



Alignment with global and local strategy and philosophy on Inclusion, Diversity & Equity

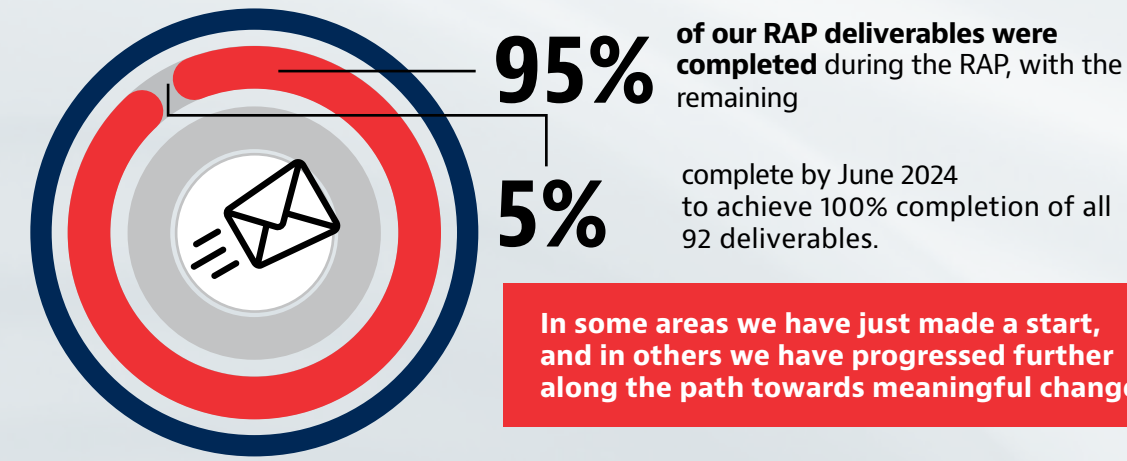
Working with and learning from **First Nations stakeholders** to build awareness, inform strategy and guide our efforts.

RAP focus areas:

- Relationships, Respect, Opportunities, Governance
- The work undertaken as part of our Innovate RAP built upon the foundations established through our prior 2019 Reflect RAP. We strengthened our commitment to reconciliation and specifically focused on:
 - employment and procurement opportunities
 - providing pro bono legal services
 - cultural awareness and learning initiatives



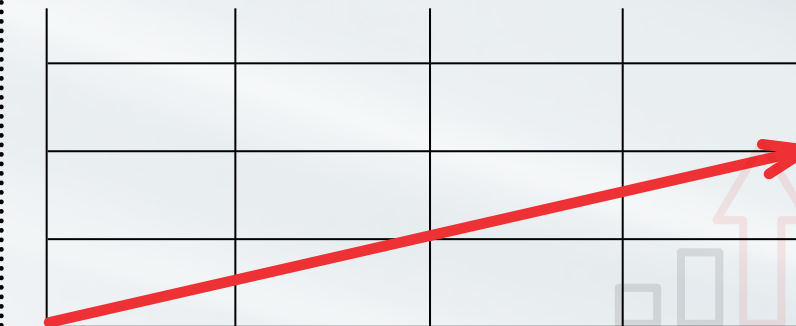
Steadfast commitment: Next RAP will **embed, solidify and extend** the work started.



Market information & clients

- Over 3000 organizations have a RAP (2023) impacting over 5 million Australians – a 44% increase on 2022. * Reconciliation Australia 2023 RAP Impact Report
- The broad RAP program footprint encompasses our clients, competitors, suppliers, collaborators.
- Clients increasingly want to see data demonstrating progress.
- Increased interest through pitch and tender processes and clients contacting us to discuss First Nations engagement.

Increased procurement from First Nations suppliers.



- Relationship focused
- Steady progress
- Sustainable spend
- Engaging First Nations suppliers in areas such as: removalists (for office moves), stationery and printing paper, catering, training

Baker McKenzie acknowledges the Traditional Custodians of the lands on which we work and operate across Australia, and their continuing connection to land, waters and community. At Baker McKenzie we value and celebrate First Nations cultures and pay respect to Elders, past, present and emerging.

First Nations visibility fosters positive relationships and respect. All our offices feature **First Nations cultures** in several ways.

- Acknowledgement of Country plaques
- Cultural protocols
- Uluru Statement from the Heart
- Meeting room names in Brisbane
- First Nations artwork

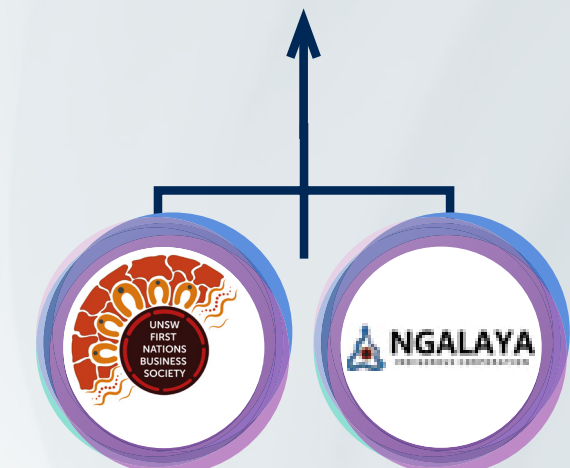


Employment

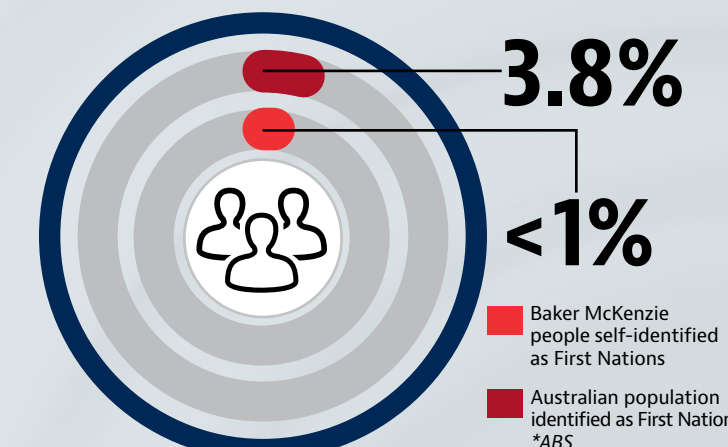
- Expanded the **CareerTrackers** program over Sydney and Melbourne.
- Progression of interns into the **Summer Clerk** program and then **Graduate** program.



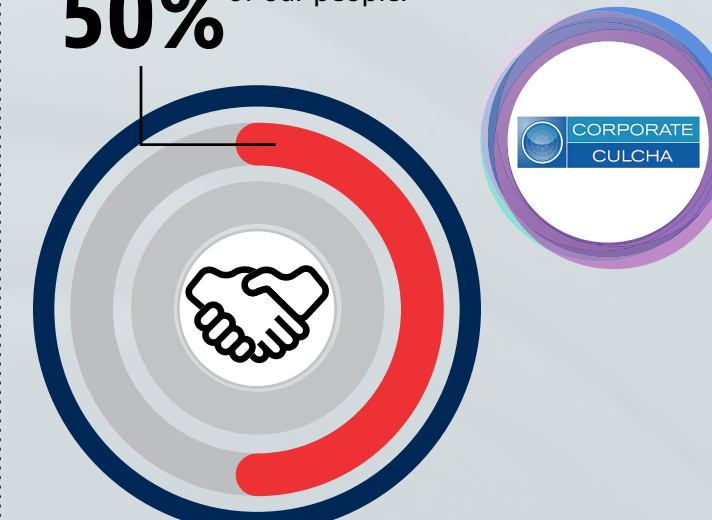
Engagement – established relationships with peak/student bodies – Ngalya Indigenous Corporation and UNSW First Nations Business Society



Increasing **workplace representation** remains our **most challenging** goal. Whilst approximately 3.8% of the Australian population identifies as First Nations, we have less than one percent representation (self-identified) in our workplace.



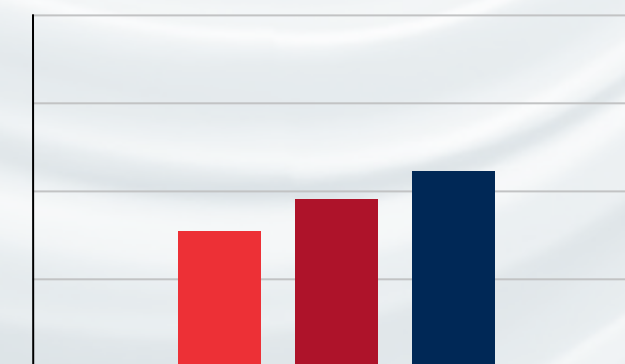
Formal **cultural awareness programs** were delivered firm wide by First Nations provider Corporate Culcha which covered over **50%** of our people.



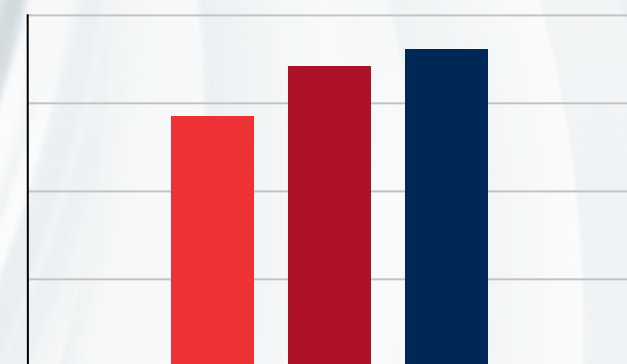
Public support:

- Uluru Statement from the Heart
- Constitutionally enshrined First Nations Voice to Parliament (position statement)
- Published mid-way progress report on learnings, achievements and challenges.

As a law firm, providing **pro bono legal services to First Nations clients** is central to the direct impact we can make towards reconciliation.



■ FY22 ■ FY23 ■ FY24 (expected)



Time (hours)

Informal learning opportunities

to expand cultural awareness. From film screenings and panel events, to books and seminars – we have had the privilege of hearing from Elders and community leaders as well as First Nations people in the arts, legal, business and education sectors.

Sharing **stories of lived experiences** and building personal connection had meaningful impact.



Extended the **pro bono program** with legal services provided on Country in conjunction with **Arts Law Centre of Australia**.

Gawura morning reading **volunteering program** (Sydney), where our people can volunteer to read with First Nations primary school kids. This program is about lifting literacy levels and addressing the disparity in educational outcomes of Indigenous and non-Indigenous Australians.

Charity partnership with **ID Know Yourself** who support and mentor First Nations kids in the out-of-home care and child protection systems with mentee programs aiming to empower Aboriginal youth, establish belonging and break the cycle.