

sparke
HELMORE
LAWYERS



Sparke your career with us...

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Sparke your career with us...

Deciding on the firm that's right for you is a big decision. Is the culture right for me? Will I receive quality work? Will there be people genuinely interested in my growth who can point me in the right direction? Does the firm embrace technology and take innovation seriously?

Why choose Sparke Helmore?

Sparke Helmore offers its lawyers a challenging and rewarding environment.

Working at Sparke Helmore provides all employees with a unique range of opportunities to expand their knowledge, with access to:

- **Market-leading expertise**—we are a full service national law firm. This means you will have the opportunity to gain experience in each of our Insurance, Government, Workplace, Corporate & Commercial, and Property Environment and Finance practice groups.
- **Real legal work**—from your first day, you will have the opportunity to get involved in legal work that contributes to the firm and its clients.
- **Training and development**—a combination of formal and on-the-job training that covers technical and soft skills.
- **Mentoring and networking**—we have a proud reputation for mentoring and facilitating relationship building across the firm in a way that fosters personal and career development, networking and the sharing of knowledge, experience and learning.
- **Opportunities to give back**—through our Pro Bono and Community Programs.

What do we look for in our lawyers?

Our people are key to our success. We are always on the look-out for lawyers with potential to progress, who fit with our culture and align with our values, and who demonstrate, among other things, intelligence, interpersonal skills, commitment, energy and commerciality.

Sparke Helmore lawyers are:

- all-rounders, who are engaged in extra-curricular pursuits as well as their studies
- team players
- clear and concise writers, and
- confident and articulate communicators.



“

During the past six months in the Property team, I had the opportunity to participate in significant commercial transactions and genuinely felt that my contributions were valued.

Starting at Sparke Helmore, I have felt nothing but supported and welcomed. I have been exposed to an array of legal matters and minds, as well as having been given the opportunity to dive head first into meeting and forming relationships with clients.

I was lucky enough to have a team mentor who has been guiding me not just by sharing her knowledge with me, but also by showing me her approach to problem solving.

A firm renowned for their legal excellence whilst emphasising a client-focus suited exactly who I am as an individual, and I found that in Sparke Helmore.

”

Sparke your career with us

At Sparke Helmore,
we put our clients first.

Client appointments

117

Commonwealth, State and
Local Government entities

432

Insurance organisations

35%

of the current ASX Top 100

132

Current client panel appointments

We also get results

We invest in a values-based culture, outstanding Firm Advisory and Services Teams, diversity and inclusion, and community.

We have a strong vision and a sound plan for getting there. Happily we're building on national coverage, a rich history and deep expertise that's recognised by the market.





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.

What underpins our strategy?

Our 2024 strategy has four strategic pillars, each with its own strategic narrative, priority objectives and actions to drive success. These elements together underpin the firm’s overall strategic objectives.

 Lead	 Grow	 Transform	 Connect
<p>Firm for which people want to work because we develop, recognise and respect our people, foster a diverse, inclusive and inspiring workplace, live our values and champion wellbeing</p>	<p>Financial fitness, focused on efficiency and agility so we can adapt and invest in the longer term</p>	<p>Future focused targeted, cost effective, high- impact investment supporting better, more innovative ways of working and engaging with our clients and our people</p>	<p>Breadth and depth in our client relationships through cross- collaboration, client centricity, and service excellence</p>
<ul style="list-style-type: none"> • Further build frameworks that enhance our inclusive, diverse and high-performance culture. • Deliver the highest quality professional development. • Enhance our employee and Partner value and lifecycle proposition. • Ensure governance framework supports fit-for-future model. 	<ul style="list-style-type: none"> • Further develop our operational excellence, fit-for-future model. • Improve profit margin, pricing and revenue management. • Address gaps in our core legal offer, capability, and footprint. • Further develop and maximise our profitable secondment offering. 	<ul style="list-style-type: none"> • Enhance collaboration. • Refine our technology roadmap including agile working, data and analytics and digital. • Assess and invest in profitable, value adding allied services opportunities where it makes sense to do so. • Refine our operating model, which has agile working at its core. 	<ul style="list-style-type: none"> • Create structured and consistent standards to client service, growth and retention. • Develop new and effective ways to connect to our clients and enhance market presence. • Develop a clear strategy, goals and consistent approach for insights and thought leadership.

Our values

Our vision and strategy are underpinned by our values, which guide how we do things at Sparke Helmore:

- Client-first—putting our clients at the heart of everything we do
- Honest—being authentic, ethical and behaving with integrity and respect
- Respect and inspire people—enabling people to be their best
- Agile—open to change, adapting to challenges and uncertainty
- One-firm—working collaboratively towards achieving our goals
- Walk the talk—leading by example and showing the way

By behaving in this way, staying focused, working together as one team and streamlining our processes, we really do put our clients at the heart of everything we do.

Employee value proposition



As an independent Australian firm with a long history and a big heart, we have a rich story to tell. Our spirit is built on the power of relationships with our people, clients and communities.

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine and friendly team. We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients and easy access to exceptional leaders and mentors.

Your story is yours to define. We'd like to be part of it and for you to be part of ours.

We'll be in it together

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine and friendly team. We'll welcome you into our warm, vibrant culture where you'll work collaboratively within a truly national firm to deliver results.

Of course, covering a big country needs a big team. We're more than 850 people strong, servicing an enviable client base of Australian and global organisations from nine offices – and working remotely.

We'll invest – and be invested – in your career

We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients — who are always at the heart of everything we do — and interesting work. You'll also have easy access to exceptional leaders and mentors who are practical experts in their fields. We'll also invest in your career, development and potential through training and mentoring programs, secondments, supported further education, and pro bono and community activities.

You'll be set up to succeed with support for flexible working, policies that will help you at different stages of your life and the resources and tech you'd expect from a leading firm.

We'll value your contribution

Your contribution will help shape our future and drive our growth. We'll express our appreciation in many ways, including through structured and informal feedback, team celebrations, story sharing, competitive remuneration and acknowledgement of anniversaries. We also have recognition and incentive programs, including our incentive scheme for introducing new clients, a candidate referral program and Shine@Sparke, a peer-nominated rewards program.

We offer many benefits, including wellbeing, health and wealth initiatives, diversity and inclusion networks, social activities and pro bono and community opportunities. To help you to achieve the balance you want, we also offer options around part-time work, compressed work weeks, mobility and varied hours, emergency childcare, purchased leave and career breaks. What's not optional is the birthday leave you'll enjoy each year!

We'll look after each other

While we're a big, diverse team of fabulously individual people, we're united by our shared values and vision. Our core values guide how we do things at Sparke Helmore. They shape the way we behave, help us work together effectively and make sure we put our clients first without forgetting our people. And looking out for each other—well, that just comes naturally.

Sparke Helmore Lawyers at a glance

National coverage

We provide national coverage from nine offices across Australia.

96
partners

850
employees



Basil Helmore, a founder of the firm.

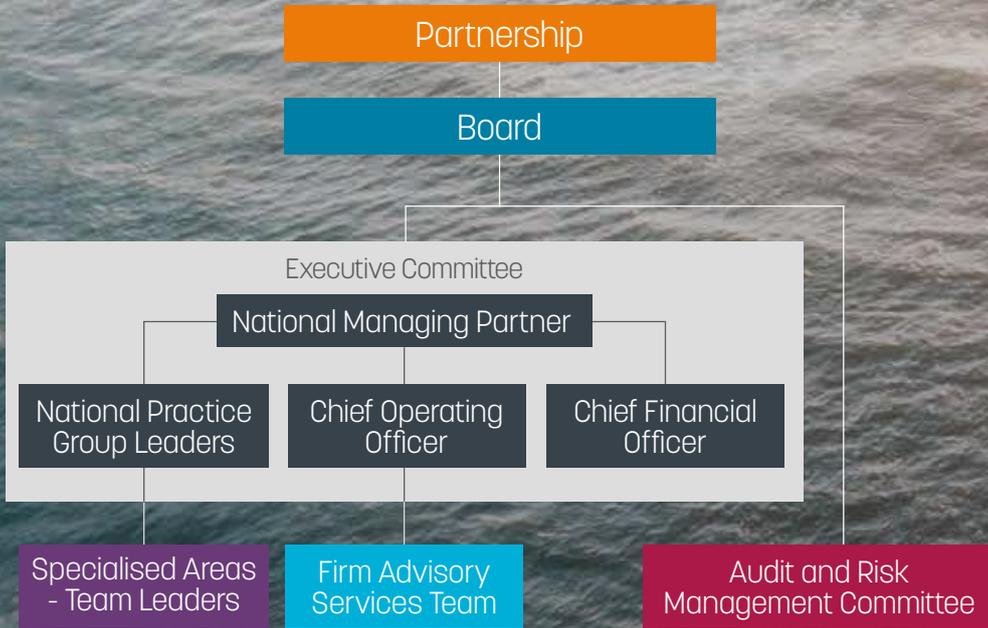
From humble beginnings

Sparke Helmore has its origins in the Hunter Valley of New South Wales and was established in 1882. 140 years later, we are a vibrant national firm with over 850 people servicing an enviable client base of Australian and global organisations.

William Sparke and Basil Helmore instilled traditions of strong ties to our local communities, active involvement in the legal profession and new ways of working with clients—be that growing with them to provide national service coverage, or expanding into new fields of practice.

We have learned from the commitment and the vision of our founding partners, as Sparke Helmore went from strength to strength through the decades.

Governance structure



Sparke Helmore's Management Structure

Partnership

Board

 Roland Hassall Chair of the Board	 Andrew White Nat. Managing Partner	 Maxine Feletti Partner	 Karwan Eskerie Partner	 Michelle Taylor Partner	 Michael Dwyer Partner	 Libby Davidson Non-executive Director	 John Martin Non-executive Director
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ExCo

 Andrew White Nat. Managing Partner	 James Johnson NPGL Statutory Lines Insurance	 Belinda Michalk NPGL Casualty	 Malcolm Cameron NPGL Specialty Lines	 Matthew Seisun NPGL CTP	 Wayne Kaplan NPGL Property, Environment & Finance	 Julien Castaldi NPGL Corporate & Commercial	 Paul Tobin NPGL Projects & Government Commercial	 Ben Dube NPGL Government Public & Regulatory
 Catherine Wilkinson NPGL Workplace	 Sharon Bennett Chief Operating Officer	 David Wright Chief Financial Officer						

Practice Group Leaders

 Belinda Michalk NPGL Casualty	 Matthew Seisun NPGL Casualty	 Malcolm Cameron NPGL Specialty Lines	 Julien Castaldi NPGL Corporate & Commercial	 Paul Tobin NPGL Projects & Government Commercial	 Ben Dube NPGL Government Public & Regulatory	 James Johnson NPGL Statutory Lines Insurance	 Wayne Kaplan NPGL Property, Environment & Finance	 Catherine Wilkinson NPGL Workplace
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Firm Advisory Service Team Leaders

 Sharon Bennett Chief Operating Officer	 David Wright Chief Financial Officer	 Lee Hodge IT Director	 Mark Campbell Director, Office Services and Premises	 David Lennana BDM Director	 Andrew Davis Legal & Risk	 Sonja Swansborough Director Know-How	 Bridgette Byrne Director, People and Culture
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Firm Advisory and Services Teams

Our Firm Advisory and Services Teams (FAST) provide business support for our legal fee earners.

The role of FAST is to make a professional contribution to our vision of being a market-leading Australian national law firm that our clients choose for outstanding people, legal expertise and our ability to connect—just as it is the role of every lawyer and partner in our firm. We have professionals working across business development and marketing, finance, people and culture, knowledge management, information technology, office services, operations, and risk and compliance who support our lawyers to deliver excellence in legal advice and best practice in client services. Many support our clients directly, including through strategic account relationship management, knowledge management and technical support for client intranets.

Individuals across each of the functions have a role in supporting the integration of all our new hires into the firm—our culture, operational processes, knowledge and client activities.

Our FAST teams are national award winners:

- Winner, Legal IT Leader of the Year, Large Firm, The LawTech Awards, 2023
- Winner, Legal IT Team of the Year, Large Firm, The LawTech Awards, 2023
- Finalist, Legal Support Professional of the Year, *Lawyers Weekly* Australian Law Awards, 2023
- Finalist, CIO of the Year, CISCO Women in IT Awards, 2019
- Winner, Marketing & Communications Professional of the Year, *Lawyers Weekly* Women in Law Awards, 2019



Diversity Equity and Inclusion

Our inclusive culture fosters consistently high performance and collaboration at all levels resulting in more robust relationships and innovation, and ultimately delivers better business outcomes.

To us, **valuing diversity and inclusion** means creating a workplace that respects, includes and values differences, recognises and nurtures the contributions that individuals make, and fosters a work environment that maximises the potential of all of our people. We know that diversity of thought drives better outcomes for our clients, our people and our firm — we need diversity of thought and experience to adapt and compete.

Our Diversity Equity and Inclusion Strategy 2026 has four strategic priorities.

- **Grow and retain diverse teams**

We will attract, develop and retain diverse teams at all levels.

We empower and celebrate our people and encourage them to share their diverse thoughts and perspectives.
- **Develop an inclusive leadership culture**

We will all be accountable for the growth and development of our inclusive culture.

We will develop inclusive leadership capabilities and ensure the structures embrace a culture of belonging.
- **Embed equitable principles**

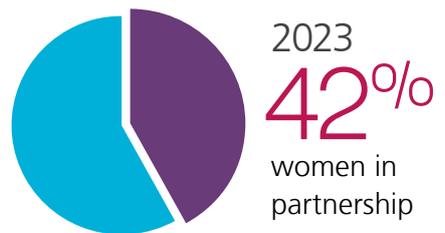
We have equitable policies, practices, and operations in place that help us understand our workforce, identify ongoing opportunities and address bias.

We will future proof our equitable progression of talent by adopting strong succession planning.
- **Foster community and belonging**

We will be acknowledged and recognised as a firm which fosters strong connections across the firm, our clients and community.

Our people will feel safe, respected, accepted and connected.

In 2021/23



Background image: 'Wandering Country' by artist Rebekah Treacy. The original painting is exhibited at Sparke Helmore Lawyers, Sydney office. Not to be reproduced without permission.

Connecting with our communities

Sparke Helmore has offered pro bono services to clients and became a signatory to the legal profession’s National Pro Bono Target in 2013. We exceeded the target of 35 hours per FTE in 2021/2022. It’s more than just a tally of hours or the dollar value of our financial support that we’re proud of—it’s the very personal results and outcomes where we can see our people making a difference in the community and the lives of individuals.

Through our Pro Bono Practice we provide access to justice for individuals experiencing disadvantage, as well as support eligible not-for-profits, charities and social enterprises with their legal needs on a pro bono basis or for a substantially discounted fee. We strive to cultivate shared value between the firm and its clients, as well as contribute to a culture where our people can give back to the community. We encourage all partners and staff to participate in our pro bono and community activities. Below is a snapshot of the difference we made in FY22.

In the community

A snapshot of our community activities over the past year.



\$8,177

raised during September 2022
in support of the Cerebral Palsy Alliance



\$10,000

given to Beyond Blue for the
firm’s Christmas donation



259

meals supplied for health care
workers through the Feed our
Healthcare Workers project

\$20,477

given to local charities through
our Community Program



Our pro bono work

An overview of our pro bono work in 2022.

15,241

Pro bono hours
completed nationally

38.3

Average pro bono hours completed
per full time equivalent lawyer

1,185

Pro bono hours
providing legal
assistance to First
Nations clients

1,589

Hours spent on
secondments to
community legal
centres and pro bono
clearing houses

1,685

Hours spent by lawyers volunteering at
community legal centre advice clinics and
self-representation services

297

New pro bono matters
taken on nationally

How we help you integrate

Our FAST and legal support teams work together to provide you with a customised onboarding program that makes the transition to Sparke Helmore as seamless as possible and sets you up for success from day one.

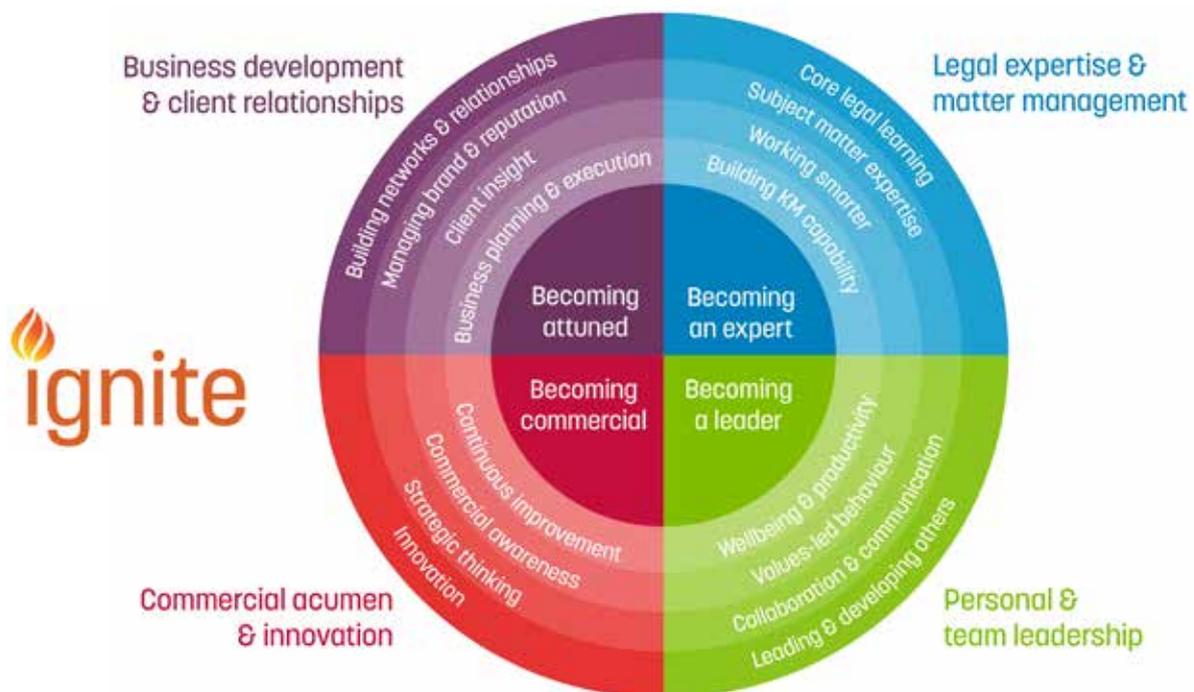
Getting set up

We have a well-developed induction program that provides insight into the firm's strategic plan, core values and priorities. It also explains how we work across our practice areas and with our clients. We provide tailored training on accessing and working efficiently with the firm's technology, systems and processes.

New joiners are supported by experts across the business, in particular from our Knowledge Management, Business Development and Finance teams, who are on hand to provide guidance on any client communication and marketing requirements, and to advise on financial and billing matters. Our induction also includes information about accessing our learning opportunities, participating in our Pro Bono and Community Programs, as well as our benefits and social activities.

We also schedule an annual core legal learning program, designed to enable all legal practitioners to meet and maintain their MCLE requirements.

The Ignite learning framework



Our National Practice Groups



Commercial Insurance

Diverse and truly national

Our Commercial Insurance team has more than 20 years' experience representing international and Australian insurers, underwriters and corporations across a broad range of general liability, professional indemnity, directors and officers, aviation, medical malpractice, construction litigation (including property recoveries and constructions claims) and EPL claims. We also have expertise in conducting litigation on behalf of life and general insurers, reinsurers and insurance brokers.

In addition to managing claims across a variety of product lines, our team is skilled in advising on coverage and defence issues, complex liability, disputes, damages and policy wordings, exclusions, operational issues and risk management.

Our compulsory third party (CTP) team is one of the largest suppliers of CTP services in Australia. We have additional specialty through our major claims team, where matters involve catastrophic personal injury and other complex medical, quantum and liability issues.

Each of our specialist teams is led by an experienced partner with a strong track record in managing risks for a diverse client base.



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Casualty

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Matthew Seisun
CTP

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Malcolm Cameron
Specialty Lines

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Service Lines

- Aviation
- Contract Works, ISR & Agricultural Risk
- CTP
- Cyber Insurance
- Directors & Officers
- EPL / Workplace Risks
- Health Care
- Liability
- Life / Accident & Health
- Marine Insurance
- Maritime & Transport
- Professional Indemnity
- Recoveries

Market Leadership



Some recent examples:

- Winner, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Winner, Insurance Specialist Firm of the Year, Australasian Lawyer (2022)
- Insurance Business Employer of Choice (2021, 2022, 2023)
- Finalist, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2020, 2021, 2023)
- Finalist, Insurance Specialist Firm of the Year, Australasian Lawyers (2020, 2021, 2023)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Yvette McLaughlin recognised in Australasian Lawyers Elite Women (2023)
- Kerri Thomas recognised as a finalist in Lawyers Weekly Partner of the Year (2023)
- Michelle Taylor recognised as a finalist in Lawyers Weekly Partner of the year (2023)
- Gillian Davidson recognised in Insurance Business Global 100 List (2023)
- Gillian Davidson recognised in Insurance Business Hot List (2022 and 2023)
- Kiley Hodges recognised in Australasian Lawyers Elite Women (2022)

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 focused from day one; 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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Service Lines

- Agribusiness
- Commercial Litigation
- Company Secretarial
- Corporate, M&A and Capital Markets
- Franchising
- Funds & Financial Services
- Insolvency & Restructuring
- Intellectual Property & Technology
- Non-profits, Charities & Social Enterprises
- Regulatory & Investigations
- Sports & Entertainment Law

Market Leadership



Some recent examples:

- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Finalist Intellectual Property Team of the Year, Lawyers Weekly Australian Law Awards (2021)
- Shannon Platt recognised in Asia IP as an IP Expert, Australia (2023)
- Dalvin Chien recognised as a finalist in Lawyers Weekly Partner of the Year in two categories (2023)

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. 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.



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Government Public & Regulatory
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Paul Tobin
Projects & Government Commercial
National Practice Group Leader
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Service Lines

- Government Administrative Law
- Government Commercial
- Government Legal Training Service
- Government Regulatory Law

Market Leadership



Some recent examples:

- Finalist, Government Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Katherine Whittemore, Winner of Partner of the Year at the Lawyers Weekly Australian Law Awards (2022)
- Liana Westcott, Winner of Partner of the Year at the Lawyers Weekly Australian Law Awards (2021)

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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Service Lines

- Commonwealth Compensation
- State Compensation

Market Leadership



Some recent examples:

- Winner, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Winner, Insurance Specialist Firm of the Year, Australasian Lawyer (2022)
- Insurance Business Employer of Choice (2021, 2022, 2023)
- Finalist, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2020, 2021, 2023)
- Finalist, Insurance Specialist Firm of the Year, Australasian Lawyers (2020, 2021, 2023)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.

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 group 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.

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.



Wayne Kaplan
Property Environment and Finance
National Practice Group Leader
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Service Lines

- Banking & Finance
- Construction Projects & Infrastructure
- Film Finance
- Mining & Resources
- Planning Environment & Local Government
- Property

Market Leadership



Some recent examples:

- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Paul Tobin, Finalist Partner of the Year at the Lawyers Weekly Australian Law Awards (2021)



Workplace

Combined expertise and teamwork

Employment conflicts and safety issues can hugely impact time and resources, not to mention productivity and morale. Our Workplace Group is a national team of employment, industrial, workplace and safety experts who advise boards, executives, managers and their organisations on the legal requirements for productive, flexible and safe workplaces. This, combined with the firm's expertise in workers' compensation, means we provide our clients with end-to-end management of their workplace issues.

Our workplace relations and safety lawyers operate as a single national team delivering a comprehensive service to employers. The team works with our specialist insurance and government lawyers to ensure all aspects of a matter—including employment and regulatory aspects of the workplace—are appropriately managed.



Catherine Wilkinson
Workplace

National Practice Group Leader
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Service Lines

- Employment
- Safety

Market Leadership



Some recent examples:

- Platinum Partner, National Safety Council (2019-2023)
- Occupational Health & Safety Firm of the Year, Best Lawyers Australia (2019, 2020, 2024)
- Finalist, Workplace Relations and Employment Team of the Year, Lawyers Weekly Australian Law Awards (2021)
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Catherine Wilkinson recognised in Australian Lawyer's inaugural Elite Women (2021)

Other firm-wide services

Cyber and Privacy

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.

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**).



Chantal Tipene
Cyber and Privacy

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Secondments

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 excellence to our clients we need to fully understand their needs, 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.

In fact, we have been placing secondees with our clients for over 20 years and are one of the largest providers to government of secondment services, with over 100 secondments nationally. The objective with every interaction we have with our clients is to develop trust and provide quality and consistent secondment services through collaboration that enables, supports and delivers strategic outcomes.

Our secondees service all areas of the marketing including Commonwealth Government, State and Local Government and commercial industry.



Irene Ghobreal
Secondments

Team Leader
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Environmental, Social and Governance

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.

We offer a wide range of services across the three pillars of Environmental, Social and Governance. 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.



Suzy Cairney
Environmental, Social and Governance

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