drafting digital policies for the app, and we are working to refine its governance and entity structure.

Ability First Australia

One of the country's largest not-for-profit strategic alliances between 14 of Australia's leading disability service providers. We have been providing pro-bono advice for many years. Over the past year this has included intellectual property advice, service agreements, and establishing Ability First Australia Community Housing Ltd to aggregate properties to be used as Specialist Disability Accommodation.

Fighting Chance Australia (FCA)

Builds, designs and scales social enterprises for people with a disability. The organisation has created the Avenue and Jigsaw businesses providing employment pathways, and provides capacity building advisory services to other disability support providers. We have supported FCA with its joint venture arrangements to develop Specialist Disability Accommodation for its employees.

Health and wellbeing, including mental health

Supporting systemic change, medical research and delivering community support.

The isolation and stress experienced in Australia over the past year due to drought, bushfires, floods and COVID-19 has created a national mental health crisis. We are committed to extending our support in this important area – not only to individuals experiencing mental illness through our clinic work, but to the organisations that drive systemic change and mental health outcomes in the community. We also support organisations that combine medical research and innovation to alleviate suffering through the pursuit of finding cures for life altering illnesses.

Mind Australia Limited

A specialist mental health provider supporting over 9,000 people around the country. Our team worked with Social Ventures Australia to assist Mind and its partners to acquire a specialist accommodation facility with a 10-year funding option.

The Butterfly Foundation and endED

The Butterfly Foundation and endED are building Australia's first national residential eating disorder treatment facility, in a joint venture, on the Sunshine Coast. When completed in late 2020, the endED Butterfly House will be at the forefront of new treatment methods. MinterEllison is providing whole of firm pro bono support. This includes corporate, finance, tax, property and construction, intellectual property and employment law expertise, site acquisition, establishment and registration of the joint venture as a charity, governance processes, design and construction contracts, and leasing and operating arrangements.

Corporate Mental Health Alliance in Australia (CMHAA)

Promotes the prevention of mental health disorders in Australian businesses and the workplace. We have taken a leadership role in establishing the CMHAA alongside a number of our clients and leading organisations including Microsoft, CBA, Woolworths, Coles, Allianz, PWC, KPMG, Deloitte, Clayton Utz and KWM. The CHMAA was formally launched in October 2020 and we look forward to providing ongoing support to CHMAA and incorporating its programs into our workplace.

Virtualpsychologist

Australia's first text-based 24/7 counselling service delivering mental health services to those who would otherwise not have access due to lengthy wait lists, remote locations, financial burden or stigma. Our ongoing support has helped Virtualpsychologist scale its impact, which includes drafting and negotiating agreements with other mental health service providers to roll out its text-based counselling services to more areas.

Gotcha4Life

A charity focused on reversing the tide of declining mental health and reducing rates of suicide throughout Australia, especially in males, by sponsoring mentoring and training programs. Our Technology, Intellectual Property and Tax teams have been providing advice for the charity's continued sustainability.

Project Rockit

A youth-driven movement against bullying, hate and prejudice in secondary schools. We are working with the organisation to set up a not-for-profit entity to expand its services to schools otherwise unable to afford their support.

Juvenile Arthritis Foundation Australia (JAFA)

A charity that promotes the prevention and control of juvenile arthritis and childhood rheumatic disease in children and adolescents. We have been supporting JAFA with all its legal needs since inception. Victoria Allen also sits on its Board.

Heart On My Sleeve

A social movement that helps to break down the stigma of mental health by encouraging people to share stories of struggle and resilience to inspire hope for others. We have been assisting the organisation with the review of customer terms, preparation of a privacy policy, governance and advice of entity structure as it seeks to scale its services.



Smiling Mind

A not-for-profit web and app-based meditation program developed by psychologists and educators. For several years, we have provided advice on a range of corporate, commercial and employment matters.

Ovarian Cancer Australia

A national not-for-profit organisation, supporting women diagnosed with ovarian cancer. For many years we have provided corporate and commercial legal advice and supported fundraising initiatives for Ovarian Cancer Australia's work in the community.

MothersBabies

A registered health promotion charity established to empower mothers-to-be with evidence-based science to transform their health before, during and after pregnancy so their health, and that of their baby, is optimised for life. We provide advice to the board, employment guidance and review agreements. Keith Rovers chairs the MothersBabies Board.

Lifeline

Australia's frontline organisation providing 24/7 crisis support and suicide prevention. Over the past year, we have drafted and negotiated service agreements, and provided COVID-19 guidance and governance assistance. Chris Kinsela and Arabella Searle are also members of Lifeline Harbour to Hawkesbury's Board.

Waves of Wellness

A mental health surf therapy charity committed to changing lives by delivering for-purpose, innovative support programs for people experiencing mental health challenges. Together with the Westpac Foundation, we are providing wrap around legal support to assist Waves of Wellness in scaling up.

Natalie Bentley, Senior Associate with the Waves of Wellness team at Manly Beach – October 2020.



International development



We are pleased to support Australian Doctors International and its important work in Papua New Guinea.

Working beyond our national borders.

Our passion for creating lasting impacts goes beyond borders. We are committed to enriching the health and wellbeing of international communities and building opportunities that help them to thrive.

Adara Group

Consists of two for-purpose Australian corporate advisory businesses, Adara Advisors and Adara Partners, whose profits support Adara Development in improving the health and education of women, children and communities in Nepal and Uganda. The business funds all core costs, with 100% of donations going directly to projects. MinterEllison has been working with the group for over five years, providing a range of legal advice and a full-time secondee.

Australian Doctors International

Provides volunteer Australian doctors to Papua New Guinea to provide treatment and training in rural and remote areas. We have provided hundreds of hours of legal advice; recently assisting their response to COVID-19.

Sea Mercy

A charity that marshals the yachting community for disaster relief, deploying health care providers and aid to remote island nations in the South Pacific. We are assisting with its expansion.

Engineers Without Borders

A for-purpose organisation creating social value through engineering. Its work spans the Asia-Pacific region, with a focus on Cambodia, Timor-Leste, Vanuatu and Indigenous Australians. Our support includes drafting alliance and program agreements to build capacity in WASH (Water, Sanitation And Hygiene), a key public health issue within international development and is a focus of the UN Sustainable Development Goals.

World Vision Australia

Dedicated to working with children, families and communities to overcome poverty and injustice. Since 1993, MinterEllison has sponsored a total of 12 children at any one time. As part of our MatchME workplace giving program, our people can also choose to sponsor their own child. We have hosted a number of functions for the organisation over the years and provide fundraising support.

Education and youth

Creating transformative opportunities.

Supporting organisations that address educational and employment disadvantage, and open doors to opportunity.

Australian Business and Community Network (ABCN)

A purpose-led not-for-profit that brings businesses and schools together to address educational disadvantage. ABCN connects volunteers with students from low socio-economic backgrounds to provide fun, workplace-based mentoring programs to build confidence and self-esteem. Since the organisation's inception over 15 years ago, we have been providing mentors and supporting these programs.

Humantix

An event ticketing platform that directs 100% of profits from booking fees to deliver education projects for disadvantaged children. To date, around 83,700 days of education have been provided for girls around the world who are out of school and approximately 2,500 days of scholarships created for Indigenous students. In addition to MinterEllison, it is supported by the Atlassian Foundation, Westpac and Google. MinterEllison has provided advice on governance, cyber security, tax, compliance, overseas expansion and employment.

Law Firms Empowering and Assisting Promising Students

A mentoring program run by the NSW Department of Education, pairing legal professionals with students. This year, 18 of our staff mentored students.

Good Cycles

A social enterprise facilitating training and employment opportunities for disadvantaged youth in Melbourne and surrounding areas. The organisation provides vocational training and bicycle mechanic courses to prepare participants for long-term employment in bicycle and related industries. We have provided advice across property and planning, workplace, trademarking and intellectual property.

Whitelion

A charity that builds positive connections and pathways to work for young people at risk, including those who have experienced homelessness and the criminal justice system. Our Melbourne office has a long history of providing pro bono legal advice and fundraising support. More recently, we advised on the spin-off of social enterprise Fruit2Work from Whitelion.

Kids Helpline

Australia's only 24/7 counselling service specifically for children and young people. Through our MatchME workplace giving program, we have partnered with Kids Helpline since 2006 to raise awareness of its work. We have supported internal and external events – including as part of our annual Brisbane office trivia night – and provided organisational pro bono legal advice.

Brisbane Youth Service

Supports homeless and disadvantaged young people and their children, to secure and maintain housing. As well as providing organisational pro bono advice, we have supported the service's fundraising initiatives – particularly Daggy Jumper Day – and hosted events to extend its reach.



Nicole Sinclair, MinterEllison Brisbane.

Our partnership with the Australian Business and Community Network

Mentoring the next generation

For over 15 years, we have mentored disadvantaged primary and secondary school students through the Australian Business and Community Network.

We are proud to be playing a role in developing their confidence and skills – by providing insights into our profession, sharing life stories and introducing them to networks – so they have the same education and employment opportunities as more advantaged students.

Last year, 166 staff were paired with a student mentee and we also facilitated eight workshops and programs. In total, we gave 2,000 hours of time to address educational disadvantage.

Our Brisbane office delivered additional development programs to Glenala State High School, with whom we have a longstanding relationship. Each year we provide a scholarship and two weeks of work experience to four of the school's Year 11 and 12 students, and host the annual teacher development day.

Robert Reed, Special Counsel and CIP Senior Manager, said: "It's so gratifying to see how our people get involved so passionately and enthusiastically in our school partnership projects. It's so great to hear our scholarship students tell us that we have positively impacted their lives in ways that we might not even realise."

Bianca Palmer, Lawyer, and one of our mentors said: "It's so special to have the opportunity to impact students' lives. I have a particular passion for helping our younger generations see the leader in themselves. Any opportunity to do that I am thankful for."

The challenges of COVID-19 have also enabled ABCN to accelerate its digital programs and online capabilities. To help do that, we donated laptops to students at Kingswood High School, NSW and James Meehan High School, NSW.

A mentee who worked with one of our team members for three years has recently completed her first year of university, studying to be a primary school teacher. Here's what she had to say about her experience.

"Without her dedication, I don't think I would now be on the way to reaching my dream of becoming a primary school teacher. I can tell you, having a mentor is great. Let them help you, motivate you, guide you, and be an inspiration for you as they were for me."

Refer to the end of this report for a full list of the employees involved.

Refugee and asylum seeker support

Supporting individuals to transition to new lives in our community.

Capacity building for organisations that support and empower people from refugee and asylum seeking backgrounds.

Chatloop

Chatloop has developed a mobile application connecting people from refugee backgrounds with trained language volunteers to enhance language learning for refugees and build cultural empathy to help refugees transition into a new community. We have been working with Chatloop on its entity structure to assist in scaling the business and its digital platform.

Green Connect

Green Connect supports refugees and migrants with employment opportunities in food and waste management. We advised Green Connect on outcomes-based contracts with the Department of Industry for the Youth Employment Innovation Challenge program to create youth employment pathways in regional NSW.

The Bread & Butter Project

Australia's first social enterprise bakery. 100% of profits support refugees and those seeking asylum. In addition to providing pro bono legal advice, Jane Doolan sits on its Board and Laura Bereicua is acting company secretary.

Hotel Housekeeping

A social enterprise cleaning company providing training opportunities to refugees, asylum seekers and long-term unemployed in hotels under an arrangement with Accor Hotels. With COVID-19 impacting the hotel sector, we assisted Hotel Housekeeping with shifting its business to cleaning Aged Care facilities under a contract with Lendlease.

Refugee and Immigration Legal Service (RAILS)

An organisation that provides free immigration advice and legal representation to migrants, refugees and asylum seekers in Queensland. We have been working with the organisation to provide family reunion and family violence spouse visa application assistance to its clients. Our Immigration team also provides training to RAILS staff and volunteers.

The Bread & Butter Project graduates



Building supported employment pathways

Overcoming barriers to find and retain meaningful employment.

Together with housing, employment is a key determinant in social and economic inclusion, assisting to break cycles of disadvantage. But jobseekers experiencing any form of disadvantage continue to face barriers in gaining employment due to stigma and discrimination. We work with organisations that build supported employment pathways to bring more people into the workforce in an inclusionary manner.

Australian Spatial Analytics

A social enterprise, created out of White Box Enterprises, employing people with autism to review and update cadastral maps. We assisted with its incorporation as a charity.

Green Fox Training Studio

A not-for-profit creative agency located in a men's correctional centre near Brisbane. The studio trains pre and post release offenders in design, providing the skills for employment and reintegration into the workforce. We have assisted its incorporation as a company and in obtaining charitable status. More recently, we worked on their governance certification as a social enterprise.

Jigsaw

A social enterprise of Fighting Chance Australia. This data digitisation business provides training and work opportunities for people with a disability at award wage rates delivering data management services to businesses and government clients including Westpac, Coca Cola Amatil, State Government departments and local councils. The firm recently acted on the separation of Jigsaw from its parent entity and the establishment of a new business in Queensland at Mt Gravatt TAFE. This newly established business will provide 60 jobs for people with disability in Queensland.

workRestart

Focused on reducing recidivism and creating employment opportunities for people who have been incarcerated. Services include upskilling prisoners in construction, manufacturing, digital technology and horticulture, and supporting other social enterprises that employ people on their release from custody. MinterEllison's Tax team has advised workRestart on setting up a new social enterprise, obtaining DGR status and policies.

Vanguard Laundry Services

A social enterprise commercial laundry creating employment opportunities for people with lived experience of mental illness and have previously been excluded from the workforce. We have provided advice and support to this business since first acting on this project with Social Ventures Australia in 2016.



Our partnership with Jigsaw creates lasting impacts

Arts and culture

Driving social change through expression, education, identity and wellbeing.

Supporting organisations that recognise the impact of arts and culture to our economy, wellbeing, society and education.

Access Arts

The organisation empowers people with disabilities or disadvantages to build successful careers in the arts. In addition to legal assistance, we support its art exhibition at St Andrews Memorial Hospital in Brisbane, where proceeds of the artwork go back to the artists. This year our support meant the exhibition could have a virtual component.

The Biennale of Sydney

One of the longest running periodic exhibitions around the globe, the Biennale of Sydney is a biennial contemporary art exhibition supporting Australian and international artists. Titled NIRIN, the Wiradjuri word for 'edge', the 2020 Biennale of Sydney was First Nations-led and invited audiences to see beyond their knowledge and to challenge historical narratives. We continued our sponsorship of this event by providing employment, immigration, insurance and intellectual property advice.

Sydney Film Festival

Sydney Film Festival is one of the world's longest-running film festivals, encouraging and supporting excellence in Australian filmmaking. The Sydney Film Festival has inspired and connected audiences through powerful stories, acting as a platform for discussion and a catalyst for change. With the festival streamed online in 2020 due to COVID-19, we provided pro bono legal advice and financial support.

Arts Law Centre of Australia

Arts Law Centre of Australia is the national community legal centre for the arts, providing free or low cost specialised legal advice, education and resources to Australian artists and arts organisations. Our intellectual property lawyers assist in providing pro bono legal advice to artists through the centre's telephone advice service.

Adelaide Fringe Festival and Biennale

The festival is globally recognised with its focus on First Nation arts and culture, commitment to environmentally responsible practices, and respect to the traditional custodians of the land – the Kaurna people. We provide bono legal advice and financial support.

The Anangu Pitjantjatjara Yankunytjatjara Arts Centre Collective (APYACC)

A group of 10 Indigenous owned and governed enterprises, located on the APY Lands. Its vision is to increase capacity for APY art centres, support their work in APY communities, create and explore new markets, increase art centre income, and support innovative and collaborative regional artistic projects such as the APY Photography initiative. Along with Westpac who provides financial and strategic advice, our Sydney, Adelaide, Brisbane and Melbourne offices have all provided legal advice across a variety of areas.

Djilpin Arts

A community-owned, not-for-profit organisation based in the remote Indigenous community of Beswick/Wugularr, Northern Territory. Djilpin works to maintain, develop and promote local art and culture. We have been working with the organisation to establish a charitable trust structure to protect the long term community ownership of its major collection.



Our partnership with
The Anangu Pitjantjatjara Yankunytjatjara Arts Centre Collective

Protecting Australia's artistic treasures

MinterEllison has been working with The Anangu Pitjantjatjara Yankunytjatjara Arts Centre Collective team to address challenges arising from 'carpet bagging' activities of art dealers – where unethical dealers require artists to pay off alleged personal or family debts by producing art works.

Our Disputes and Intellectual Property teams in Sydney and Adelaide have been assisting with cease and desist and related processes, looking at Indigenous Arts Codes and potential sanctions. We have also been pursuing coalition building with legal artists and philanthropists to promote greater recognition of ethical procurement and dealing models to drive unethical practices from the market.

"The relationship with MinterEllison has been vital to the APY Art Centre Collective and our member organisations since we started work several years ago. MinterEllison are regarded as a trusted partner, with genuine insight and understanding of the purpose, structure and core values of the Art Centres in our region. The important work undertaken by MinterEllison across a range of key issues has had a significant impact on the lives of Indigenous families in the APY region. MinterEllison staff involved in this work have demonstrated incredible expertise, integrity and respect for the Indigenous elders whose vision it is to create a better future for their children and grandchildren through their Art Centres. The partnership is not only a valued and vital legal resource, it contributes to the sense that injustices of the past can be healed and grows confidence that a better future is possible for remote Indigenous Australians."

Skye O'Meara,
General Manager of APY Art Centre Collective



First Nations empowerment

Empowerment, economic opportunity and access to justice.

We work with organisations that empower First Nations people and communities to thrive by creating economic opportunities and ensuring access to justice.

Outback Stores

A wholly owned Commonwealth company formed to improve the health of Aboriginal people in remote Australia by ensuring access to produce and supplies. The organisation operates over 50 stores in remote locations. Sophie Cleveland, Darwin Partner and RAP champion, is a board member.

Black Duck Foods

An Indigenous-founded organisation that redevelops traditional food growing and country management processes for the economic benefit of Indigenous Australians. In addition to offering secretariat support, the Melbourne property and Sydney corporate teams have been assisting with an asset transfer and lease of property from founder Bruce Pascoe to Black Duck Foods.

Back to Country

An Indigenous corporation where elders deliver culturally enriching camps to Aboriginal young men on Yuin Ngarigo land, supporting connection with both country and self. We have been assisting Back to Country with its entity set up and business plan.

Muru Mittigar

A leading Indigenous social enterprise that provides meaningful employment and training opportunities for Aboriginal people in Western Sydney in natural resource management, contracting, tourism and cultural awareness services. We continue to work alongside Westpac Foundation, Department of Education, Lendlease and Wexted Advisory to support Muru Mittigar. This includes developing its capacity, with a particular focus on finance, governance and procurement to take advantage of the Indigenous procurement programs with our government and corporate clients.

Ngaoara Limited

An Aboriginal not-for-profit organisation focused on Aboriginal child and adolescent wellbeing. Ngaoara works with children and their families, service providers, NGOs and government agencies to develop and deliver trauma informed assessment and care. Our Technology team is assisting Ngaoara with its development of a new clinical intake platform.

SevGen (Seven Generations)

An Indigenous organisation, operating in accordance with an Indigenous way of thinking, that considers how the actions and deliberations of today will affect seven generations into the future, while drawing on the wisdom of seven generations past. SevGen develops social enterprises to provide services and support that meets the needs of the community. We've provided a range of pro bono legal support.

Moriarty Foundation

Moriarty Foundation works with Aboriginal families and communities to embrace their Aboriginality. The foundation aims to shift intergenerational disadvantage through its John Moriarty Football program and Indi Kindi early childhood program. We have assisted with a range of legal matters including grants, property leases and visa considerations.



Our partnership with Moriarty Foundation helps build opportunities in remote communities for Aboriginal children and their communities.

ID. Know Yourself

ID. Know Yourself is an Aboriginal-led mentoring charity supporting Aboriginal young people in foster care and those who have contact with the juvenile justice system. ID. Know Yourself delivers a culturally-focused, trauma-informed mentoring program to support Aboriginal young people within the out of home care system. We have continued our corporate and pro bono support which includes assisting with trademarking.



Many Rivers

A for-purpose organisation that provides microenterprise and community economic development support to First Nations people and other Australians. We have supported their expansion, working with the organisation on the building of its lending business with regulatory advice and support. We also provide pro bono legal advice to many of its borrower clients, allowing them to start and grow their own small business.

Yarning Up

An initiative of Bond University where school principals, executives, entrepreneurs and philanthropists visit the remote communities to gain understanding of the educational needs of young people. Through our involvement, we are now supporting the Puuya Foundation in Lockhart River.

"The power and genius of Yarning Up lies in the friendships and relationships formed with the people we met in the communities. They are informing and adding potency to the Firm's reconciliation journey as we walk and work alongside these communities."

Richard Abraham, Special Counsel

Australian Indigenous Coffee

An Aboriginal coffee company supplying coffee to businesses and cafes. Its Coffee to Art program supports remote Aboriginal artists through the Budadee Foundation. We assisted the company with drafting a shareholder agreement and Supply Nation certification.

Indigenous Employment Partners (IEP)

An Aboriginal social enterprise that provides culturally appropriate employment, recruitment and training services for Aboriginal and Torres Strait Islander people and the organisations who employ them. We've been working with IEP on the establishment of a social enterprise printing business – Currency Print & Corporate Communications to tap into social procurement opportunities.

Ngallagunda Aboriginal Corporation

The Corporation which holds the pastoral lease for the Gibb River cattle station in the Kimberley. We have worked with the administrator to try to save the corporation from liquidation and to continue to run the station.

Self-Made Indigenous Corporation

Established to support, encourage and develop Indigenous youth living in remote and rural Western Australia and Northern Territory. We support and provide mentors for the corporation's mentoring programs.

KARI Limited

The largest Australian provider of foster care for Aboriginal families whose mission it is to strengthen families' ties. We have continued our longstanding partnership with KARI to provide pro bono legal advice. Our Technology team helped negotiate with an Australian technology supplier for the procurement of a large Software as a Service solution, key to transforming the way the foundation supports the Indigenous community over the next decade. Our Technology team provided almost \$40,000 of legal assistance and worked to have this agreement signed before the end of the financial year.



"KARI Ltd and KARI Foundation are truly honoured to be supported by Minter Ellison. The strong commitment made by Minter Ellison in supporting Indigenous Australia for over many years is not only to be highly commended but is also seen to be a shining example of what great community leadership actually is. Thank you Minter Ellison for believing in and supporting our First Nations Peoples."

Paul Ralph, KARI Chair

Our partnership with the KARI Foundation

Giving: a two way street

We are proud of our longstanding partnership with the KARI Foundation, the largest Australian provider of foster care for Aboriginal families.

While we have provided pro bono support to KARI for many years, we have benefited from invaluable advice and guidance to inform the development of our Reconciliation Action Plan (RAP). KARI's Chair Paul Ralph is also a member of our RAP Steering Committee and a key Indigenous Advisor to our Firm.

Broadening and deepening our relationships with our pro bono partners is key to how we deliver lasting impacts in our communities. This year our support of KARI stretched across delivering legal services to Kate Cato and Keith Rovers facilitating a strategy day for the foundation and hosting board meetings.

More recently, a wonderful contribution was made to support KARI's work from our Firm's Digital team. Led by Dolly Sequeira and Tim Andrews, we secured a charitable donation of \$10,000 from one of our suppliers, through our social procurement policy.

Our ongoing partnership with KARI culminated in our Technology team assisting round-the-clock negotiations with an Australian technology supplier to procure a large Software as a Service (SaaS) solution. Under the agreement, the foundation will be provided with payroll, accounting and human resources software – central to transforming the important work it does over the next decade. Our team identified material risks in the supplier's standard terms and attended various negotiations to amend key provisions. We provided almost \$40,000 of legal assistance and worked tirelessly to have this agreement signed before the end of FY20.

Sustainability and environment

Towards a cleaner, healthier and more sustainable society.

Sustainable ways of working is central to the Firm's purpose, and extends to supporting businesses focused on the circular economy and environmental protection.

Understanding the link between ecological boundaries and economic growth, we have advised a number of not-for-profit organisations on the applicability of the Commonwealth Government's Emissions Reduction Fund Scheme. We have also been working with numerous social enterprises and not-for-profits at the forefront of innovation in this space.



Partnering with Moving Feast in its COVID-19 response has been a highlight of 2020

Moving Feast

Moving Feast is an alliance of a number of Victoria's leading food and logistics social enterprises developed in response to the COVID-19 pandemic. It takes a systemic approach to the food production and distribution system to create justice, sustainability and resilience for the most vulnerable in our communities. We have supported Moving Feast with legal advice on structure, governance, IP, contracts and more

Worn Up

A sustainable school wear charity that upcycles old school and corporate uniforms into new materials. We've been advising on its entity structure, including a charitable foundation to enable it to invest in the development of new recycled materials and drive education on the circular economy in schools.

Greenbatch Foundation

A Western Australian charity whose purpose is to engage, educate and empower people to reduce plastic pollution. On average, 40 plastic bottles are thrown away every second in Australia. We have assisted Greenbatch in considering its legal needs while also facilitating introductions to our networks to help build Western Australia's first PET plastic recycling facility.

Good Stuff Australia

A circular fashion charity whose mission is to raise awareness of, and showcase, sustainable consumption of fashion and homewares, and provide training and employment opportunities for the disadvantaged. We have worked with the charity since its inception and continue to provide advice on their programs.

Food For Change

A charity that aims to relieve the suffering and disadvantage of members of our community by connecting local food donors with food relief organisations to maximise the amount of food rescued in Australia. We helped the charity form a partnership with IGA supermarkets in the rollout of a food rescue app.

Soft Landing

A national social enterprise that diverts waste mattresses from landfill and recovers the recyclable components. As one of the largest mattress recyclers in the country, the organisation employs people who experience barriers to employment. We assisted with the unwinding of a joint venture with a commercial organisation, providing support on dispute resolution and acting on the termination of the joint venture and associated business acquisition.

Climate Measurement Standards Initiative (CMSI)

An Australian-first collaboration between climate scientists, insurers and the finance sector has produced new guidance for assessing the physical risks of climate change to homes, buildings and critical infrastructure. CMSI has developed a set of open-source voluntary guidelines that will, for the first time, provide Australian banks, financial institutions and insurers with consistent scientific and technical guidance on how to assess the risk of climate-related damage to their buildings and critical infrastructure from extreme weather events. We are the legal advisors to the initiative and are part of the Steering Committee.

Australian Sustainable Finance Initiative (ASFI)

Established to align the finance sector to support social, environmental and economic outcomes. The initiative is supported and hosted by The Responsible Investment Association Australasia and involves banks, insurers, asset managers, regulators, academics and community participants. In addition to providing pro-bono legal advice, Sarah Barker, Head of Climate Risk Governance, is the only lawyer represented on the Steering Committee.

Protect Our Winters

The leading climate advocacy group for the winter sports and outdoor community. It aims to mobilise the Australian winter and outdoor sports community to take positive action towards climate change. We provide pro-bono legal advice, including structuring, intellectual property and trademarks.

Conserving Manyana

A south coast NSW area affected by the 2019-20 bushfires. We provided pro bono advice to residents on the establishment of a fundraising vehicle with the charter to preserve, protect and enhance the natural, social and cultural environment of the area, including the Conjola National Park.



Soft Landing creates employment opportunities and improved environmental outcomes through mattress recycling

The Climate Foundation

The Climate Foundation is dedicated to moderate and reverse the effects of climate change in critical ecosystems. Through the leadership of Tim Hanmore, our Firm has provided legal advice on the foundation's marine permaculture projects in Tasmania, the Great Barrier Reef, the Solomon Islands and the Philippines. Support was provided on a range of issues such as immigration law, intellectual property, corporate governance and tax, and maritime law.

Run for Wild Places

An initiative founded to protect wild places from the impacts of mankind by leading a movement of runners connected to the planet and their community. We provide pro bono legal advice and several staff participated in the 2020 fundraising running challenge.

Manly Food Co-Operative

The Manly Food Co-Operative sells fresh organic fruit and vegetables, bulk wholefoods, pantry and household staples through bring-your-own glass containers. Our staff buy from the co-op and volunteer their time.

Donations and fundraising

Through charitable donations and sponsorships, internal and external fundraising events and our workplace giving program, we contribute financially to charities organisations across the nation. Our Firm regularly contributes to staff fundraising efforts.



Bushfire Support

In response to the 2019-20 bushfire season, we provided pro bono services for individuals and local communities, and supported our people with paid leave to volunteer in emergency services. Through staff donations, which were matched by the Firm, over \$67,000 was given to WIRES, rural fire services in each state and the Red Cross Bushfire Appeal.

MatchME Workplace Giving Program

Since 2006, our staff have had the option to donate pre-tax direct from their pay to a list of charities connected to our Community Investment and Pro Bono Program's pillars. The list includes World Vision Australia with an option to contribute to the Firm's sponsorship of 12 children from around the world or make an individual child sponsorship. All contributions through our workplace giving program are matched by the Firm.

Puuya Foundation

The Foundation supports crucial and life changing initiatives in the remote Aboriginal community of the Lockhart River. The 2019 annual community investment trivia night in our Brisbane office raised close to \$18,000 for the Foundation.

Youth Focus

The organisation supports young people with mental health illness by delivering frontline services and education programs. Each year the Firm supports the organisation's major fundraiser, Ride for Youth. This year, six people in the Perth office raised more than \$36,000.

Yalari

One of our Firm's bands, MintEllica, raised funds for Yalari, a not-for-profit organisation that offers Indigenous children secondary education scholarships to leading Australian boarding schools. Funds raised were matched by the Firm.

Sydney Street Choir

Our volunteers participated in the Sydney Street Choir Corporate Challenge raising funds for the choir, which were matched by the Firm. The choir supports people experiencing homelessness and other forms of disadvantage.

Ngaoara

Led by Lauren McLean and Sam Quinn from our Sydney office, many staff participated in a charitable marathon 'runraiser' – raising over \$11,500 for the Aboriginal not-for-profit organisation. Matched by the firm, the funds will enable Ngaoara to conduct child and adolescent wellbeing outreach programs for approximately six months. This fundraising was in addition to the pro bono support we provide Nagaoara.

Rirratjingu Aboriginal Corporation

Represents the Rirratjingu people and their aim is to ensure their people are self-sufficient. The corporation has a range of member programs which focus on education, sport, family violence and mental health. We sponsor its high performance football program.

Achievements

Over \$250,000

in donations raised and matched

Over \$67,000

raised to support those impacted by bushfires

Launched Community partnership with
Rirratjingu Aboriginal Corporation

in East Arnhem Land

A man with short brown hair, wearing a light blue button-down shirt and dark trousers, is sitting in a large pile of yellow foam. The foam consists of various shapes, including long strips and circular pieces. The man is looking directly at the camera with a slight smile. His hands are clasped in his lap. The background is filled with more of the same yellow foam, creating a textured, layered effect. A red rectangular box is overlaid on the left side of the image, containing white text. A white square graphic is also visible, partially overlapping the red box and the foam.

Working with clients and industry

Soft Landing is a social enterprise supported by the Westpac Foundation and MinterEllison – creating impact through shared values partnering with our clients.

“Collaboration is a key aspect of our programs and the ability to amplify our impact. We regularly partner with the social sector, our corporate clients, peak bodies and other industry leaders to deepen the impact of our work.”

Keith Rovers, Finance and Pro Bono Partner

Partnering to build capacity and sustainability

We help build capacity across the social enterprise ecosystem in Australia. We help make this possible by working with our clients and networks of social enterprise ecosystem supporters (intermediaries, incubators and advisors), market making bodies such as Social Traders and B Lab, governments, corporates, foundations and philanthropists.

Together with our partners, we advocate for greater social procurement and impact investment to drive societal change and improvement.



Achievements

Supported the launch of the

Plus One

Professional Development platform, including Atlassian, CBA, Lendlease, Westpac, Macquarie and other major clients

50+

board observers participated through the Westpac Board Observership Program, which we co-designed with Westpac

Numerous

client/channel partnerships for impact

with AMP, Optus, Westpac and others

Assisted the establishment of the

peak body for social enterprise

in NSW and ACT, SECNA

Westpac Foundation

We support the Foundation's cohort of work integrated social enterprises and entrepreneurs, upskilling and preparing the future generation in the social business sector. For four years we have been part of Westpac's Social Changemakers Summit, leading legal clinics for over 100 not-for-profit organisations and social entrepreneurs. We co-designed the Westpac Observership Program, an opportunity for Westpac and MinterEllison people to join not-for-profits as 'observers' on their boards. We support the program with mentorship and governance training.

AMP Tomorrow Makers

Through our partnership with the AMP Foundation, we have provided legal support to the Tomorrow Makers cohort. This group has been awarded a grant by the AMP Foundation to continue their work on projects and enterprises that will benefit the community, especially in addressing issues of access to education and employment opportunities.

Optus Future Makers

A capacity building and accelerator program that empowers social start-ups to address challenges for disadvantaged and vulnerable people. The program has a particular focus on the three social areas identified by the UN Sustainable Development Goals. We provide ongoing support to program alumni, Virtualpsychologist (24/7 text-based counselling) and Xceptional (talent pathways for people with autism into employment within the technology sector).

Impact Investment Australia (IIA) – we provide corporate legal support to IIA whose Impact Readiness Grant Program funds enterprises for scaling opportunities, as well as acting as a legal provider to some of its supported enterprises.

White Box Enterprises

We've supported the social enterprise incubator with launching and scaling a number of social enterprises. We recently helped create a blended capital fund to provide low cost debt funding to social enterprises in response to COVID-19. Keith Rovers sits on the White Box Enterprises Board and Charlotte Turner is company secretary.

Plus One Professional Development

Together with other founding partners – including Koda Capital, Atlassian, CBA, Macquarie, Westpac, Origin and Lendlease – we open MinterEllison's business and leadership skills training programs to not-for-profit leaders.

First Australians Capital

An Indigenous-led organisation that provides capital and business support to empower Indigenous businesses. We provide legal support to the organisation's clients across Australia. More recently, our Insolvency team worked through the hardship program of a major bank to restructure the loans of a small business so it could continue to trade.

Social Ventures Australia (SVA)

A leading social impact consultancy and impact investor. We have worked with SVA on a range of initiatives over the years to enable capacity building in the social enterprise sector. More recently, we worked on a 10-year debt facility to an SDA provider for the acquisition and development of housing stock in the disability space.

Social Traders

Plays a pivotal role in fostering social enterprise growth by acting as advisor, broker, advocate and certifier. The certification process enables social enterprises to access government and private sector social procurement programs providing contracting opportunities and capital to promote sustainable business models, public value and wealth creation. We are supporting the development of the Social Traders Certification Framework and standardisation processes, while also providing legal advice to entities looking to certify as social enterprises. In FY20, this equated to approximately \$170,000 of pro bono services support. Keith Rovers, Finance and Pro Bono Partner, is a member of the Certification Advisory Group providing advice on the evolution of the framework and addressing difficult certification cases and policy development.

B Lab Australia and New Zealand

A not-for-profit organisation behind a global movement for businesses striving to be both the best *in the* world and best *for the* world. They drive the B Corp certification framework to differentiate between a 'good company' and 'good marketing'. To be certified, companies have to pass rigorous standards of social and environmental performance. Geraldine Johns-Putra, is a member of the B-Lab Working Group.



Westpac Social Changemakers Summit provides opportunities for MinterEllison people to share skills with social enterprise sector participants.

Our partnership with the Westpac Foundation

Preparing future leaders

The Board Observership Program was developed in partnership with Westpac. It offers not-for-profit organisations access to senior corporate professionals who attend their board meetings as an observer for 12 months.

Observers are selected based on their passion for the social sector, their skills and the needs of the not-for-profit's board. Coupled with the board attendance, participants undertake a structured governance development program facilitated by Westpac and MinterEllison, and are teamed with an experienced board executive mentor.

"Not-for-profits and social enterprises face all the same strategic issues as for-profit enterprises to build sustainability. How do they survive and thrive, manage risk, and marshal resources? The additional challenge is attracting financial capital and the right people with specialist skills and experience. A program like ours enables them to tap into important networks to access that financial and human capital.

"The corporate world has a willing and skilled talent base for not-for-profits and social enterprise to access. This program allows participants to experience the not-for-profit world and make the most of their skills, experience and passion," says Keith Rovers, Finance and Pro Bono Partner.

Over 30 enterprises and not-for-profits have accessed the three-year-old program. Some 50 skilled volunteers have acted as board observers and mentors, many extending their connection with the enterprise beyond the initial 12 months as well as becoming involved with other enterprises. Currently, there are 10 MinterEllison staff who are active board observers and/or mentors.

A woman wearing a yellow beanie and a black t-shirt with various cultural symbols is painting a large Aboriginal artwork on a wall. The artwork features bold black lines and orange-red colors. A red rectangular box is overlaid on the left side of the image, containing the title 'Reconciliation Action Plan'.

Reconciliation Action Plan

“The Firm’s commitments in our first Reconciliation Action Plan exemplified the breadth of the contribution we could make: from delivering pro bono services, to using our purchasing power and influencing our supply chain and building employment pathways for Australia’s First Nations Peoples.”

Kate Cato, Director Organisational Development

Respect. Relationships. Opportunities.

We launched our first RAP in 2018 and have delivered on each area: respect, relationships and opportunities.

Over the past 12 months, we contributed over 2,150 hours of pro bono legal services to Aboriginal and Torres Strait legal communities and organisations (see First Nations Empowerment). We have continued in our role as Co-Chair of the Legal Profession Reconciliation Network, and as a member of the Business Council of Australia's Business Indigenous Network and Supply Nation. We continue to publicly support the Uluru Statement from the Heart.

"We acknowledge and thank our Aboriginal and Torres Strait Islander clients, people, advisors and community partners whose insights have so richly informed our reconciliation journey."

Michael Brennan,
Canberra Managing Partner



We sponsored and provided financial support to communities and developed partnerships to provide education and employment opportunities. Many of our people have had the opportunity to participate in cultural awareness training and events organised by the RAP Working Group to deepen our understanding of Aboriginal and Torres Strait Islander culture and histories. We support all our people to celebrate National Reconciliation Week and NAIDOC Week each year.

We are a proud member of Supply Nation and look for opportunities to procure goods and services from Indigenous businesses. We have supported a pro bono Indigenous business client, Nallawilli, to bring the new Mt Warning Water into the Firm to ensure the procurement is not only the end product, but considers Indigenous economic empowerment throughout the supply chain. The 2020 Firm flu vaccination provider was a Supply Nation certified company, Integrity Health & Safety, and every vaccination purchased supported Aboriginal communities.

We are currently developing the firm's second RAP, to be launched in late 2020.

RAP Steering Committee members

External advisers:

- Carole Vale
- Jasmin Herro
- Paul Ralph

Our people:

- Annette Kimmitt
- David Rawling
- Adam Bannister
- Michael Brennan
- Kate Cato
- Keith Rovers
- Bruce Cowley

Achievements

2,150 hours

of pro bono legal work in FY20, valued at more than \$870,000

25+

Aboriginal and Torres Strait Islander organisation as pro bono clients

500+

staff attended RAP events

\$400,000+

of goods and services purchased from Indigenous businesses and Supply Nation membership

\$25,000+

worth of scholarships and donations to community organisations including KARI Foundation and the Puuya Foundation

Sponsorship of the

Rirratjingu Football Program,

North Eastern Arnhem Land

Two scholarships

provided through Bond University and the University of South Australia



Responsible and sustainable business practices

"We all live within social and ecological constraints and increasingly, business is recognising that environmental and social factors are moving from fringe to core strategic issues and that there is a social licence to operate."

Keith Rovers, Finance and Pro Bono Partner

Environmental, social and governance

Our goal is to grow our business sustainably, be a responsible corporate citizen and contribute to a sustainable future. We bring these principles to the way we operate our business, and the advice we give our clients and community enterprises. We also acknowledge and work towards the achievement of the [UN Sustainable Development Goals](#).

In an environment where an organisation's character is under as much scrutiny as their capability, it is critical for businesses to demonstrate their commitment to addressing environmental, governance and broader social concerns. Our Responsible Business practice of lawyers and consultants brings understanding and expertise in:

1. climate risk governance
2. environmental, social and governance (ESG)
3. human capital (modern slavery, supply chain issues)
4. responsible investment and sustainable finance

They work closely with scientists, economists, financiers and international regulators to ensure clients have the benefit of global thought leadership.

To find out more about the work of our Responsible Business Practice and, to introduce them to your clients, please contact:

- Keith Rovers,
Head of Sustainable Finance and Community Investments
keith.rovers@minterellison.com
- Sarah Barker,
Head of Climate Risk Governance
sarah.barker@minterellison.com
- Donna Worthington,
Risk and Regulatory Consulting
donna.worthington@minterellison.com

Reducing our environmental footprint

We are making real progress on enhancing our sustainable ways of working. Our aim is to achieve, as quickly as possible, zero carbon and zero waste to landfill for our own operations. Our sustainable and green practices are delivered through GreenMe – our Firm's environmental program.

Over the last 12 months, we've concentrated on:

- reducing our carbon footprint
- reducing paper use
- reducing energy use

Achievements

Zero carbon

Leadership Symposium (first corporate event in Australia to achieve this)

Responsible Procurement Policy

purchase of goods and services that minimise greenhouse gas emissions

55%

of stationery and office products purchased are earth saver products

Zero

single use cups, plastic bottles of water in client meeting rooms, plastic containers (replaced with ecoPac plant based material containers) and under desk bins

surplus food from client floor events donated to

OzHarvest

Travel policies that minimise
**environmental
impact**



Robert Reed, Special Counsel and CIP Senior Manager
at Darkness to Daylight Challenge 2018.

Inspired to get involved?

Our Community Investment and Pro Bono Program provides numerous opportunities for all members of our Firm to play a part in creating lasting impacts with our people, our clients and our communities.

So, how can you get involved?

- Look out for requests calling for volunteers.
- Get in touch with our Pro Bono and Community Investment team.
- Ask who in your team is already involved; find out about their experience.
- Research your clients' community initiatives and explore opportunities.
- Introduce your current community initiatives to our team.

Meet the team

Sydney

Keith Rovers
0411 275 823
keith.rovers@minterellison.com

Kate Cato
0419 201 264
kate.cato@minterellison.com

Natalie Bentley
0434 928 443
natalie.bentley@minterellison.com

Rachel Johnston
0401 921 590
rachel.johnston@minterellison.com

Melbourne

Anna Lyons
0435 450 632
anna.lyons@minterellison.com

Prani West
0406 858 772
prani.west@minterellison.com

Cameron Ross
0401 148 664
cameron.ross@minterellison.com

Robert Cooper
0413 708 462
robert.cooper@minterellison.com

Brisbane

Robert Reed
0422 000 161
robert.reed@minterellison.com

Michelle Bold
0416 875 955
michelle.bold@minterellison.com

Stephen Knight
0401 039 641
stephen.knight@minterellison.com

Canberra

Edward Campbell
0412 383 411
Edward.campbell@minterellison.com

Adelaide

James Kearney
0401 132 148
james.kearney@minterellison.com

Perth

Lee Rossetto
0434 367 827
lee.rossetto@minterellison.com

Our pro bono champions

Vale Simon Cooper

Simon Cooper, Special Counsel and one of our pro bono champions, tragically passed away in September 2019. Simon worked closely with the Sydney Gay and Lesbian Mardi Gras and was a leader of our own Mardi Gras team. His contribution to creating lasting impacts by celebrating pride in diversity was a source of inspiration to the many who participated in this event.

Thank you to our champions

A special thank you to our wonderful pro bono champions for their passion and dedication to creating lasting impacts by building opportunities for some of the most vulnerable and disadvantaged in our communities. Through their extraordinary efforts, they each completed more than 100 hours of pro bono work in FY20.

MinterEllison team preparing for Mardi Gras, 2020.



Aaron Chisholm
Adele Bruscia
Alexander Horder
Alexandra Harding
Andrea Frank
Andrew Gill
Andrew Vella
Angus Paterson
Anna Lane
Anna Lyons
Annabel Healy
Arabella Searle
Ashleigh Blumor
Athena Chambers
Bec Cunningham
Belinda Tang
Benjamin Wu
Bianca Palmer
Brittni Dienhoff
Caitlin Ible
Carolina Dorman
Caroline Foley
Charlotte Wylie
Chris Kinsella
Connor Taylor
Courtney Coyne
Daniel Wangatau
David Inglis

DJ Alexander
Emily Dale
Evan Goldman
Eve Bramley
Eve Parish
Garen Holopikian
Garry Beath
Georgia Rowell
Guy Boland
Hamish Wallace
Hannah Riggs
Heath Mitchell
Hilary Neville
Ivan Li
Jack Kaye
James Stanton
Jane Salveson
Jennifer Cohen
Jeremy Roe
Jess Dallimore
Jess Millner
Jesse Evans
Jessica Chan
Jonathan Cockcroft
Joshua Wilde
Julia Brosnan
Justine Rizzo
Kate Cato

Kate Reagh
Katherine Giles
Katya Pesce
Keith Rovers
Keren Stuk
Kirra Uren
Kirsty Easdale
Kit Lloyd
Lachlan Jolly
Laura Bereicua
Liam Bourke
Lilit Mouradian
Linda Kevorkian
Louise Weir
Lynne Kozak
Maddison Smith
Mara Lejins
Max Vos
Melissa Greeves
Mike Hales
Molly Thomas
Morgan Foulsham
Natalie Bentley
Nicole Gordon
Nicole Rajoo
Nina Newcombe
Patrick Kang
Philippa Symon

Phoebe Blank
Prani West
Rachel Johnston
Rachel Rouyanian
Renae Carrigg
Richard Abraham
Robert Reed
Ryan Gale
Sarah Sapuppo
Sarah Walters
Sasha Watkins
Sita Smith
Sophie Qu
Stefan Vujacic
Steve Forster
Suzie Losanno
Taya Hunt
Tess McGuire
Todd Woodland
Tori Landale
Wendy Mansell
Yvonne Teh
Zita Megyeri

ABCN Volunteers

Thank you to our ABCN mentors in 2019-2020

Adele Brusco	Bianca Palmer	Erin Hadfield	Julia Riley	Melissa Greeves	Sarah Dunphy
Ainsley Jones	Brittni Dienhoff	Gemma Gibson	Julian Jennings	Michael Cook	Sarah Feyen
Alexander Horton	Cameron Gee	Genevieve Magro	Justine Rizzo	Mitchell Hutchinson	Sarah Lamech
Alexandria Hammerton	Carmen Juarez	Hannah Dixon	Kairunnisa Kamaruddin	Molly Isabella Tredinnick	Sarah Wann
Alice Arnott Scamps-Goodman	Cassandra Collier	Hazal Gacka	Karina Blundo	Nadia Palermo	Sarah Wedding
Alice Brooks	Catherine Lyndon	Henry Galbraith	Kate Bradfield	Natalie Romanet	Sasha Shearer
Alison Wong	Celeste de Saint Jorre	Hilary Neville	Katherine Moore	Nicole Morgan	Scott McKerrow
Amanda Johns	Chantelle Mansell	India Gordon	Kathy Paridis	Nicole Rajoo	Serena Paramanathan
Amy Earle	Charley Orr	Isaac Buckland	Katie Clark	Nicole Sinclair	Sharon Milton
Andrea Frank	Chris Grant	Jacqui Errington	Kayleen Macapinlac	Nina Newcombe	Sharon White
Andrew Blakie	Christopher Nliam	Jade Chow	Kelly (Wilson) Mackay	Nisa Kamaruddin	Shelini Hillier
Andrew Clarke	Claire Anna Forrester Paton	James Wells	Kenis Chu	Noelia Boscan	Sian Jackson-Findlay
Angela Stafford	Courtney Coyne	Jane Salveson	Keren Stuk	Olivia Borgese	Siegfried Clarke
Angus Paterson	Danielle Monti	Janine Cameron	Kristy Turner	Penelope Perre	Simon Brandis
Anja Giddings	David Kim	Jeffrey Chan	Lauren Zambotti	Penny Bond	Stella Luo
Ankita Mehta	David Leydon	Jemma Harrison	Leah Gallagher	Phoebe Blank	Stephanie Kim
Anne-Maree Hunt	David Rawling	Jennifer Bourke	Leonie Larsen	Richard Abrahams	Stephen Hill
Anthony Jones	Debra Janes	Jennifer McRae	Libby Riekert	Robert Reed	Suzanne Cullerton
Anthony Lingard	Debra Mitchell	Jeremy Roe	Linda Kelleher	Roberta Foster	Tania Houston
Ashleigh Ellen	Dedrei Lombard	Jessica Elder	Louise Weir	Robyn Jackson	Teagan Nordberg
Ashleigh Elliott	Deepthi Varma	Jessica Jones	Maddison Smith	Rosemary Patching	Tess McGuire
Ashli Bergmann	Eilidh Murray	Jessie Jagger	Marcus Best	Rumesh Gnanaseelan	Tessa McLean
Barbara Brown	Elissa Young	Jonathan Cockcroft	Maria Amato	Samantha Byrne	Tom Lawler
Barbara Longland	Elizabeth Ginges	Joseph Xuereb	Maria del Carmen Juarez	Samantha Rystenber	Una Kim
Bec Cunningham	Elizabeth Yick	Joshua Travers	Marisa Pensky	Samantha Tyrrell	Usipua Soliola
Ben Knight	Emma O'Bryan	Joshua Wilde	Mark Carkeet	Samin Sekandar	Victoria Gabriel
Beth Robinson	Emma Roberts	Josie Lengyel	Marz Roa	Sandra Eckert	William Isdale
			Melanie Hayward	Sarah Cahill	Xishun (Ray) Zhai

