

AUSTRALIAN
LEGAL SECTOR
ALLIANCE



Turks Legal

Member Reporting Legend



Environment

Environmental Management		Environmental Policy	A formal policy outlining a commitment to managing and reducing environmental impacts.			
		Environmental Management System (EMS)	A structured system to monitor, manage, and improve environmental performance.			
		EMS Certification	EMS has been externally certified to a recognised standard (e.g., ISO 14001, AEMS).			
Climate Action		GHG Reduction Policy	A documented policy to reduce greenhouse gas emissions.			
		GHG Reduction Target	A commitment to measurable emissions reduction targets.			
		Near-term SBT Target	Near-term science-based emissions reduction target set in line with SBTi.			
		Net Zero SBT Target	Long-term science-based emissions reduction target to achieve net-zero emissions.			
		Climate Action Plan	A structured decarbonisation plan outlining actions, timelines, and responsibilities for reducing emissions and responding to climate risks.			
Paper Use, Recycling & Waste						
	Organic Waste	e-Waste Recycling	Paper Recycling	Commingled Recycling	Paper Use	
	Percentage of offices with recycling programs in place. Paper, Comingles, Organics and ICT Equipment				Total annual paper use	



Governance

Public Sustainability Reporting		External ESG Reporting	Public disclosure of the firm's environmental, social, and governance performance through recognised reporting frameworks.			
		Promotion of AusLSA Reporting	Active communication or publication of the firm's AusLSA sustainability results to internal or external stakeholders.			
Sustainable Procurement		Sustainable Procurement Policy	A formal policy guiding responsible purchasing decisions that consider environmental and social impacts.			
		ISO 20400 Standard	A sustainable procurement policy aligned with the principles and guidance of ISO 20400.			
		Modern Slavery Risk Assessment	A structured process for identifying, assessing, and addressing modern slavery risks in operations and supply chains.			
		Modern Slavery Act Reporting	Indicates that the firm is a reporting entity under the Modern Slavery Act 2018 (Commonwealth) and required to submit annual statements.			
Risk Management		Enterprise Risk Management (ERM) Framework	A structured framework for identifying, assessing, and managing organisational risks.			
		ESG Risks Included	Environmental, social, and governance risks formally integrated into the firm's enterprise risk management processes.			
		Business Continuity Plan (BCP) / Emergency Response Plan (ERP)	Plans outlining how the firm prepares for and responds to operational disruptions or emergencies.			
Code of Conduct		Code of Conduct	A formal code establishing expected ethical behaviour and professional standards for staff.			
		Code of Conduct Training	Training provided to staff to ensure understanding and adherence to the firm's code of conduct.			
		Complaints & Grievance Mechanism	A formal process enabling staff and stakeholders to raise concerns or complaints confidentially and safely.			

Legend

Yes Pending No



People

Flexible Working		Flexible Working Policy	A formal policy outlining the firm's commitment to supporting flexible work arrangements.
		Employer Parental Leave Scheme	An employer-provided parental leave program offering paid leave entitlements beyond statutory requirements.
Staff Development		Staff Development Policy	A documented policy defining the firm's approach to training, learning, and professional development.
Diversity		Diversity and Inclusion Policy	A formal policy promoting an inclusive workplace and supporting diversity across all staff levels.
Employee Wellbeing		Psychosocial Wellbeing Policy	A policy outlining measures to support mental health and manage psychosocial risks in the workplace.
		Physical Wellbeing Policy	A policy supporting healthy work environments and initiatives that promote physical wellbeing.
Gender Equality		Gender Equality Policy	A formal policy addressing gender equality in recruitment, development, and workplace practices.
		Gender Equality Target	A commitment to measurable targets that improve gender representation at various levels of the firm.
	Staff Gender Profile		
	100% Male 100% Female 100% Non-Binary/Other The percentage breakdown of staff by gender across the firm.		



Community

Community Volunteering		NFP Staff Participation	Supports for staff and partners to participate in not-for-profit or community organisations outside the legal sector.			
		Community Volunteering	The firm coordinates or formally supports employee participation in community volunteering activities.			
Legal Pro Bono		Pro Bono Strategy	A formal strategy outlining the firm's approach to delivering and managing legal pro bono work.			
		Pro Bono Target Signatory	Indicates that the firm is a signatory to the Australian Pro Bono Centre's Aspirational Target.			
Corporate Giving		Corporate Giving Plan	A structured approach to charitable giving, fundraising, or community investment activities.			
First Nations Reconciliation		First Nations Reconciliation Policy	A formal policy or strategy for advancing reconciliation with Aboriginal and Torres Strait Islander peoples.			
		Reconciliation Action Plan	A Reconciliation Action Plan endorsed by Reconciliation Australia that guides reconciliation commitments and activities.			



Turks Legal
Headcount (FTE): 257
Floor Area: 3,529m²
Number of Offices: 4

At Turks, corporate responsibility is embedded in our culture and strategy. We are guided by a strong set of values—leadership, boldness, collaboration, accountability, and integrity—which shape how we serve clients and engage with the broader community. We believe that being great at our craft means standing for more than commercial success; it means contributing meaningfully to society.

Our commitments include fostering diversity and inclusion, supporting

reconciliation with First Nations peoples, and maintaining the highest ethical standards. Through our Innovate Reconciliation Action Plan, we aim to elevate Aboriginal and Torres Strait Islander voices, build cultural competency, and provide pro bono legal services that promote equity and justice.

We prioritise continuous learning, environmental awareness, and community engagement, and we actively support initiatives that reflect these goals. Our collaborative culture

encourages open dialogue, mutual respect, and the nurturing of talent across all levels of the firm.

Achievements such as our recognised client-focused approach, national reach, and leadership in legal innovation reflect our dedication to responsible business practices. At Turks, corporate responsibility is not a checkbox—it’s a lived commitment to doing what’s right, every day.



Our Environment

Our firm is deeply committed to environmental sustainability, integrating eco-conscious practices across operations, supply chains, and community engagement. Our top priorities include reducing carbon emissions, enhancing energy efficiency, and promoting circular economy principles.



Our People

Our firm is deeply committed to cultivating a people-centric culture that champions equity, inclusion, wellbeing, and continuous development. We uphold a formally approved Gender Equality Policy, actively participate in our Diversity & Inclusion Committee, and support International Women’s Day initiatives. Our leadership includes a female CEO and women on the board, and we deliver mandatory sexual harassment and unconscious bias training across all levels.

We offer flexible working arrangements that exceed statutory requirements, including remote work, part-time options, carers leave, and dedicated provisions for family and domestic violence leave ensuring our people can thrive professionally and personally.

Our Diversity Policy formally embraces disability, age, ethnicity, religion, and gender identity. We promote inclusive recruitment practices, respect

pronoun preferences, and support visibility days and community events that celebrate diversity.

Employee wellbeing is embedded in our culture through a comprehensive Health & Wellbeing Policy, access to an Employee Assistance Program (EAP), Mental Health First Aid (MHFA) training, and active involvement in national wellbeing campaigns.

We invest in staff development through structured internal and external training programs, accredited seminars, and ongoing legal education. These initiatives are designed to empower our people and foster a high-performing, inclusive workplace.



Our Governance

Turks’s is committed to ensuring robust governance programs that uphold integrity, transparency, and accountability, are embedded across all operations. This allows us to ensure continuously adherence with regulatory standards, whilst fostering trust with our clients.

Key priorities for the new financial year, includes strengthening board and wider organisation oversight, enhancing risk management frameworks, promoting ethical conduct and transparency throughout the organisation.

Recent achievements include the successful roll out of monthly newsletters tailored for the Management and Partnership team. This is strategically designed to build a strong risk culture by highlighting emerging risks, sharing key insights from internal audits and compliance reviews, and promoting and introducing

best practices in risk management. The initiative has helped improved transparency and reinforced the importance of proactive risk ownership at all levels of leadership.



Our Community

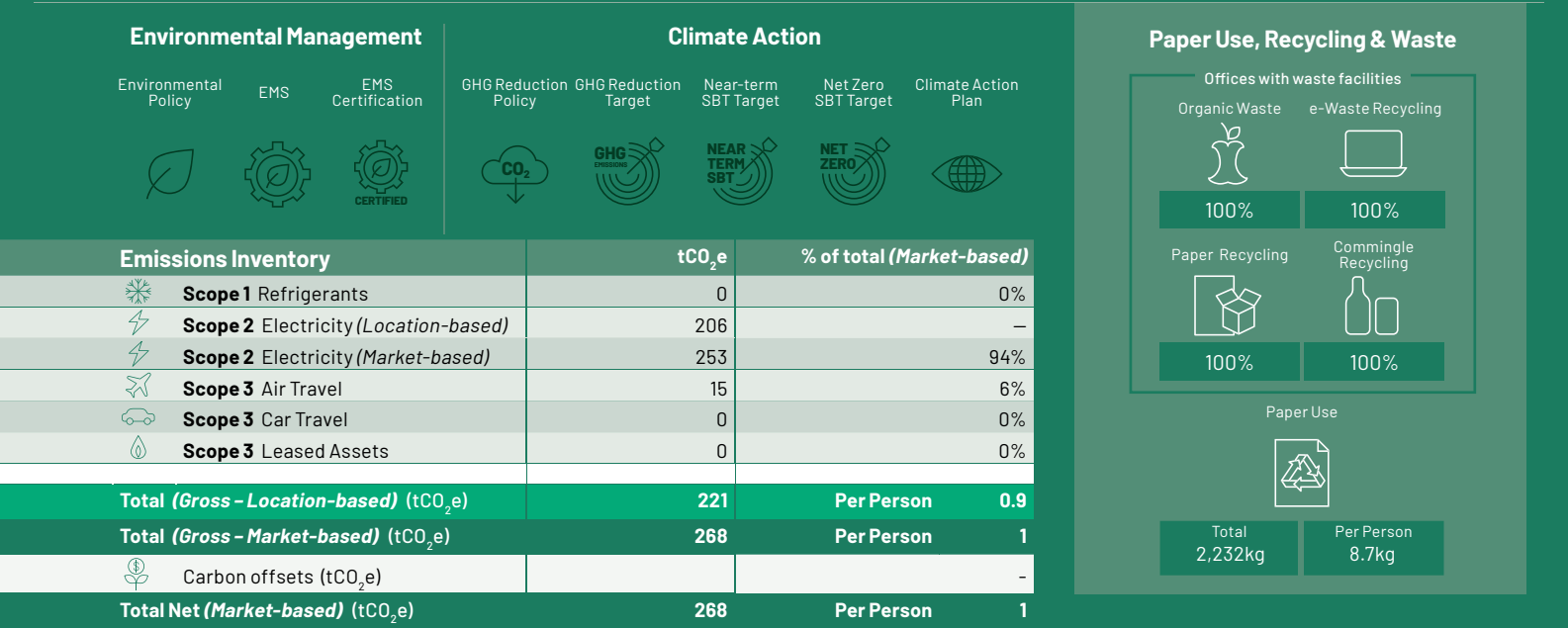
Our firm is deeply committed to driving meaningful social impact through a range of community engagement initiatives. A cornerstone of this commitment is our Reconciliation Action Plan (RAP), which prioritises authentic, values-led partnerships with First Nations communities. Through our ongoing collaboration with Maganda Makers, we provide pro bono support to empower Indigenous women entrepreneurs, fostering sustainable growth and cultural resilience.

We also champion active employee participation in annual volunteering programs with the National Centre for Childhood Grief (NCCG), where our teams contribute time and expertise to support children navigating bereavement. These efforts reflect our belief in the power of compassion and connection.

In addition, we mobilise firm-wide charity drives aligned with key awareness days and causes ensuring our impact is both timely and relevant. These initiatives are embedded in our culture and reflect our broader purpose: to use our skills and resources to build stronger, more inclusive communities.

Environment

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.



ENVIRONMENTAL MANAGEMENT INITIATIVES

- Paper reduction and digital transition policy or initiatives

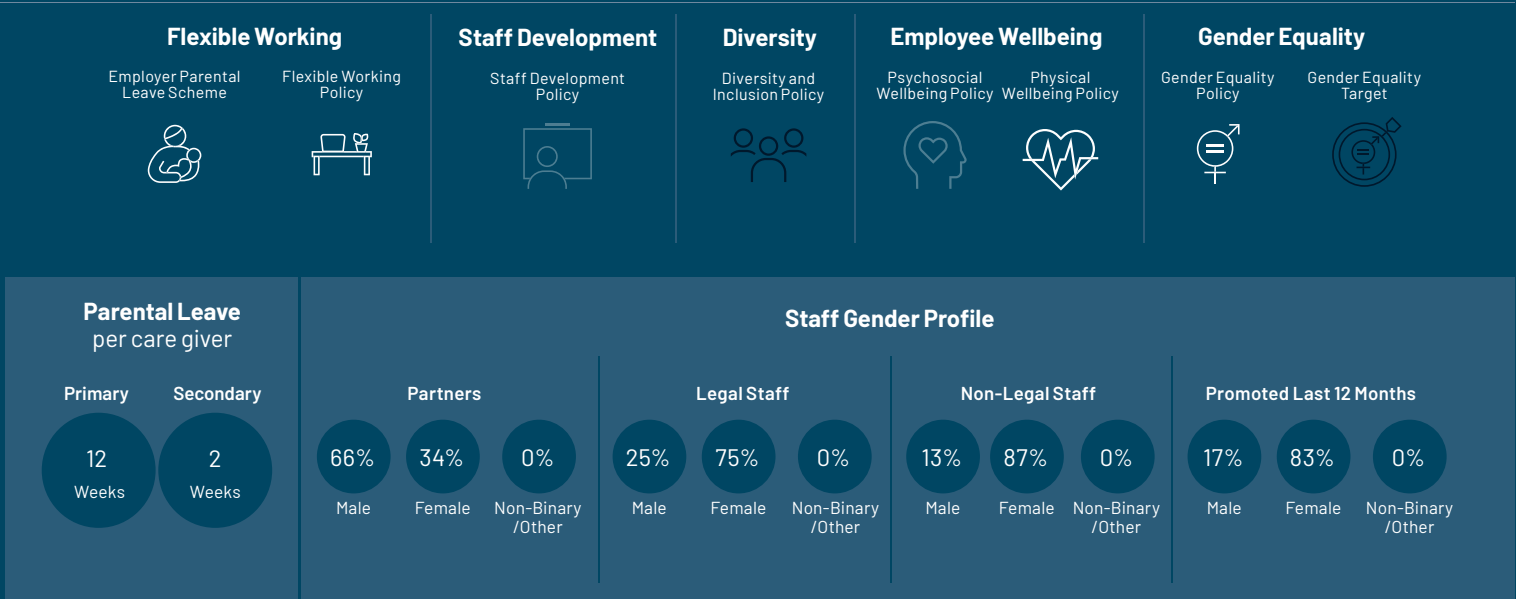
CLIMATE ACTION INITIATIVES

- Active transport infrastructure (e.g., end-of-trip facilities, Ride to Work)
- NABERS Energy rating participation
- Remote and hybrid work practices
- Sustainable procurement (e.g., ECO-Buy, green purchasing policies)
- Teleconferencing systems and virtual meeting practices

SUSTAINABLE WASTE INITIATIVES

- Internal waste education or behaviour change campaigns
- E-waste and office equipment reuse or donation
- Paper reduction and digital transition policy or initiatives
- Office waste segregation (e.g. organics, co-mingled, soft plastics)

People



FLEXIBLE WORKING INITIATIVES

- Parental/fertility-related leave
- Time in lieu (TOIL)
- Family and domestic violence leave
- Volunteering leave
- Sabbaticals
- Study/professional development leave
- Carer's leave
- Formal flexible work policy
- Flexible working hours
- Part-time arrangements
- Remote/hybrid work options

STAFF DEVELOPMENT INITIATIVES

- Technology training
- Substantive law
- Professional skills
- Internally delivered training programs
- Attending external training or seminars

GENDER EQUALITY INITIATIVES

- Training – Gender awareness unconscious bias
- Sexual harassment gender equality programs / initiatives
- Internal D&I networks or committees
- International Women's Day

Governance



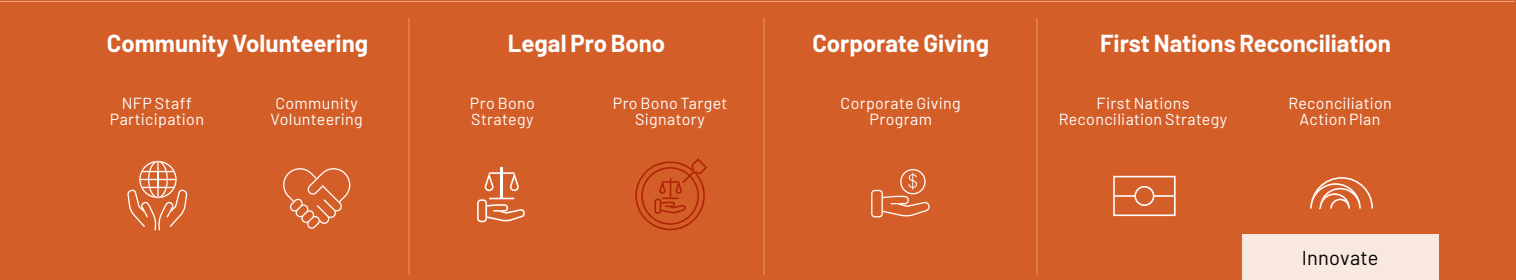
EXTERNAL REPORTING TYPES

SUPPLIER STANDARD COVERAGE

MODERN SLAVERY RISK ASSESSMENT

Yes, we have undertaken an internal modern slavery risk assessment on our operations and supply chains

Community



COMMUNITY VOLUNTEERING INITIATIVES

- Community volunteering
- Organised staff volunteering
- CPD for community sector lawyers
- Blood donations

CORPORATE GIVING INITIATIVES

- Internal appeals and collections
- Firm donation program
- Charitable foundation
- External charity events and appeals

FIRST NATIONS RECONCILIATION INITIATIVES

- Reconciliation Action Plan (RAP)
- Pro bono legal or business support
- Partnerships and collaboration for reconciliation
- Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)
- Funding and donations
- Cultural awareness training