



sparke
HELMORE
LAWYERS

Quality and consistency
through collaboration
Our firm at a glance

To enhance our position as a market-leading Australian national law firm sought after and valued for its personable and practical experts who know and serve the needs of our clients and the industries in which they operate, with excellence and agility.

Putting you at the heart of everything we do

It's hard out there

- More demands
- Shrinking budgets
- Less people and limited resources
- Tight deadlines
- Competing priorities
- Increased scrutiny
- Geographic challenges
- White collar crime
- Bribery and corruption
- Evolving risks
- Local and global market conditions
- Currency fluctuations
- Tight finance
- Administrative burden
- Increasing regulation

We're here to help you

- Thinking together to overcome problems
- Talking things through
- Sharing new perspectives
- Sharing the pain
- Finding new ways to solve problems
- Adapting to meet your changing needs
- Doing what we say we will
- Identifying and mitigating risk
- Being honest and ethical—always
- Being friendly, approachable and easy to work with

Quality and consistency through collaboration



Andrew White
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We've come a long way since our doors first opened in the Hunter in 1882. We've had an office in Sydney since the 1960s and opened our ninth office in Darwin in 2018.

We cover six key areas of law – Commercial Insurance, Corporate & Commercial, Government, Property Environment and Finance, Statutory Lines of Insurance and Workplace – with more than 30 specialised areas of expertise. We're a truly national, full service and proudly Australian firm and deliver consistency for our clients through collaboration.

Covering a big country needs a big team—we're more than 850 people now and still growing. And in true Australian spirit, we're friendly, approachable and easy to work with. And when you work with one of us, you get the expertise of all of us.

Market recognition

A selection of recognition awards and directory listings are below.



An aerial photograph of a coastline. The top right corner shows deep turquoise water. A narrow strip of light-colored sand beach runs diagonally from the top left towards the bottom right. The beach is bordered by sparse, low-lying green vegetation. The bottom left corner shows a sandy area with some faint tracks or patterns, possibly a parking lot or a cleared area. The overall scene is bright and clear, suggesting a sunny day.

Our absolute focus
on the law

Commercial Insurance

Diverse and truly national

With global reach, a sizeable London practice and as the sole Australian representative of Global Insurance Law Connect, we've got you covered for all your insurance needs.

As one of the most preeminent and largest insurance team in Australia, more than half of our lawyers across the firm specialise in insurance. You will experience enhanced claims outcomes as a result of collaboration between our insurance lawyers and other specialist practice groups within the firm, who know and understand your specific needs.

Our team can help you defend claims and interpret policies across all product lines—including liability, financial lines, professional indemnity, accident & health, life, property and construction, motor, health law, cyber, recoveries and marine law.

We advise more than 550 domestic and international clients including trusted partnerships with most major Australian insurers and offshore insurers that have a local presence in Australia. This exposure allows us to share insights and lessons learned to mitigate future risk and improve claims management processes. Our expertise also provides us with many unique data-driven takeaways and key insights, which can be harnessed to transform your business.

We are proud to be a member of Global Insurance Law Connect as the sole Australian representative firm. A formal network of leading insurance law experts with its formation inspired by client demand, GILC is comprised of like-minded and high-performing independent firms from around the world.



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Malcolm Cameron
Specialty Lines

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Specialty expertise

Aviation

Team Leader: John Coorey

CTP

Team Leader: Matthew Seisun

Cyber Insurance

Team Leader: Jehan Mata

Directors & Officers

Team Leader: Malcolm Cameron

EPL/Workplace Risks

Team Leader: Roland Hassall

Health Care

Team Leader: Kerri Thomas

Liability

Team Leader: Gillian Davidson

Life/Accident & Health

Team Leader: Matthew Seisun

Marine Insurance

Team Leader: Michelle Taylor

Professional indemnity

Team Leader: Malcolm Cameron

Recoveries

Team Leader: Larissa Mepstead

Corporate & Commercial

Dynamic, driven and energetic

Commercial acumen is what we're all about. Our corporate lawyers have worked in top tier Australian and global firms, as well as in industry, and have advised on many iconic corporate deals.

Our national Corporate & Commercial team advises blue-chip companies, government departments and enterprises, SMEs and start-ups across Australia and internationally on the full spectrum of commercial law issues. The group works across corporate advisory, M&A, commercial litigation, dispute resolution, intellectual property and technology.

We are tenacious, practical, dedicated and our focus is on you from day one. And you can expect a frank and transparent conversation about how we'll best work together; our door is always open and we never stop looking for ways to do things better, including leveraging the latest digital solutions.



Julien Castaldi

Corporate & Commercial

National Practice Group Leader

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Specialty expertise

Commercial Litigation

Team Leader: Shane Williamson

Company Secretarial

Team Leader: Sally Weatherstone

Corporate, M&A and Capital Markets

Team Leader: Sally Weatherstone

Franchising

Team Leader: Nick Christiansen

Funds & Financial Services

Team Leader: Peter Charteris

Insolvency & Restructuring

Team Leader: Shane Williamson

Intellectual Property & Technology

Team Leader: Shannon Platt

Non-profits, Charities & Social Enterprises

Team Leader: Sally Weatherstone

Regulatory & Investigations

Team Leader: Nick Christiansen

Sports & Entertainment Law

Team Leader: Shannon Platt

Government

Quality and consistency

Economic, demographic and social changes mean the business of government has never been more challenging. Our national team is proud to support the important work of public servants as they shape the policies that change people's lives.

We understand government work—the time pressures, policy priorities and legislative constraints. It's why we're one of the three largest private legal services providers to the Commonwealth Government. We bring commercial, administrative law and dispute resolution expertise to help with complex, sensitive and high profile programs.

Our advice provides policy makers with commercial and practical solutions for improving program management and policy outcomes.

We foster teamwork and develop respectful relationships. Some of these relationships are more than 20 years old; we form trusted partnerships with other government agencies, consumers and stakeholders involved in service delivery, finding opportunities to share data and get better results.

In highly scrutinised projects and issues, we stand beside you; we place government's interests first. We don't exaggerate our abilities and we're honest about timeframes, outcomes and fees. Our electronic and physical security arrangements respect and protect sensitive information.

We use technology to be collaborative and transparent as well as to reduce costs and risk—integrating seamlessly with your billing and reporting systems so you can direct your time and resources where it counts.



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Paul Tobin
Projects & Government Commercial
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Specialty expertise

Government Administrative Law

Team Leader: Ben Dube

Government Commercial

Team Leader: Paul Tobin

Government Legal Training Services

Team Leader: Bernadette Rayment
and Karwan Eskerie

Government Regulatory Law

Team Leader: Karwan Eskerie

Statutory Lines Insurance

Broad experience. Leading national practice.

When our already complex State and Commonwealth statutory regimes keep changing, it's a perpetual compliance challenge for insurers and employers; we have a deep appreciation for the differences in, and implications of, each jurisdiction's scheme.

When our clients are entangled in intricacies across multiple jurisdictions, we can assist as we cover every Australian jurisdiction, defending statutory and common law actions across countless industries.

We advise on claims resulting from stress, psychiatric illness, dust/asbestos disease, chemical toxicity and acoustic injury, fatal accident and dependency claims, and claims involving catastrophic injury. Early resolution is our tried and tested formula.

That could be during conciliation at the Accident Compensation Conciliation Service, Work Health Court, Workers Rehabilitation & Compensation Tribunal or The Conciliation and Arbitration Service or in contested matters in the Magistrates' Court, County Court, AAT, Federal Court, Workers Compensation Commission, District Court or Supreme Court. We're regulars in the Dust Diseases Tribunal and appellate jurisdictions.

Beyond individual claims, we look at the broader portfolio and claims management issues, including long tail claims. Insurers talk to us about maintaining their self-insurance licenses as well. We've got the answers to our clients' questions on the statutory requirements of being a self-insurer, or what the best State or Commonwealth schemes to participate in are.



James Johnson
Statutory Lines Insurance
National Practice Group Leader
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Specialty expertise

Commonwealth Compensation

Team Leader: Kristina Miller

State Compensation

Team Leader: James Johnson

Property, Environment and Finance

Cornerstones of the economy

Stronger regulation and sustainability standards are creating a competitive and ever-changing marketplace including across the fast-paced sectors of property, environment, and finance.

In such a dynamic environment, there is a great deal for these three sectors to contend with and challenges to overcome.

In this practice area we cover:

Property and Construction—We provide expert advice across all areas of property, including conveyancing and easements, leases and licences, native title, compulsory acquisition, construction contracts and disputes, property damage claims, planning and environmental advice, and compliance with privacy, competition, and GIPA requirements.



Wayne Kaplan
Property Environment and Finance
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Environment—Our environment work includes both legislative compliance and advice on planning, environmental, heritage and national parks issues. We have advised clients on the requirements under environment and planning legislation for a wide range of activities. We have expertise in water quality, biodiversity, and air quality.

Finance—Our Banking and Finance team combines a mix of highly experienced lawyers with diverse skill sets and backgrounds who service our institutional and non-institutional client base. We assist financiers and borrowers in the property sector in development finance, construction finance, non-recourse lending and orthodox investment finance.

Specialty expertise

Banking & Finance

Team Leader: Andrew Johnston

Construction, Projects & Infrastructure

Team Leader: Paul Tobin

Film Finance

Team Leader: Bill Chapman

Mining & Resources

Team Leader: Alan McKelvey

Planning Environment & Local Government

Team Leader: Alan McKelvey

Property

Team Leader: Leon Sakaris

Workplace

Combined expertise and teamwork

Employment conflicts and safety issues can hugely impact time and resources, not to mention productivity and morale. Our team is highly regarded and respected for being the safe pair of hands organisations need to resolve workplace issues as quickly and seamlessly as possible.

More than just lawyers, our employment and safety experts advise executives, managers, government decision-makers and their organisations on small matters before they become big ones, and big matters before they become headlines.

We provide common sense advice that deals with the root of the problem and deliver workable solutions. Collectively, our experience spans multiple industries and includes work with federal, state and local government and leading corporates. We support risk management strategies, helping preserve and enhance personal and corporate reputations, and ensure workplaces are as productive, flexible and safe as possible (or reasonably practicable).

We regularly collaborate with our counterparts in Commercial Insurance and Statutory Lines teams to protect our clients' interests across the broad range of legislative issues that arise from employee problems involving workers' rights, safety and employment.



Catherine Wilkinson
Workplace

National Practice Group Leader
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Specialty expertise

Employment

Team Leader: Brendan Charles

Safety

Team Leader: Bill Kritharas

What else can
we do for you?



Cyber and Privacy

Coming out of the shadows

Cyber security and privacy is an emerging risk faced by Australian businesses, with laws and regulations being revamped in response to the threat.

Cyber

We have the experience and expertise to support you with your end-to-end cyber lifecycle needs, from helping you with your privacy policies and technology contracts, to data collection, use and storage, all the way to assisting data breaches as well as post breach compliance.

We join forces with corporates, financial institutions and insurers, and government departments and agencies to build cyber resilience. Our ability to leverage the knowledge of comparable clients (both domestic and offshore) and our understanding of all key software solutions, platforms and providers, enables us to engage with you as an authentic partner that can drive solutions.

Privacy

Our Privacy specialists deliver privacy-related advice and support to government and private sector clients on compliance with Commonwealth and state government privacy legislation including the *Privacy Act 1988* (Cth) (**Privacy Act**), the *Privacy (Australian Government Agencies – Governance) APP Code 2017* (Cth) and the *Telecommunications (Intercept and Access) Act 1979* (Cth). This includes advice on the lawful collection and handling of personal information, undertaking Privacy Threshold Assessments (**PTA**) and Privacy Impact Assessments (**PIAs**).

Our team also conducts training on a range of privacy issues for our clients' internal teams, including on all aspects of the Privacy Act including privacy compliance 101, the treatment of employee records, Notifiable Data Breaches, direct marketing; as well as preparing intranet content and FAQs.



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Privacy

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Environmental, Social and Governance

Responsible. Sustainable. Diverse.

The concept of “ESG” is rapidly gaining momentum across Australia, and more broadly, the world – placing greater expectation on organisations and leaders to reframe their role in society, as well as the ways social and environmental challenges are addressed alongside existing commercial considerations.

ESG refers to a set of standards for a company’s behaviour used by socially conscious investors to screen potential investments. It impacts almost every way we do business and challenges us to step up and do “the right thing” by our planet and our people.

As a full-service national firm, we bring together a team of experts from across our specialty areas to help our clients not just meet but exceed their ESG best practice standards. We are a national one-stop shop for all your ESG needs. Below are the speciality areas where we can support you and your business with ESG policies and processes.

Environmental

How a company safeguards the environment, including corporate policies addressing climate change. We support:

- Aboriginal Cultural Heritage and Native Title
- Civil and regulator prosecutions
- Climate resilience and transition
- Environmental
- “Greenwashing”
- Renewable energy
- Sustainable “green” financing
- Transportation
- Waste management

Social

How a company manages relationships with employees, suppliers, customers, and the communities where it operates. We support:

- Diversity and Inclusion
- Discrimination
- Modern slavery and human rights
- Privacy and data protection
- Pro Bono
- Responsible lending
- Supply chain management
- Workplace culture and worker wellbeing
- Workplace health and safety

Governance

Addressing themes surrounding company’s leadership, executive pay, audits, internal controls, and shareholder rights. We support:

- Business ethics
- Business protection
- Crisis management
- Cybersecurity
- Governance best practice
- Leadership (including C-suite remuneration)
- Procurement
- Regulation and investigations
- Stakeholder governance
- Whistleblowing
- WHS officer due diligence



Suzy Cairney

Environmental, Social and Governance

Team Leader

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Royal Commissions

See the big picture—but live the detail

We understand the important role Royal Commissions play in examining issues of national significance in a transparent and inclusive manner, while under intense scrutiny from both the media and the general public.

What are the powers of a Royal Commission and what are its limitations? How does an organisation prepare once summoned to appear? And what happens after the inquiry is complete? While these are big picture questions, every response given to a Commission will require meticulous planning to an extraordinary level of detail.

Our team has a depth of knowledge and skill in acting for the Commission—with many of our solicitors having been engaged as part of Commission teams—as well as acting for parties involved in various Royal Commissions.

We have helped our clients prepare for more than 15 Royal Commissions and Commissions of Inquiry—including the recent Royal Commission into the Banking, Superannuation and Financial Services Industry, the Royal Commission into Institutional Responses to Child Sexual Abuse and the upcoming Royal Commission into Aged Care Quality and Safety—which gives us a keen understanding of the operational complexities involved as well as the pressure points and public interest issues that are likely to arise.

We have also assisted numerous Government agencies that are subject to ICAC's investigative powers. Where preliminary investigations progress to public inquiries, we represent agencies before ICAC. We're also experienced in dealing with the Ombudsman's investigatory powers.



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Commercial Insurance

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Government

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Secondments

The best of both worlds

Secondments are a big part of how we work with our clients and is one way we seek to maximise the value we add.

To provide service excellent to our clients, we need to fully understand their needs, their culture, and the context in which they operate every day. We do this in a number of ways, one of which is embedding our lawyers with a client directly in their working environment.

If you're a client looking for an experienced legal resource to work onsite with your team or you're a lawyer looking for new opportunities in the legal world of secondments, please contact Irene Ghobreal.



Irene Ghobreal
Secondments

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Contributing to our
community

Pro Bono

We recognise and act on our ethical obligation through our dedicated Pro Bono Practice. We see our obligation as two-fold—to enhance access to justice for disadvantaged individuals and to support our charitable clients with their legal needs so the income they generate can be directed to advance the valuable services they provide to the community. Our Practice includes providing specialist legal advice and services to charities and individuals on a substantially discounted or no fee basis.

Every lawyer is encouraged to participate in our national Practice. In 2013 we signed up to the voluntary National Pro Bono Aspirational Target of an average of 35 pro bono hours per lawyer, per year. We're delighted that we have exceeded this target each year, including in the current financial year.

We're proud to support the Westpac Rescue Helicopter Service, Ronald McDonald House Charities, Australia's National Research Organisation for Women's Safety and Batyr Australia Limited through our Pro Bono Practice.



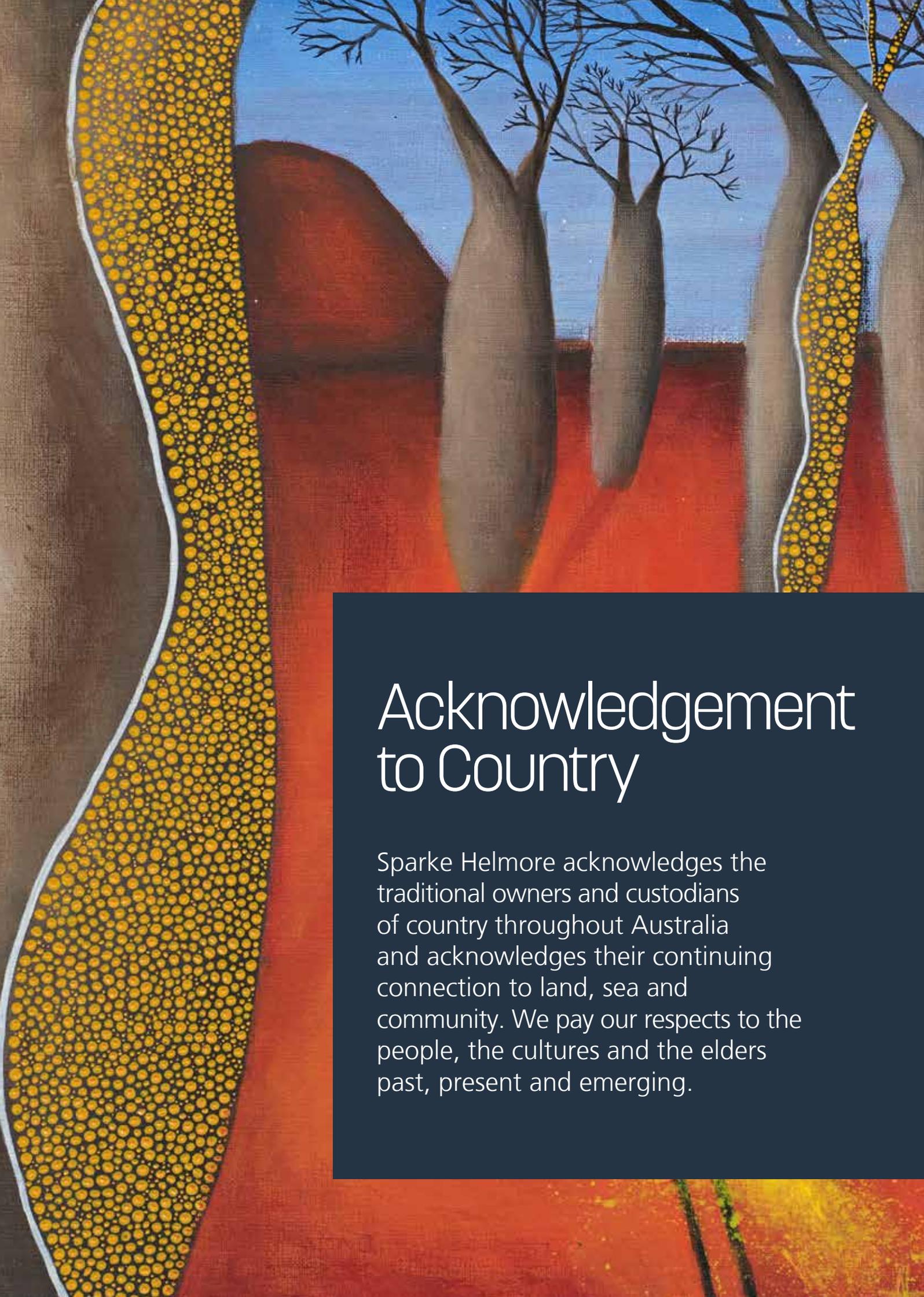
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Pro Bono

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Pro Bono

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Acknowledgement to Country

Sparke Helmore acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

Diversity and Inclusion

We are building an inclusive and sustainable culture that values diversity and encourages our people to bring their best selves to work. We believe that a high-performance environment is one that is open to different ideas, perspectives and backgrounds. Fundamentally, it's about recognising that our differences are not only what make us human, but should be utilised as strengths.

Our strategic priority areas are:



Gender – our goal is to attract, develop and retain top female talent and to increase gender representation in senior leadership roles and all decision-making forums. In 2019, we delivered on our target for women in our partnership a year ahead of schedule.



Flexibility – we are embedding strategies to support flexibility 'when', 'where' and 'how' we work across the firm, and to be more effective and efficient while managing roles and responsibilities within and outside of our workplace.



LGBTIQ+ – we are ensuring that our firm understands the issues that LGBTIQ+ individuals face, and are creating opportunities for LGBTIQ+ individuals and allies to connect and network.



AccessAbility – we are building awareness and understanding of disability, including mental health, across the firm and ensuring that our people with disability are valued, respected and can contribute fully to all aspects of firm life.



Culture and identity – currently, 58% of our people identify primarily with cultural background other than Australian. We are identifying ways in which we can harness the cultural diversity of our people, and acknowledge and celebrate our cultural differences.

Since 2018 we have been recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. We're thrilled to be recognised as an industry leader for workplace gender equality and for the progress we've made to positively contribute to gender equality as an organisation.

We were also recognised as an Inclusive Employer by the Diversity Council Australia.



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Quality and consistency through collaboration. Coast to coast.

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