



AUSTRALIAN
LEGAL SECTOR
ALLIANCE



FPA Patent Attorneys

Member Reporting Legend

Legend

Yes Pending No



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



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.



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.



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.



FPA Patent Attorneys
 Headcount (FTE): 78
 Floor Area: 817m²
 Number of Offices: 2

FPA Patent Attorneys (FPA) is an independent, top-tier, Australian based, private incorporated registered attorney firm wholly owned by QANTM Intellectual Property Limited. With over 75 staff in Melbourne and Sydney, our primary focus is on two areas of Intellectual Property - Patents and Designs. We are the only Intellectual Property firm in Australia

with this degree of specialisation. Our clients truly value the deep expertise that our attorneys are known for. In all that we do, our values of excellence, collaboration, care and trust underpin our work with our clients and with each other.



Our Environment

Our focus this year has been on developing our climate change framework. This includes a Boundary Setting Policy and completing our first year of scope 1 and 2 emissions measurement. We are now working on a decarbonisation plan, and our first year of scope 3 measurement. Our climate risk and opportunity assessment and scenario analysis are being finalised. We are committed to establishing our emissions targets and developing our Net Zero climate change strategy. QANTM has offered a novated leasing benefit, specifically relating to EV and PHEV vehicles to encourage sustainability. Melbourne Office has a 6-star Green Star rating and a 6-star NABERS Indoor Environment rating. Both offices have a 5-star NABERS Energy rating. We continue to work closely with our people and building management teams to

implement recycling initiatives and to monitor and measure our waste management. Our Green Team has again been active in promoting awareness of sustainability initiatives, most importantly with encouraging the uptake of the use of keep cups across the firm, currently at 70%. Our laptop refresh program included a staff buy-back plan and we donated 27 laptops to support three community organisations. The result being all laptops responsibly repurposed with zero landfill impact.



Our People

At FPA we are focused on building a diverse, inclusive, and flexible workforce where all employees can thrive and contribute to our success.

Our people and culture programs cover Diversity & Inclusion, Gender Equity, employee development, flexible work, and wellbeing. We have clear actions and targets to improve workforce diversity and gender balance, supported by initiatives such as our Diversity & Inclusion Committee and efforts to remove systemic barriers.

We invest significantly in professional development through training programs like the Great Managers Academy, coaching, retreats, lunch and learns, and continuous learning to build leadership capability and support the ongoing growth and development of all employees across the firm.

Employee wellbeing is a priority, with initiatives including mental health first aid training, wellbeing leave, parental leave coaching, and a robust Work Health & Safety (WHS) program led by an active WHS Committee, building further a safety culture.

Our hybrid and flexible work model supports autonomy and balance, reinforced by wellbeing allowances, flexible leave, and innovative work arrangements. Together, these initiatives underpin our value of care and reflect our commitment to a collaborative, inclusive and supportive workplace.



Our Governance

Our Audit, Risk and Compliance Committee (ARCC) is comprised of Board directors and executives and is responsible for governance and compliance oversight, including regular Work Health and Safety reporting. This year the focus has been on reviewing the risk management framework and associated policies. The WHS Committee continues to meet monthly and engaged a third party to conduct an external WHS audit. The report was positive overall and focussed on 3 key areas, which are now being actioned. We commenced the year with two Retreats; Attorney and Leadership team and Business Services team. The highlight was the inaugural one firm Retreat where we all participated in a strategy session and spent time together as one firm, including our Melbourne, Singapore and Sydney offices. Another area of

focus has been strengthening our cyber security posture which included initial baseline measurement followed by the introduction of monthly cyber security training compliance modules. We have also launched a compliance training initiative as part of a risk management program, where each staff member is required to complete a full suite of 6 training modules comprising Employee Workplace Behaviour, WHS, AI Use, Modern Slavery, Working Together and Right to Disconnect.



Our Community

At FPA we are proud to support and celebrate the diverse and meaningful ways our team contribute to the broader community. Recent feedback from our staff shows active involvement across a wide range of initiatives, including cultural groups, charities, non-profits, sustainability and environmental groups, sports and recreational clubs, and educational institutions.

Our employees have taken on leadership roles such as board membership, committees, organising community garden projects, and supporting food banks in South Yarra. Others volunteer with organisations like PBS Radio, the MS Society's Mega Swims, Mullum Mullum Indigenous Gathering Place, and local clubs such as the Bullengarook Adult Riding Club as well as assisting Traditional Owner Groups with work environmental groups including

tree-planting and other initiatives to help offset carbon emissions. Additional contributions include church services, bushwalking leadership, and school fundraising.

Of the employees that have volunteered, 62% have dedicated over 40 hours in the past financial year alone, demonstrating a deep, ongoing commitment to service. Their efforts reflect a workplace culture that encourages community-minded values and supports meaningful contributions beyond the office.

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

Environmental Policy, EMS, EMS Certification

Climate Action

GHG Reduction Policy, GHG Reduction Target, Near-term SBT Target, Net Zero SBT Target, Climate Action Plan

Paper Use, Recycling & Waste

Offices with waste facilities: Organic Waste 50%, e-Waste Recycling 50%, Paper Recycling 100%, Commingle Recycling 100%. Paper Use: Total 138kg, Per Person 1.8kg

Emissions Inventory

	tCO ₂ e	% of total (Market-based)
Scope 1 Refrigerants	0	0%
Scope 2 Electricity (Location-based)	24	—
Scope 2 Electricity (Market-based)	27	7%
Scope 3 Air Travel	354	93%
Scope 3 Car Travel	2	0%
Scope 3 Leased Assets	0	0%
Total (Gross - Location-based) (tCO₂e)	380	Per Person 4.9
Total (Gross - Market-based) (tCO₂e)	382	Per Person 4.9
Carbon offsets (tCO ₂ e)	-	-
Total Net (Market-based) (tCO₂e)	382	Per Person 4.9

ENVIRONMENTAL MANAGEMENT INITIATIVES

- Internal environmental policy or management plan
- Staff education or training on environmental management
- Paper reduction and digital transition policy or initiatives

CLIMATE ACTION INITIATIVES

- NABERS Energy rating participation
- Energy-efficient lighting and appliances
- Remote and hybrid work practices
- Employee education and awareness training
- Teleconferencing systems and virtual meeting practices
- Green Star-rated buildings (4-6 star)

SUSTAINABLE WASTE INITIATIVES

- Reporting or tracking of waste volumes and diversion rates
- Reusable and recyclable coffee cup programs
- Paper reduction and digital transition policy or initiatives
- Office waste segregation (e.g. organics, co-mingled, soft plastics)
- Internal waste education or behaviour change campaigns
- E-waste and office equipment reuse or donation
- Battery and mobile phone recycling (e.g. Mobile Muster)

People

Flexible Working

Employer Parental Leave Scheme, Flexible Working Policy

Staff Development

Staff Development Policy

Diversity

Diversity and Inclusion Policy

Employee Wellbeing

Psychosocial Wellbeing Policy, Physical Wellbeing Policy

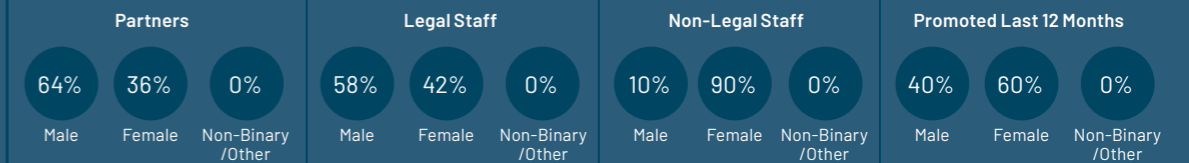
Gender Equality

Gender Equality Policy, Gender Equality Target

Parental Leave per care giver



Staff Gender Profile



FLEXIBLE WORKING INITIATIVES

- Flexibility for disability needs
- Adjusted KPIs after leave
- Phased retirement
- Sabbaticals
- Career breaks
- Purchased leave
- Religious/cultural leave
- Volunteering leave
- Study/professional development leave
- Parental/fertility-related leave
- Family and domestic violence leave
- Carer's leave
- Unpaid personal leave
- Time in lieu (TOIL)
- Formal flexible work policy
- Remote/hybrid work options
- Part-time arrangements
- Flexible working hours

STAFF DEVELOPMENT INITIATIVES

- Financial literacy, Clear writing, Presentation skills, Cyber security, Business development, IPTA course (IP), Management training and EA training.
- Technology training
- Substantive law
- Professional skills
- Personal development
- Mentoring
- Internally delivered training programs
- Internal policy training
- Attending external training or seminars
- Coaching

GENDER EQUALITY INITIATIVES

- Sexual harassment gender equality programs / initiatives
- Equal pay controls
- Internal D&I networks or committees
- Gender-sensitive promotion and recruitment
- Training - Gender awareness unconscious bias
- Female advancement, mentoring and coaching
- International Women's Day

Governance

Public Sustainability Reporting

External ESG Reporting, Promotion of AusLSA Reporting

Sustainable Procurement

Sustainable Procurement Policy, ISO 20400 Standard, Modern Slavery Risk Assessment, Modern Slavery Act Reporting

Risk Management

ERM Framework, ESG Risks Included, BCP / ERP

Code of Conduct

Code of Conduct, Code of Conduct Training, Complaints & Grievance Mechanism

EXTERNAL REPORTING TYPES

SUPPLIER STANDARD COVERAGE

MODERN SLAVERY RISK ASSESSMENT

No, we have not assessed the modern slavery risks in our operations and supply chains

Community

Community Volunteering

NFP Staff Participation, Community Volunteering

Legal Pro Bono

Pro Bono Strategy, Pro Bono Target Signatory

Corporate Giving

Corporate Giving Program

First Nations Reconciliation

First Nations Reconciliation Strategy, Reconciliation Action Plan

COMMUNITY VOLUNTEERING INITIATIVES

- NFP Boards
- Blood donations
- Community volunteering
- Paid volunteer time

CORPORATE GIVING INITIATIVES

- Charitable foundation
- Matched funding for employee donations
- External charity events and appeals
- Internal appeals and collections
- Firm donation program

FIRST NATIONS RECONCILIATION INITIATIVES

- Volunteering and secondments
- Funding and donations
- Participation in Indigenous awareness events (e.g., NAIDOC, National Reconciliation Week)
- Cultural awareness training