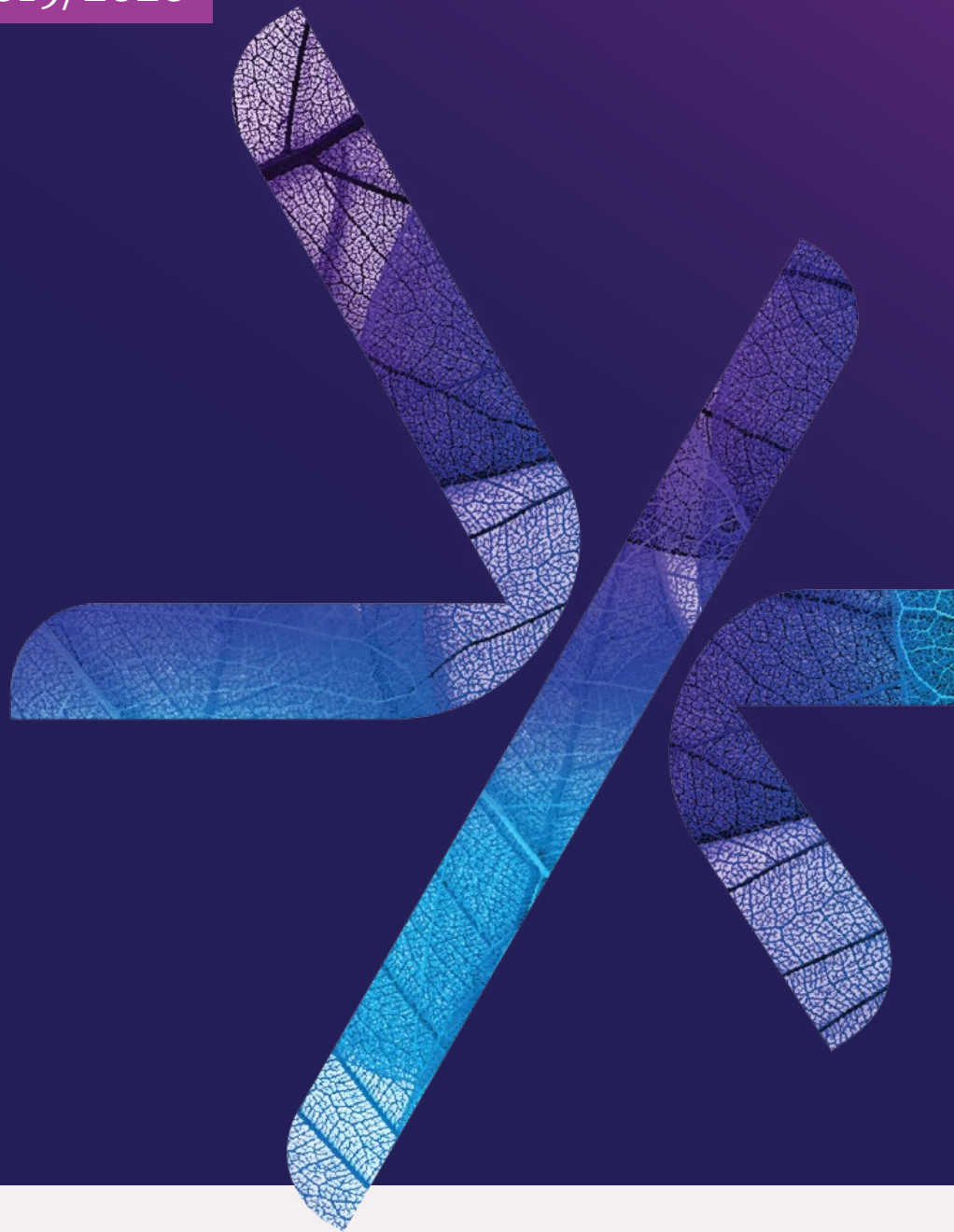


Community & Pro Bono

Annual Report 2019/2020



Foreword

Hamilton Locke's Community and Pro Bono Program is our way of providing assistance where it may not otherwise be available and raising awareness of important social issues.

Often what we do cannot be accessed by all members of the community. This may be due to cost, circumstance or other barriers. At Hamilton Locke, we believe it is our legal professional responsibility to engage with the wider community to break down these barriers and leverage our specialist knowledge.

The Community and Pro Bono Program's has committed to making an impact in the community that is positive, sustainable and meaningful. In the twelve months since the Community and Pro Bono Program's inception:

These numbers are an important metric, however the Program's focus has been on making lasting impact. This often goes beyond the numbers and requires ongoing commitment – a commitment to learning about others' experiences and combining intention with action.

Highlights of the Community and Pro Bono Program's first year of contributions are contained in this Annual Report.

Amelia Schubach,
Head of Community and Pro Bono
amelia.schubach@hamiltonlocke.com.au

Contents

The Hunger Project	2
Youth Insearch	4
Reconciliation	7
Environmental Sustainability	8
Domestic Violence	10
Steptember	11
Looking forward	12
About Hamilton Locke	BC

300+

over 300 hours have been spent on community initiatives and pro bono legal work; and

100%

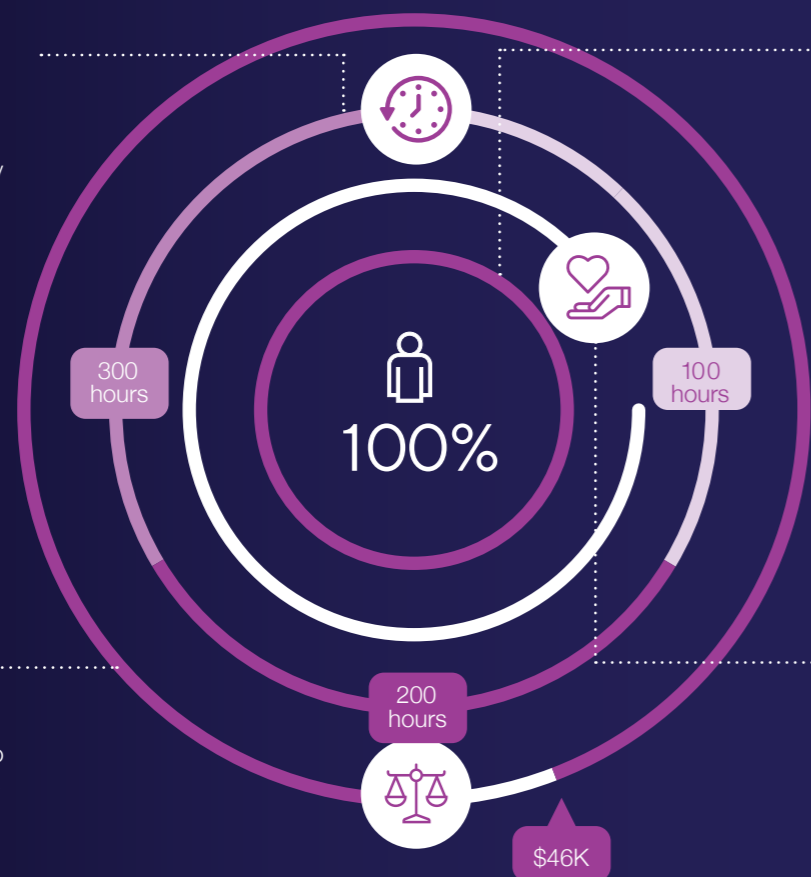
of seniorities have been engaged in pro bono legal work including Paralegals, Law Graduates, Lawyers, Senior Associates, Special Counsel and Partners

\$46k

over \$46,000 worth of pro bono legal assistance has been provided.

80%

of our practice areas have been involved, including property, corporate, finance, restructuring & insolvency, intellectual property and workplace and employment



The Hunger Project

About The Hunger Project

The ultimate goal of The Hunger Project (THP) is to end world hunger by 2030. THP shifts the mindsets of men and women, so that they can become leaders in their community and build sustainable projects that help to end hunger. THP provides resources, such as education, microfinancing, agriculture and health facilities, to assist people in building those projects and to ultimately break the cycle of poverty themselves. THP operates in countries throughout Africa as well as India, Bangladesh, Mexico and Peru.

Hamilton Locke's values are aligned with THP, in particular in relation to empowering individuals and the power of adopting a growth mindset. Our focus has been to provide legal advice and support to enable THP to operate smoothly and maximise their social impact. Throughout the past 12 months, Hamilton Locke has assisted in providing THP with pro-bono legal advice in respect to commercial contracts, commercial leases and employee matters.

We proudly partnered with THP for this year's International Women's Day in the #EachForEqual campaign.

To commemorate this important day, our dedicated team organised a breakfast panel discussion with over 60 people in attendance, including members of Hamilton Locke and our clients.

The panel demonstrated that gender equality is a complex issue, one that involves the implications of geography, culture and socioeconomics. In the developing world, Melanie Noden (The Hunger Project) and Katt Dunn (Grameen Australia) examined how #EachForEqual means providing

International Women's Day Breakfast Panel



#EachForEqual

women greater autonomy through education and microfinancing. Matt Akehurst (Youth Board, The Hunger Project) and Faith Limantono (Hamilton Locke) discussed the importance of involving men in the movement for gender equality. Together, the panel demonstrated the importance of collective individualism in not only validating and celebrating diverse thoughts and experiences but also, uniting them into a common goal which benefits all.

We have also supported and participated in a number of campaigns including 'Stay In, Reach Out' which sought to make a difference in the communities affected by COVID-19 with minimal support, resources and healthcare. The campaign successfully raised over \$300,000, which has been THP's most successful campaign to date.

Hamilton Locke is extremely proud to have partnered with THP in campaigning for disadvantaged groups this year and have big plans to continue growing this partnership.



"The Hamilton Locke team generously created a number of opportunities for The Hunger Project within our partnership. We have been able to connect with the extended Hamilton Locke community - staff, clients and others - through a range of events and opportunities, which have enabled us to foster conversations and relationships to further The Huger Project's mission of ending hunger. On top of that, the Hamilton Locke team has generously provided pro bono legal advice on a range of matters that help us run our operations smoothly and transparently. We're thrilled to have Hamilton Locke as part of The Huger Project family."

Tara Donnelly, THP Head of Communications & Partnerships



60+

People attended the International Womens Day Breakfast Panel



\$300k+

Raised for the 'Stay In, Reach Out' campaign

Youth Insearch

About Youth Insearch

Youth Insearch provides assistance to young people aged 14 to 20 who have had challenging experiences, including grief, addiction, sexual abuse or domestic violence. Their program focuses on building self-esteem and self-worth through experience sharing, peer facilitated weekend workshops and weekly support groups.

In October 2019, Hamilton Locke hosted a leadership training day at our Sydney office for Youth Leaders from Youth Insearch. Youth Leaders represented past participants in the program whose positivity and success highlight what is possible, even with the challenges and trauma they face. They played a key role in the delivery of the Youth Insearch program.

Part of the leadership day was facilitated by executive support and coaching specialist firm, Spique, who deconstructed the neuroscience behind leadership, including the difference between armoured and daring leadership. The Youth Leaders were able to share their stories with Hamilton Locke members in a safe, empowering environment. Our team also provided the Youth Leaders with a Q&A opportunity to discuss some of our lawyers' personal journeys.



Leadership Day 2019

To continue the positive work of the organisation, Youth Insearch and Hamilton Locke have partnered to recently launch Project Inspire, a virtual mentoring program with the mission to provide a supportive framework for the continued self-development of young people at Youth Insearch. Project Inspire is designed for the Youth Leaders to receive career and professional development guidance, as well as offer the Hamilton Locke team an opportunity to contribute to the development of future leaders and make a valuable contribution to the community.

“

“Hamilton Locke provided an inspirational day for our Trainee Leaders. Having the opportunity to share their stories with the team and hear how the young lawyers had triumphed over their own adversity, gave our young people the motivation to focus on achieving their own goals.”

Stephen Lewin, Youth Insearch CEO



Reconciliation

Hamilton Locke acknowledges the traditional owners of the land of both its Melbourne and Sydney offices: the Wurundjeri people of the Kulin Nation and the Gadigal people of the Eora Nation. In doing so, we pay our respects to their Elders, past and present, and Aboriginal Elders of other communities.

Throughout the year, we have recognised and provided information to our team on the importance of reconciliation and First Nations people. One of the ways we have done so is to acknowledge the traditional custodians of the land by naming our meeting rooms after important Indigenous landmarks. Staff have also been encouraged to include an acknowledgement of Australia's First Nations peoples in their email signatures.

We have convened a Reconciliation Working Group, which will focus on developing, implementing and delivering the a Reconciliation Action Plan. The plan will outline practical actions to build positive relationships with Aboriginal and Torres Strait Islander People, increase the equality of opportunity with the community, and foster respect and greater awareness for Australia's cultural heritage.

This is the beginning of Hamilton Locke's reconciliation journey and we are driven to continue making an impact in recognising First Nations communities, culture and importance.

Sustainability

With Australia's eastern seaboard engulfed in bushfires and smoke during late 2019 and early 2020, the climate crisis and the need for environmental sustainability has become a foremost consideration for many.

At Hamilton Locke, we have built our systems and spaces to reduce our carbon footprint. This includes greenery in our offices, Keep Cups, recycling of a range of materials, flexible working and leveraging automation technology.

In light of COVID-19 mandated remote working in both our Sydney and Melbourne offices, we provided staff with a sustainability checklist to

continue sustainability at home. Amongst other things, the checklist included minimising computer energy usage, reducing use of disposable products, recycling and waste management.

To celebrate the 50th anniversary of Earth Day on 22 April 2020, our team members participated in a competition to encourage these sustainability practices. Some of the entries are featured below. The winners received beeswax wrapping paper and bamboo cutlery.



Ocean Impact Organisation

More recently, we have had the opportunity to partner with Ocean Impact Organisation (OIO), Australia's first ocean impact ecosystem and startup accelerator that helps people start, grow and invest in businesses that positively impact the ocean. There is a clear synergy with OIO's admirable vision and Hamilton Locke's core values of high-performance, agility, openness and leadership.

Our team has provided ongoing pro bono legal advice to OIO and has drawn upon a cross-section of expertise within the firm to advise on the following:

- strategic advice regarding corporate structuring of the Group;
- advice in relation to IP licensing and brand protection
- advice and preparation of OIO's application for entry onto the Register of Environment Organizations; and application for deductible gift recipient (DGR) status.
- We have been delighted to collaborate with OIO and look forward to helping them achieve their goal of addressing the environmental and socioeconomic challenges of our ocean.



"Ocean Impact Organisation is proud to call Hamilton Locke a key partner. The support that we have received as part of Hamilton Locke's Community and Pro Bono Program has been first class, and vitally important as we pursue our mission to create an abundant and sustainable ocean."

Nick Chiarelli, Co-Founder of Ocean Impact Organisation



Domestic Violence

The COVID-19 pandemic has exacerbated the need to provide assistance to victims of domestic violence given the mandated working from home arrangements and quarantining. As such, we engaged with Mel Thomas, founder and CEO of KYUP!, an organisation working to empower young women to be equipped with the skills, resources and strength to deal with adversities such as domestic violence.

We have been assisting Kyup! with its emerging resource, Your Buddy Check, through providing ongoing pro bono legal advice to scale Your Buddy Check and help more victims of domestic violence to seek help and protect their dignity and maintain privacy in the workplace. We look forward to seeing how this tool will enable victims to seek the right support when it's necessary.



"Hamilton Locke have provided us with a range of pro bono legal assistance on Your Buddy Check, ranging from incorporating a company to intellectual property protection. Their advice has been invaluable for us as an organisation in furthering protection for victims of domestic violence."

Mel Thomas, CEO of KYUP!



September

In support of Cerebral Palsy Alliance, 16 Hamilton Locke team members participated in the Steptember challenge whereby staff members took 10,000 steps every day for the month of September. Together, the team accumulated over 4 million steps and raised over \$3,700. The funds will go directly to furthering the important efforts of Cerebral Palsy Alliance in providing therapy and in-kind support for those living with cerebral palsy.



16

Hamilton Locke team members participated



\$3,700

Raised for the Cerebral Palsy Alliance

Looking forward

The Community and Pro Bono Program's first twelve months has been exciting, busy and fulfilling.

However, there is always more to be done. In the coming months, our program will be finalising our Reconciliation Action Plan, establishing a workplace giving program and creating a corporate social responsibility framework.

As the Community and Pro Bono program continues to evolve and expand, our focus will remain on making important social contributions to the community by empowering individuals, supporting organisations through pro bono advice, providing a range of resources and giving exposure to important causes.

Watch this space!

Community & Pro Bono Working Group



Brad Allen



Debbie Tran



Staci Bakewell



Nick Huett



Emily Pendlebury

About Hamilton Locke

Hamilton Locke is a law firm with a difference. We make use of technology to remove bureaucracy, find creative solutions for complex client problems and hire and develop the best talent from across the globe.

With our main offices in Sydney and Melbourne, our clients are located across Australia and internationally. We are able to look after our clients, no matter where they are located, in an efficient and seamless manner.

Our team are consistently recognised by leading legal research publications including MergerMarket, Doyle's, Australasian Lawyer, Best Lawyers, and Chambers and Partners. The firm has also been recognised as a 2020 Employer of Choice and a 2020 Innovative Firm by Australasian Lawyer.



We are true industry experts focused on solving complex client problems. We create an environment that attracts and retains the best legal experts who work smart and have interests aligned with clients.



We invest time at our cost to understand our clients' objectives, risk appetites and operating styles.



We have invested in state-of-the-art systems, including automation, process mapping and outsourcing to deliver the most efficient and effective service and create products tailored to the unique needs of our clients



We have experience in a broad spectrum of industry sectors, including software, retail, financial services, technology, food and agribusiness, healthcare, and childcare



We develop the best pricing approaches with our clients to strike the right balance of fairness, certainty and risk-sharing.



