

Products and Services

Stakeholder	Committed Action Statement	Output	Outcome	Responsibility	Timeframe
Suppliers, clients and community partners	Collaborate across industries and clients to develop and promote products and services that support those at risk of financial exclusion in the community.	Assistance to community groups providing financial counselling or similar programs in developing consumer financial guides. Provide clients and community members with access to low-cost legal services or otherwise educating staff on the available resources and organisations to which vulnerable individuals can be referred.	Stakeholders have improved awareness and access to financial products and services and tools to obtain information and support.	Corrs' FIAP working group Pro Bono Committee	Jun-18
Staff	<ul style="list-style-type: none"> ➤ Promote and increase awareness of staff assistance programs that promote financial inclusion and financial management. ➤ Review workplace policies to ensure they are financially inclusive. 	Extension of the existing financial literacy programs to all Corrs offices. These programs provides tools, knowledge and the confidence to enable staff to understand their financial position and build good financial habits.	Staff having better appreciation and awareness of financial wellbeing and the policies, support and tools available for those experiencing financial exclusion.	Wellbeing@Corrs People and Performance	Dec-18

Capabilities, Attitudes and Behaviours

Stakeholder	Committed Action Statement	Output	Outcome	Responsibility	Timeframe
Suppliers, clients and community partners	Actively engage with suppliers, clients and other FIAP participants, both within and outside of the legal sector, to share ideas and collaborate on initiatives that help increase awareness and reduce financial exclusion within their organisation.	Scalable resources that can be tailored to clients and community members regardless of their industry sector.	A reduction in financial exclusion through engagement with a broader range of stakeholders beyond the trailblazer group.	Corrs' FIAP working group	Dec-18
Staff	Improve the capabilities (knowledge and skills), attitudes and behaviours of staff to emphasise importance of financial inclusion both within the firm and when engaging with external stakeholders as well.	Identification and implementation of new FIAP initiatives through an increased awareness of the FIAP program.	Reduced financial exclusion from staff having a greater understanding of financial inclusion and resilience and the support and tools available.	All Corrs' staff, including people in mentoring or leadership positions People and Performance Diversity Committee	Dec-18

Awareness and Understanding of Culture and Diversity

Stakeholder	Committed Action Statement	Output	Outcome	Responsibility	Timeframe
Suppliers, clients and community partners	Continue to build on successful relationships with pro bono organisations and social enterprises to identify opportunities to enhance financial inclusion in the community.	<ul style="list-style-type: none"> ➤ Greater promotion of financial inclusion from continued development of innovative ideas to promote initiatives such as the Reconciliation Action Plan (RAP), and sharing knowledge and resources. ➤ Improved employment opportunities of members who may be more likely to experience financial hardship (e.g. new migrants; refugees; persons with disabilities) through continued engagement with secondary and tertiary education providers. 	Reduced inequality from improved employment and career development prospects for vulnerable groups.	Corrs' FIAP and Pro Bono leaders. Corrs' Client and Markets team Diversity Committee	Dec-18

Corrs Chambers Westgarth

Stakeholder	Committed Action Statement	Output	Outcome	Responsibility	Timeframe
Staff	<ul style="list-style-type: none"> ➢ Broaden our understanding of financial barriers that can arise within the community. ➢ Find solutions to remove or reduce those barriers. 	Implementation of training and education programs to staff on awareness and understanding of financial hardship to support existing programs (such as our RAP), as well as our relationships with pro bono partners (eg the Self-rep clinic or the Refugee Civil Law Clinic).	<ul style="list-style-type: none"> ➢ Establishment of career development pathways for new migrants and people from minority groups or other financially disadvantaged sectors. ➢ Closing the economic gender gap within staff. 	Corrs' People and Performance team Corrs' FIAP working group Representatives of Corrs' committees Diversity Committee	Dec-18

Economic Participation and Status

Stakeholder	Committed Action Statement	Output	Outcome	Responsibility	Timeframe
Suppliers, clients and community partners	Corrs will continue to provide programs in partnership with these stakeholders to assist and promote financial inclusion and access to justice for vulnerable groups and individuals.	Development of FIAP networks within these stakeholders leading to implementation of further FIAP program initiatives from better sharing of information.	<ul style="list-style-type: none"> ➢ Increased stakeholder participation in the FIAP program and enhancing existing strong relationships with Justice Connect, Law Right, the Aboriginal Legal Service (WA), Redfern Legal Clinic and others to provide pro bono services to the community. 	Pro bono committees and members and Corrs' FIAP working group.	Dec-18
Staff	<ul style="list-style-type: none"> ➢ Improve recruitment policies and professional development systems to ensure vulnerable individuals and groups are not disadvantaged and there is equal opportunity for economic participation within the firm. 	<ul style="list-style-type: none"> ➢ Improved recruitment policies that do not disadvantage vulnerable individuals and groups from the selection and recruitment process. ➢ A system that appropriately, safely and securely enables gathering and recording information on the professional development of vulnerable groups (e.g. women returning from maternity leave, people from culturally diverse backgrounds) to identify whether there is equal opportunity for economic participation within the firm. 	<ul style="list-style-type: none"> ➢ Policies and processes better aligned to address economic inequalities and ensure there are equal opportunities for career development and learning and the ability to identify areas of concern. 	People and Performance Corrs' FIAP working group Diversity Committee	Dec-18