Lawyers | McCullough Robertson

Environmental **sustainability plan.**

September 2025

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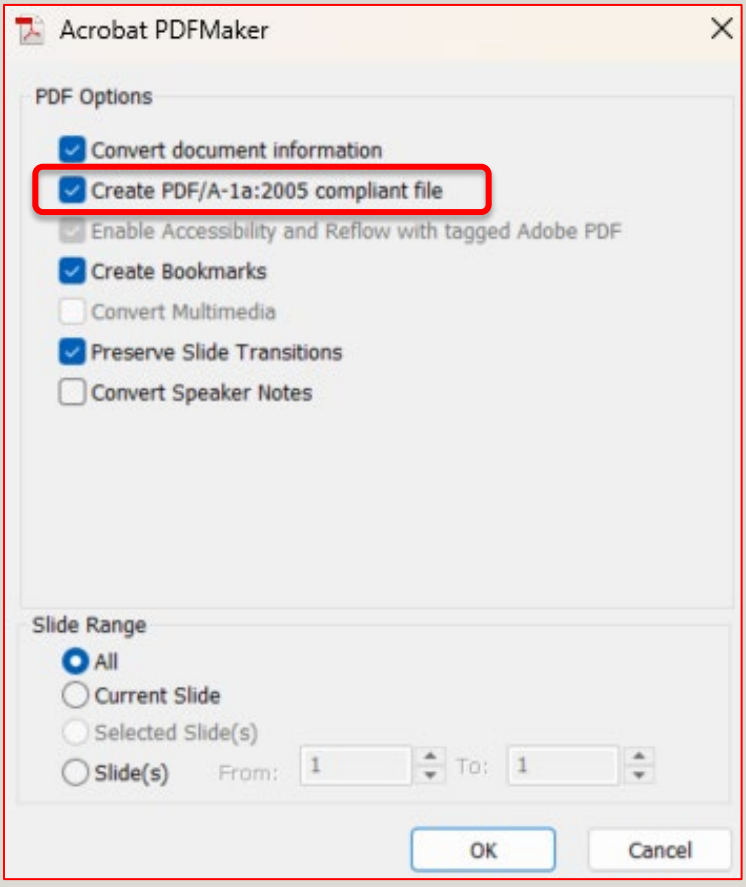

Foreword

At McCullough Robertson, we recognise that the health of our environment is not only vital to the well-being of our planet but also essential for the prosperity of future generations. As Chair of Partners, I am proud to present our firm's Environmental Sustainability Plan, outlining our commitment to learning, contributing to the environment, and fulfilling our role in the community.

Our values serve as the compass guiding our behaviour, and they compel us to take proactive steps toward environmental stewardship. We understand that sustainability is not just a buzzword; it is a responsibility we owe to our planet and the communities we serve. Therefore, we have developed a comprehensive plan that integrates sustainability principles into every aspect of our operations.

Central to our approach is the recognition that we must continuously learn and evolve to meet the challenges of environmental sustainability. Through ongoing education and engagement, we empower our team members to embrace sustainable practices in their work and personal lives. By fostering a culture of learning, we cultivate a collective mindset dedicated to finding innovative solutions to environmental issues.

However, our commitment extends beyond internal efforts. We understand the importance of actively contributing to the environment and playing our role in the broader community. Through strategic partnerships and collaborative initiatives, we leverage our expertise and resources to drive positive change.

I invite you to explore our Environmental Sustainability Plan and join us on this journey toward a more sustainable future. Together, we can make a difference and ensure a world where both nature and communities thrive and ***Unlock Success. Together.***

Kristan Conlon
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Our commitment to environmental sustainability has developed over time. Our Environmental Sustainability Plan (ESP) sets out the actions that we have committed to undertake to achieve our environmental goals as set out in our Environmental KnowHow document.

Environmental goals

Our environmental goals are to:

- comply with all applicable environmental law and regulations;
- consider sustainability in all relevant decision-making processes;
- continue to investigate identifying targets for reducing greenhouse gas emissions;
- produce less waste, and increase recycling and reuse;
- become more efficient in the use of energy and water and reduce environmental impacts associated with their use;
- ensure ethical sourcing principles across firm wide procurement practices;
- actively participate in the promotion of sustainable practices in the legal sector;
- encourage continual improvement practices in the areas of paper usage, communications, packaging, printing and copying; and
- ensure transparency and accountability.

With these goals in mind our focus areas for environmental sustainability as aligned with the United Nations Sustainable Development Goals (UN SDGs) are:

- climate action;
- waste and recycling;
- energy and water efficiency; and
- ethical procurement and responsible consumption.

Climate action

Commitment	▸ Consider the requirements to achieve net zero 2030.
Goals	▸ Explore what could be measurable short-term and long-term goals for reducing carbon emissions with the support of an appointed sustainability consultant. ▸ Consider the following: ▪ a possible base line year, timeline for achieving these goals, considering realistic targets and milestones; ▪ how we assess our current state of play what is in scope and what is not; ▪ how we identify and quantify sources of carbon emissions across operations, including energy consumption, travel, waste etc.; and ▪ requirements to gain Commonwealth Government Climate Active Accreditation in the future.
Activities	▸ Connect with a sustainability consultant to assist with the development of an emission reduction plan, including: ▪ developing a Scope 1, 2 and 3 emissions inventory; ▪ purchasing green energy for Brisbane; and ▪ participate in carbon offset programs for flights, accommodation, and car rentals to compensate for unavoidable emissions. ▸ Implement energy efficiency measures across facilities and operations to reduce overall energy consumption. ▸ Research green travel as a default option.
Responsibilities	▸ Chief Operating Officer, Chief People Officer and Business Services Manager (**Senior Management Team**).

Climate action

Summary and outcome

In July 2024, we partnered with Tasman Environmental Markets (**TEM**) to utilise their BlueHalo platform, enabling the automatic offsetting of emissions associated with our business flights. Given that the majority of our emissions fall under Scope 3 (indirect emissions from our value chain), this was a strategic step in reinforcing our commitment to reduce our overall environmental impact. The offsets purchased through this partnership have already supported our investment in verified sustainability projects such as:

- Bringing Bush Back – Australia (NSW and QLD);
- Rainforest Rescue – Papua New Guinea; and
- Winds of Change – India.

Each of UN projects meet a range of Sustainable Development Goals.

Climate action

Our efforts have already demonstrated measurable progress year on year. According to our annual Australian Legal Sector Alliance (AusLSA) reporting, we observed significant improvement from FY22/23 to FY23/24.

While gross emissions increased slightly from 516 tCO_2-e to 616 tCO_2-e due to higher activity levels, our offset initiatives reduced net emissions from 516 tCO_2-e to 450 tCO_2-e. On a per-employee basis, gross emissions rose marginally from 1.6 tCO_2-e to 1.8 tCO_2-e, but net emissions improved from 1.6 tCO_2-e to 1.3 tCO_2-e.

Encouraged by these results, we are expanding our use of the BlueHalo platform. From 1 July 2025, the system will also automatically offset emissions related to accommodation and hire car bookings, further strengthening our emissions reduction strategy and supporting our broader sustainability objectives.

In 2025, McCullough Robertson engaged a sustainability consultant to conduct a comprehensive carbon emissions assessment and assist in aligning our ESP with measurable climate goals. This engagement was a critical step in our climate action strategy, reflecting our commitment to evidence-based decision-making on the path toward net zero by 2030.

Consultant review summary

The consultant undertook the following key activities:

- established the emissions boundary for our organisation;
- set the 2024 calendar year as the base year for ongoing emissions tracking;
- identified and categorised emissions sources across our operations; and
- calculated our total carbon account, providing a verified inventory of Scope 1, 2, and 3 emissions.

Emissions profile – Base Year 2024

Our total greenhouse gas (**GHG**) emissions for 2024 were calculated as 1,508.72 tonnes of CO_2 equivalent (tCO_2-e), broken down as follows:

- **Scope 1** (direct emissions): 0.63 tCO_2-e;
- **Scope 2** (indirect emissions from purchased electricity – market-based): 0.00 tCO_2-e; and
- **Scope 3** (all other indirect emissions – market-based): 1,508.09 tCO_2-e.

This profile highlights that our emissions footprint is overwhelmingly driven by Scope 3 activities – primarily supply chain, business travel, and outsourced services. This will be a central focus area for future mitigation efforts. Following the completion of this in-depth analysis of our GHG emissions, the consultant confirmed we are on par with other professional services organisations.

Waste and recycling

Commitment	To continue to produce less waste and increase recycling and reuse.
Goals	Achieve a reduction in waste year on year.
Activities	Implement effective waste management strategies to minimise landfill waste. Encourage recycling programs for paper, plastics, and other recyclable materials within the office. Assess the feasibility of implementing a soft plastics recycling program for the Sydney office, in collaboration with specialised service providers such as Sydney City Rubbish or RecycleSmart. Ensure staff are trained on the benefits of recycling and regularly informed of improvements, updates and changes in building recycling programs. Dispose of discarded office plain paper using secure means, and recycle into other paper products e.g. toilet tissue. Ensure all waste is recycled in accordance with the building's recycling program. Ensure toner cartridges are recycled using an approved recycling program. Sell or donate redundant office equipment for re-use or recycling where possible. Ensure all desks and workstations have clean paper waste bins for recycling office paper. Copy and print doubled sided unless otherwise specified, or required by marketing or Court guidelines. All photocopier and printer devices that are capable of printing in duplex (double sided) have been converted to duplex as the default option. Ensure all new printing devices are leased with appropriate provisions for disposal. Data and document storage is encouraged to be electronic where appropriate e.g. emails must be saved in the DMS under Matter management KnowHow. Office Services must ensure office space is utilised efficiently, reducing each person's floor footprint. Offer environmentally friendly options for single use cutlery. Mark days of significance with activities driving behaviours of recycling including donation drives.

Waste and recycling

Recyclable consumables	▸ Batteries ▸ Cans, glass and plastic bottles, poppers and milk containers ▸ Cardboard and newspapers ▸ Coffee cups and lids ▸ Non-perishable food items ▸ Old/unused stationery items ▸ E-waste ▸ Furniture ▸ Leftover food, coffee grinds, and biodegradable paper towels and wipes ▸ Nespresso pods ▸ Paper ▸ Toner
Recycling programs	▸ Close the Loop ▸ ecobin ▸ ERS Queensland ▸ Greenbox ▸ Nespresso ▸ OzHarvestRECAN ▸ Simply Cups ▸ Suez ▸ The Backpack Venture ▸ Two Good ▸ Veolia ▸ ZircoDATA
Responsibilities	▸ Chief Operating Officer, Chief People Officer and Business Services Manager (**Senior Management Team**).

Summary and outcome

Our commitment to sustainability has driven a remarkable improvement in our landfill-to-recycling ratio, increasing from 18.7% in June 2022 to an impressive 60% as of July 2025.

This significant progress is a direct outcome of targeted environmental initiatives across our offices, including the introduction of centralised recycling stations, the removal of individual general waste bins, the installation of coffee cup collection tubes in kitchen areas, and our active participation in industry-leading recycling programs such as Close the Loop for used toners, Greenbox for e-waste products, and ZircoDATA for paper destruction and recycling.

Waste and recycling

Results and progress

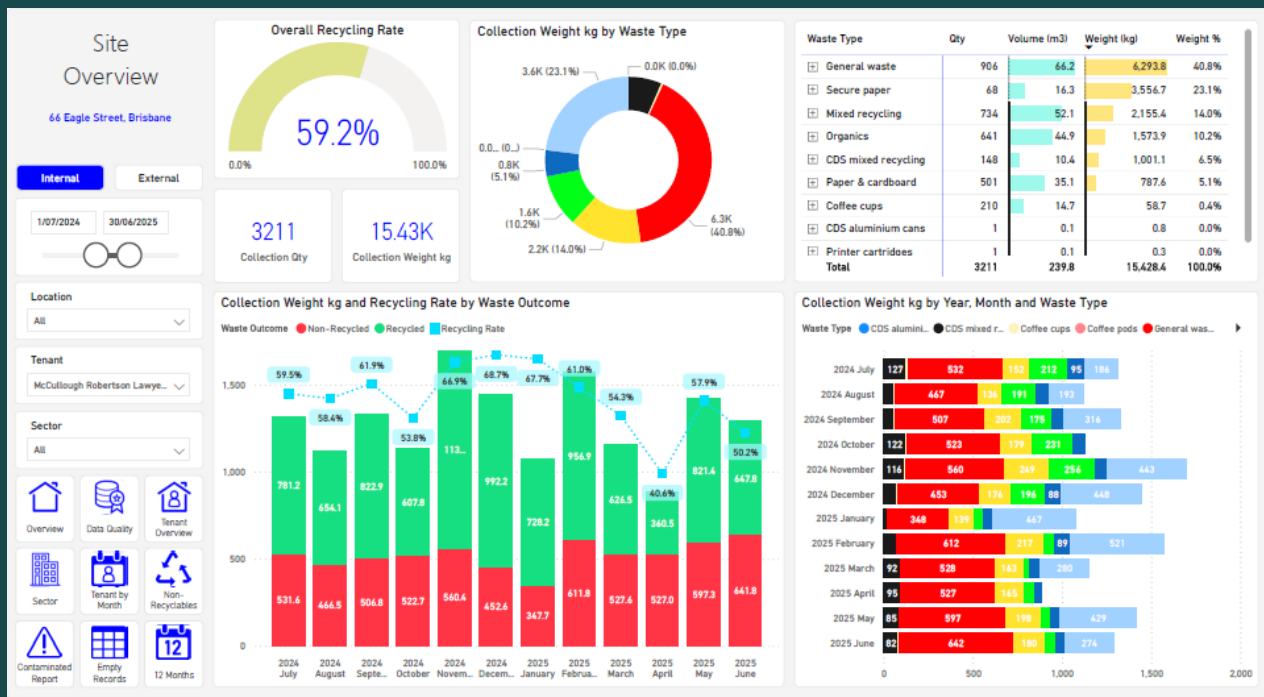
DEKA - 66 Eagle Street, Brisbane

RECYCLING AND WASTE REPORT

McCullough Robertson

	2022 June	July	August	September	October	November	December	2023 January	February	March	April	May	Total (kg)
Landfill	973.20	710.60	702.80	866.80	796.40	941.60	665.80	466.00	882.20	1,060.77	650.33	966.40	9,682.90
Cardboard	10.30	5.40	10.60	8.40							32.84	6.40	73.94
Organic	49.70	52.20	36.80	9.80		0.80	26.80	3.80	74.40	359.34	138.30	147.40	899.34
Mixed Recycling	143.00	189.20	221.20	240.10	237.20	179.00	126.00	114.00	168.80	65.75	53.25	101.11	1838.61
Paper	20.40	41.00	239.60	16.80	4.20	99.10	19.20			168.00	213.30	110.40	932.00
Paper Towel				8.60								13.52	22.12
Secure Paper				306.80	122.50	27.60	43.30		5.80	16.20	1.60		523.80
Bottles & Cans							58.20		43.00	56.29	35.01	86.04	278.53
Glass										11.80			11.80
Total Waste (kg)	1,196.60	998.40	1,211.00	1,457.30	1,160.30	1,248.10	939.30	583.80	1,174.20	1,738.15	1,124.63	1,431.26	14,263.04
Recycling Ratio	18.7%	28.8%	42.0%	40.5%	31.4%	24.6%	29.1%	20.2%	24.9%	39.0%	42.2%	32.5%	32.1%

TOTAL WASTE v LANDFILL v RECYCLING RATIO



Waste and recycling

CLOSE THE LOOP

Resource Recovery

Certificate

Proudly presented to

McCullough Robertson

This certificate confirms that between 01/07/2024 and 30/06/2025, McCullough Robertson recycled a total of 64.7kg through our Cartridge Recycling Program.

Thank you for being a part of the circular economy!

01-07-2025

DATE

GENERAL MANAGER

collecting today.
creating tomorrow.

Waste and recycling

Carbon Saving Certificate

UNIFY BY: greenbox

McCullough Robertson

From: 1 Jan, 2023 - 07 Feb, 2024

Date: 07 February, 2024

Attn:

McCullough Robertson
Mason Trout
Level 11, 66 Eagle Street
Brisbane, QLD 4000

Job number	Asset count	Total Weight
32008	152	194.75
30747	4	99.7
29879	76	106.2
29878	400	480.53
		TOTAL = 881.18 kg

Total Carbon Savings: 103,109.17 kg

EPHC, Consultation Regulatory Impact Statement: Televisions and Computers, July 2009.

Energy and water efficiency

Commitment	▸ Become more efficient in the use of energy and water and reduce environmental impacts associated with their use ▸ Encourage continual improvement practices in the areas of paper usage, communications, packaging, printing and copying
Goals	▸ Explore what it means to increase use of green energy across Brisbane and Sydney
Activities	▸ Look into renewable energy sources wherever possible (solar, wind, etc.) ▸ Investigate green power in Brisbane within 2024 ▸ Encourage virtual meetings and teleconferencing to minimise travel-related emissions ▸ Promote the use of Green Uber and Green flights and End of trip facilities ▸ Enable salary packaging of e-scooters and bus tickets for all staff ▸ Introduce energy saving initiatives during quiet business periods i.e. weekends, Christmas closure ▸ Use in built timers for all boiling water devices to reduce electricity consumption during silent hours e.g. outside of normal business hours ▸ Adopt new energy efficient technologies (e.g. compressed fluorescent lamps and LED lighting) as current technologies reach the end of their useful and economic life ▸ Office Services must ensure all packaged air conditioning units are maintained on a regular basis to ensure they operate in an energy efficient manner ▸ Ensure where possible any new building technologies are identified and used where possible in a cost effective and environmentally responsible manner ▸ Encourage all staff to report areas of waste especially in relation to water (e.g. leaking taps and cisterns) so that these can be addressed quickly
Responsibilities	▸ Chief Operating Officer, Chief People Officer and Business Services Manager (**Senior Management Team**)

Energy and water efficiency

Summary and outcome

Since 1 May 2023, our Sydney office has been operating on 100% GreenPower, reflecting our commitment to sustainability and emissions reduction. This transition was achieved ahead of our Brisbane office due to the regulatory framework in New South Wales, where tenants independently manage their electricity supply – allowing for a more streamlined implementation.

In Brisbane, electricity is provided via the building's embedded network, requiring a more complex process. To address this, we engaged an electricity consultant in July 2024 to identify a supplier capable of sourcing GreenPower to fully offset our electricity consumption for the FY23/24 period.

Through these initiatives, we have successfully achieved net-zero Scope 2 emissions (market-based) – amounting to 0.0 tCO_2-e. The GreenPower agreement in Sydney is ongoing, while in Brisbane, the arrangement is reconciled at the end of each financial year to ensure continued compliance and impact.

Ethical procurement and responsible consumption

Commitment	▸ Ensure ethical sourcing principles across firm wide procurement practices ▸ Actively participate in the promotion of sustainable practices in the legal sector
Goals	▸ Achieve targets set for increase in sourcing of products from First Nations and Disability interest groups ▸ Continue to be an active member of AusLSA ▸ Meet requirements set by Commonwealth Government panel appointment ▸ Pursue opportunities to purchase merchandise in a sustainable manner reducing quantities and ensuring use of recycled products
Activities	▸ Ensure we maintain a list of preferred suppliers for all purchasing, who must have a current sustainability policy ▸ Purchase decisions for significant equipment require that higher weighting be given to equipment that is energy efficient and reduces waste and other environmental impacts ▸ Continue with quality assurance audits annually to ensure policy and process review ▸ Consider in the future becoming a signatory to the UN Global Compact initiative
Responsibilities	▸ Chief Operating Officer, Chief People Officer and Business Services Manager (**Senior Management Team**)

Summary and outcome

We have continued to challenge and improve our purchasing processes to ensure they align with our commitment to sustainability. Supplier commitment to environmental sustainability is tested through our Ethical supply chain questionnaire and is required for all new supplier arrangements and for the renewal of existing supplier arrangements under our Procurement KnowHow document. Recently we have made informed decisions about IT equipment, such as selecting laptops based on sustainable practices and transitioned to e-gift cards to reduce waste. A directive has been issued by senior leadership that all merchandise purchased must be done so in a sustainable manner. In addition, our new Stretch Reconciliation Action Plan (**RAP**) and Disability and Access Plan incorporate sustainable purchasing principles across the business. These initiatives support our broader goals of ethical sourcing, engaging with First Nations and disability-owned suppliers, and actively promoting sustainable practices in the legal sector.

Governance

As part of our governance system we diligently manage the risks associated with our ESP through our established and proven systems including our Risk Committee and regular ESG reporting to Executive. Through this rigorous assessment, we will look to implement proactive mitigation strategies, and regular monitoring to ensure that our initiatives align with our commitment to environmental stewardship.

In addition to our internal efforts and partnerships, McCullough Robertson is committed to fostering connections with charities and volunteering groups to facilitate opportunities for individuals to give back to the community and directly support environmental organisations, and sustainability is one of four pillars of our Community Partnerships Program.

We recognise the importance of collective action and believe in the power of collaboration to drive positive change. Over recent years we have supported the following charities and organisations in this space:

1. Dress for Success;
2. Backpack Ventures;
3. Climate-KIC Australia;
4. 3 for the Sea;
5. Indigenous Energy Australia;
6. Volunteer Marine Rescue Bribie Island;
7. Queensland Trust for Nature (QTFN);
8. Society of Environmental Toxicology and Chemistry (SETAC), Asia-Pacific;
9. Sharks And Rays Australia Research Limited; and
10. Wildlife Preservation Society of Queensland.

In 2025, we were also proud to provide legal support for the establishment of Queensland Environment Day – a new movement to celebrate, protect and act for Queensland's environment.

Our team

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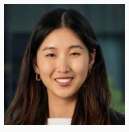

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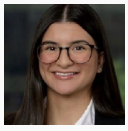

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