



AUSTRALIAN
LEGAL SECTOR
ALLIANCE



Stanton & Stanton

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			The percentage breakdown of staff by gender across the firm.
	<div><div>100%</div><div>Male</div></div> <div><div>100%</div><div>Female</div></div> <div><div>100%</div><div>Non-Binary/Other</div></div>			



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.		

STANTON & STANTON

Stanton & Stanton

Headcount (FTE): 21

Floor Area: 517m²

Number of Offices: 1

At Stanton & Stanton, we go beyond the law with a deep understanding of food and beverage, wine, agribusiness, real estate, projects, and water sectors. We provide specialist commercial and legal advice tailored to our clients' business needs, ensuring the best possible commercial and legal outcomes. We are proud to be recognised as a 'Leading Law Firm in NSW for Agribusiness' in the Doyles Guide 2025.

We go beyond expectations, making meaningful and lasting contributions

to our clients' businesses. The success of our clients drives us, and we are passionate about working alongside like-minded businesses. Our core values are respect, achievement and adding value. We treat our clients and stakeholders like close friends, building long-lasting relationships based on mutual trust and understanding.

We recognise that sustainability is the fundamental principle driving the future of the industries we represent. As a law firm committed to supporting our

clients in this sector, we understand the unique challenges and opportunities that sustainable practices, initiatives and targets present. We're committed to providing legal counsel that ensures compliance with current regulations while fostering innovative and sustainable business practices for the future.



Our Environment

We are committed to sustainability within our own operations, striving to reduce our environmental impact through energy efficiency, waste reduction, and responsible sourcing of office materials. We support clients in adopting environmentally responsible practices, including reducing waste, conserving water and energy, and sourcing sustainable ingredients.

Stanton & Stanton has achieved carbon neutrality and obtained Government Climate Active certification, implemented an office premises reduction strategy, and is 100% green powered. The firm takes a data-driven approach to empower staff and achieve tangible sustainability improvements.

We reached this goal through a carbon reduction strategy and strategic investment in carbon credits to offset remaining emissions. Stanton & Stanton chose

to invest in the Mai Ndombe REDD+ Project, which protects 300,000 hectares of critical habitat for bonobos and forest elephants in the world's largest intact rainforest. This investment aligns with the UN Sustainable Development Goals, demonstrating our dedication to global environmental initiatives.

Stanton & Stanton has committed to the United Nations Global Compact, a corporate responsibility initiative providing a voluntary framework for developing, implementing, and disclosing responsible business practices. We support the UN Global Compact's Ten Principles, which span critical areas of global sustainability and ethical business conduct.



Our People

Our people go beyond the standards. Driven by our core values of respect and achievement, we've created a dynamic culture that promotes growth and individual success within our team and among our clients. We take pride in being high achievers, fostering excellence and inclusivity through people programs integrated into our business strategy.

Our people are supported throughout their career journey by leaders who provide regular weekly one-on-one feedback sessions and educational seminars. In May, we promoted solicitors Jack Hutchinson and Karl Panarello to Senior Associates. The firm invests in nurturing and promoting talent from within, ensuring clear career paths for all employees.

We continually evolve to provide a respectful, flexible, supportive, and inclusive work environment. We are active members of the Charter for the Advancement

of Women of the Law Institute of Victoria and the Law Society of New South Wales, as well as the Diversity and Equality Charter of the Law Council of Australia. We maintain an equal female-male ratio on our board and management team, celebrate International Women's Day and R U OK Day, and regularly attend CPD and sector events.



Our Governance

The firm's approach is centred around strengthening our governance structures, advancing transparency and prioritising ethical organisational practices. Accountability and ethical conduct are focal points of all our programs as we continue to handle increasingly complex cases. We achieve this by working closely with leadership to implement best practices, ensuring that our policies and working methods are continually reviewed and improved.

As part of the firm's risk management plan, we have become ISO 9001:2015 Quality Management Systems certified, marking another significant milestone in our commitment to 'go beyond' industry standards and deliver exceptional value to our clients and stakeholders.



Our Community

At the core of our business is our commitment to both our legal community and our client's community. We partner with the St Vincent's Curran Foundation, whose mission is to deliver excellent healthcare for all people by bridging government funding gaps for St Vincent's Hospitals in New South Wales. We provide annual monetary donations and host foundation events at our CBD office, enabling them to bring together their community and raise awareness and funding.

We also partner with Australian Women in Wine, a community that champions women in the Australian wine industry and advocates for gender equality across the sector.

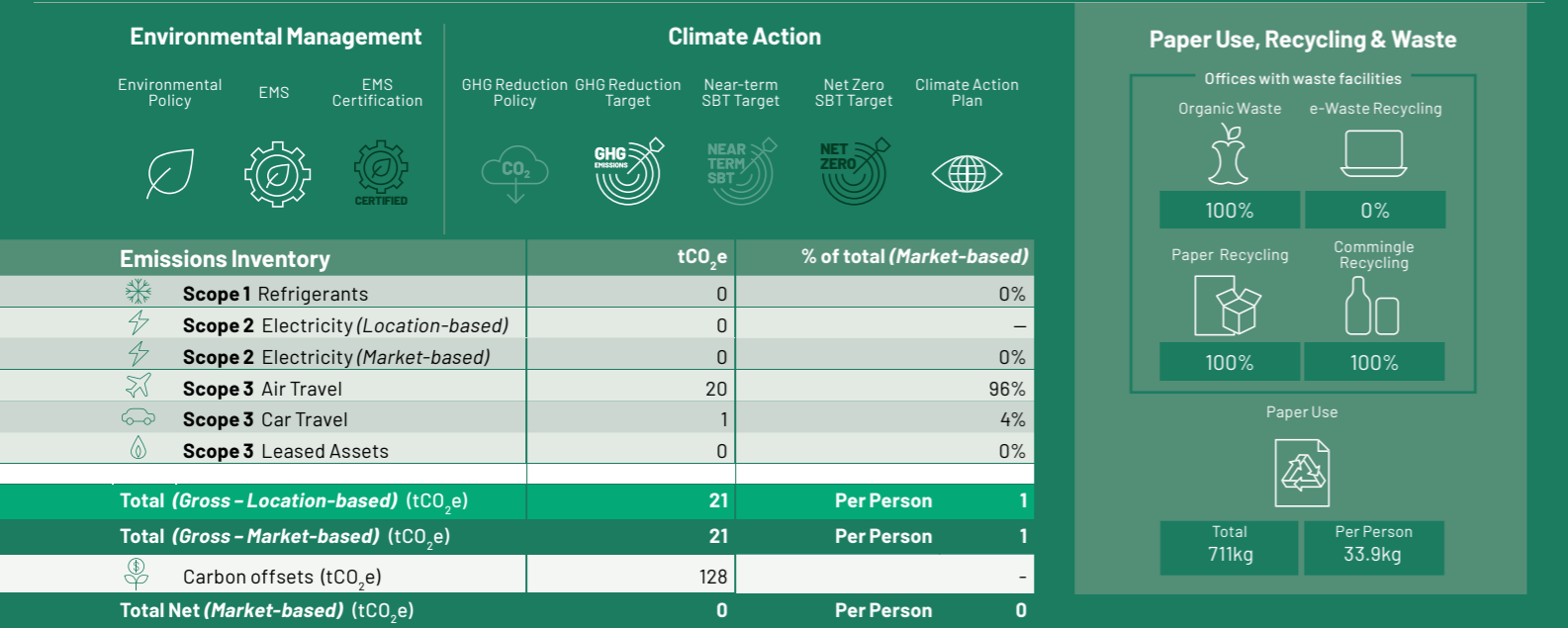
We provide pro bono legal advice to Aboriginal Employment Strategy Limited and have committed to the National Pro Bono Target, with each lawyer

aiming to complete 35 hours annually to ensure our community has access to the necessary legal advice. In 2025, we strengthened our pro bono offering by joining Justice Connect, providing our team with a structured pathway to contribute meaningfully to access to justice initiatives.

Our people are encouraged to give blood through the Australian Red Cross during working hours. In March, our team gave back through OzHarvest's 'Cooking for A Cause Program'. This initiative embodied what we stand for: going beyond our community.

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

- Climate Active Certified
- Environmental Management System (EMS)
- Internal environmental policy or management plan
- Staff education or training on environmental management

CLIMATE ACTION INITIATIVES

- Supplier emissions engagement
- Voluntary carbon offsetting
- Teleconferencing systems and virtual meeting practices
- Renewable electricity purchases
- Remote and hybrid work practices
- Employee education and awareness training
- Climate Action Plan or decarbonisation strategy
- Climate Active certification
- Aligned with Science-Based Targets Initiative (SBTi)

SUSTAINABLE WASTE INITIATIVES

- Reporting or tracking of waste volumes and diversion rates
- Office waste segregation (e.g. organics, co-mingled, soft plastics)

People



FLEXIBLE WORKING INITIATIVES

- Family and domestic violence leave
- Purchased leave
- Study/professional development leave
- Parental/fertility-related leave
- Carer's leave
- Unpaid personal leave
- Time in lieu (TOIL)
- Flexible working hours

STAFF DEVELOPMENT INITIATIVES

- Internally delivered training programs
- Internal policy training
- Technology training
- Personal development
- Professional skills
- Mentoring
- Coaching
- Attending external training or seminars

GENDER EQUALITY INITIATIVES

- Women on Boards
- LCA Diversity and Inclusion Charter
- LSNSW Charter - Advancement of Women
- International Women's Day
- Gender-sensitive promotion and recruitment
- Equal pay controls

Governance



EXTERNAL REPORTING TYPES

- Website disclosure of ESG strategy, targets, and performance
- UN Global Compact
- Climate Active certification and public disclosure

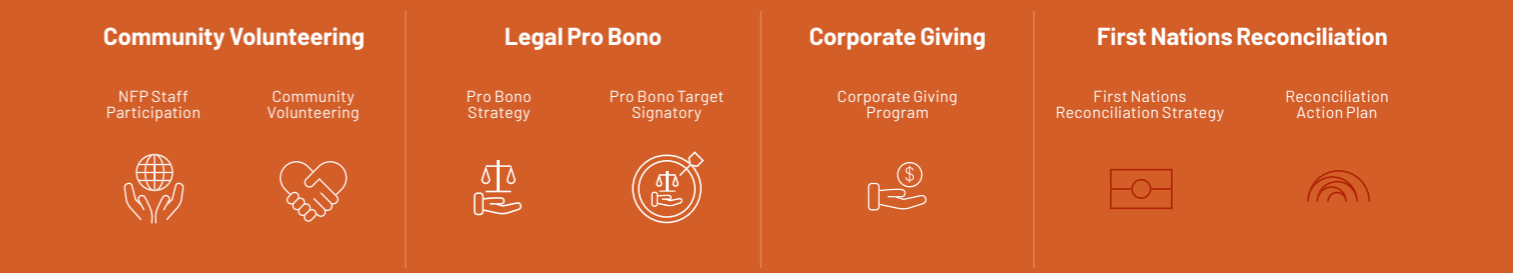
SUPPLIER STANDARD COVERAGE

- Modern slavery and human rights
- Ethical business conduct (e.g., anti-bribery, fraud, corruption)
- Environmental sustainability and climate impacts
- Community and social impact
- Alignment with UN Global Compact and/or SDGs

MODERN SLAVERY RISK ASSESSMENT

Yes, we have a general understanding of modern slavery risk in our operations and supply chains but have not undertaken a formal modern slavery risk assessment

Community



COMMUNITY VOLUNTEERING INITIATIVES

- Community volunteering
- Blood donations

CORPORATE GIVING INITIATIVES

- Host external charity events
- Charitable foundation
- External charity events and appeals

FIRST NATIONS RECONCILIATION INITIATIVES

- Pro bono legal or business support