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04 August 2022

## CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that The Law Society Of New South Wales (ABN: 98696304966) is **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2021-22 reporting period.

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge". The signature is written in a cursive style with a horizontal line underlining the name.

Mary Wooldridge  
Director

# Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	4		4
			Non-managers	7	3	10
	Part-time	Permanent	CEO, KMPs, and HOBs	2		2
			Managers	1		1
			Non-managers	4		4
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers		1
Part-time		Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	3	4
			Non-managers	17	9	26
		Fixed-Term Contract	CEO, KMPs, and HOBs	1		1
			Non-managers	7	3	10
	Part-time	Permanent	Non-managers	4	1	5
		Fixed-Term Contract	Non-managers	3		3
	N/A	Casual	Non-managers	2		2

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	3		3
			Non-managers	19	9	28
		Fixed-Term Contract	Managers	1	1	2
			Non-managers	1		1
	Part-time	Permanent	CEO, KMPs, and HOBs	1		1
			Non-managers	6	1	7
	N/A	Casual	Non-managers	2		2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	3		3
	Part-time	Permanent	Managers	1		1
			Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	1	1
			Non-managers	1	1

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related)

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	14	10	0	0	24
	Full-time contract	0	2	0	0	2
	Part-time permanent	7	0	0	0	7
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	26	27	0	0	53
	Full-time contract	5	3	0	0	8
	Part-time permanent	13	1	0	0	14
Technicians And Trades Workers	Full-time permanent	1	7	0	0	8
Clerical And Administrative Workers	Full-time permanent	28	6	0	0	34
	Full-time contract	1	2	0	0	3
	Part-time permanent	12	1	0	0	13
	Part-time contract	2	0	0	0	2
	Casual	2	0	0	0	2
Labourers	Full-time permanent	0	1	0	0	1
	Part-time permanent	0	1	0	0	1

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO		Full-time permanent	1	0	1
KMP		Full-time permanent	2	3	5
		Full-time contract	0	1	1
SM		Full-time permanent	4	0	4
		Full-time contract	0	1	1
		Part-time contract	1	0	1
OM		Full-time permanent	7	7	14
		Part-time permanent	7	0	7

\* Total employees includes Gender X