

**Join
the best.
Be your
best.**

Wotton Kearney is Asia Pacific's insurance and risk legal business

With a unique team, WK partners with forward thinking insurers and corporates to solve their greatest challenges.

More than just a law firm, we're a community of big thinkers, trail blazers and impactful humans that's committed to making a difference.

Together, with our clients, our people and our communities, we're creating a legacy that redefines the world of insurance and risk. Together, we are greater.

We know you have many choices about where to grow your career. Talk to us about why there's no better place to be your best than Wotton Kearney.

David Kearney
Chief Executive Partner



Our values

The foundation of our culture, our values shape how we connect, act, and grow. They also guide who we bring into our team and how we develop talent.



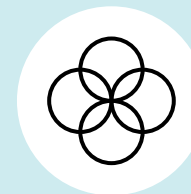
Focus on the main game

- Excellence in insurance and risk – never complacent
- Developing meaningful and lasting relationships internally and externally
- A commitment to give back



Be real

- We are authentic
- We are respectful, but call a spade a spade
- We are not concerned by background or bloodline
- The behaviour you walk past is the behaviour you accept
- We value diversity
- We have fun where we can and celebrate success



Have each other's back

- We work as a team
- We invest in one another
- “In the belly, not in the back”

From start-up to market leader in 20 years

Born from the vision of David Kearney and Phillip Wotton in 2002, our story began modestly in Sydney with two partners, four lawyers and boundless ambition.

Today, that pioneering spirit has propelled us to new heights. We've grown into a dynamic force of over 700 professionals, including 89 partners, spanning 10 offices across Australia, New Zealand, and Singapore.

Wotton Kearney is now the 'go-to' firm in the region for the majority of local, global and London market insurers, as well as brokers and corporates, particularly with the more complex issues facing the market. We are now highly regarded in the areas of complex property, energy and infrastructure claims, general liability (including product liability, property damage and public liability), and financial lines (including D&O, regulatory investigations and professional liability claims).

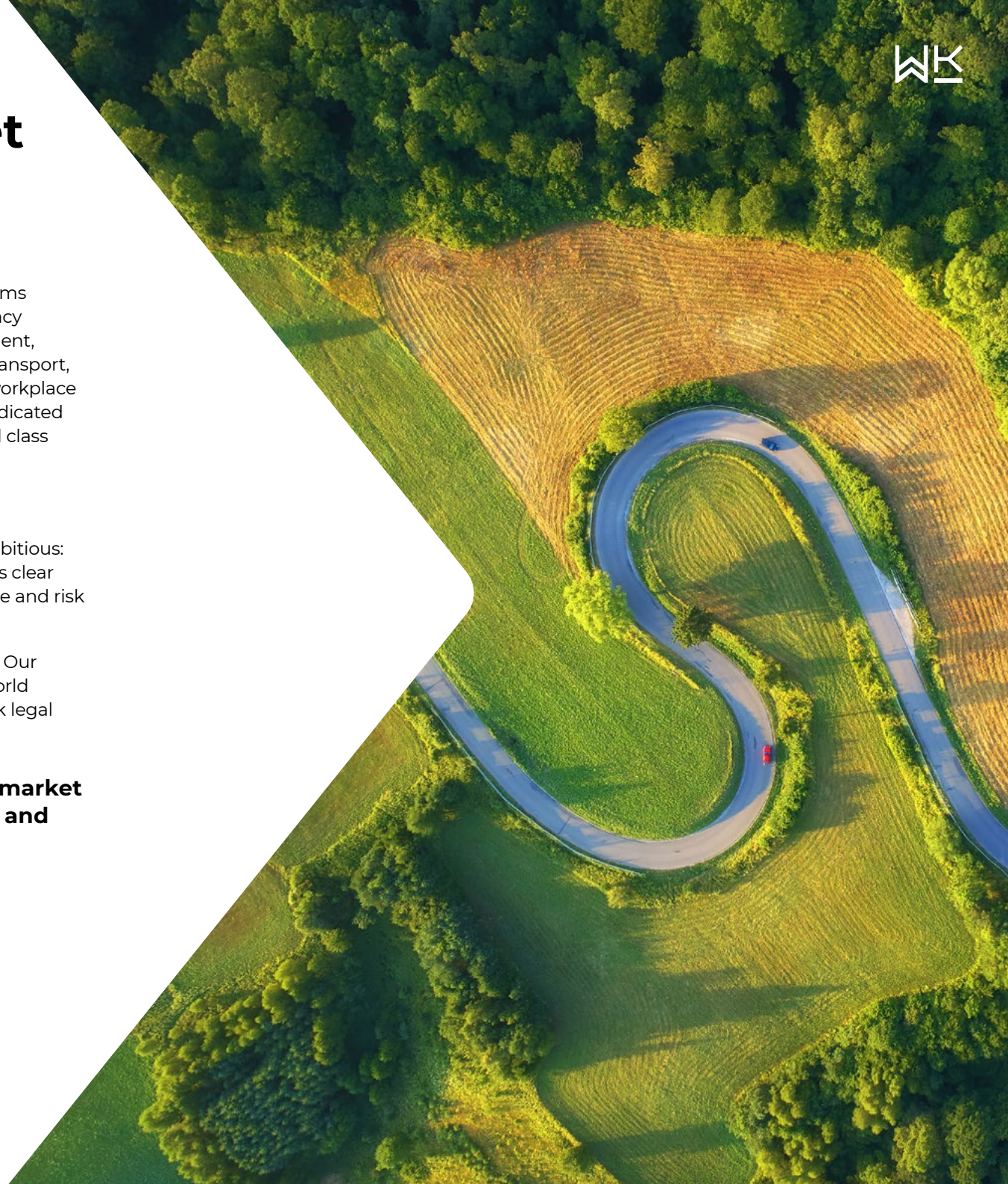
WK also has specialist teams in the areas of cyber, privacy and technology, government, healthcare, marine and transport, media and defamation, workplace and safety, as well as a dedicated commercial litigation and class actions offering.

Our vision

Our vision is clear and ambitious: to emerge as Asia Pacific's clear market leader in insurance and risk legal services.

This is just the beginning. Our ultimate goal is to be a world leading insurance and risk legal business.

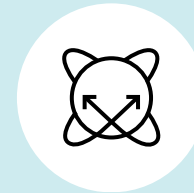
Asia Pacific's clear market leader in insurance and risk legal services.



About us

Wotton Kearney is Asia Pacific's largest specialist insurance and risk advisory law firm. Founded in Australia in 2002, WK has grown from two partners to be a recognised leader in insurance, risk management and dispute resolution.

We are the 'go to' firm in our region for the majority of local, global and London market insurers, as well as local brokers and corporate insureds, particularly with the more complex issues facing the market.



International reach across **18 countries**



13 Years
Ranked #1
(Chambers)



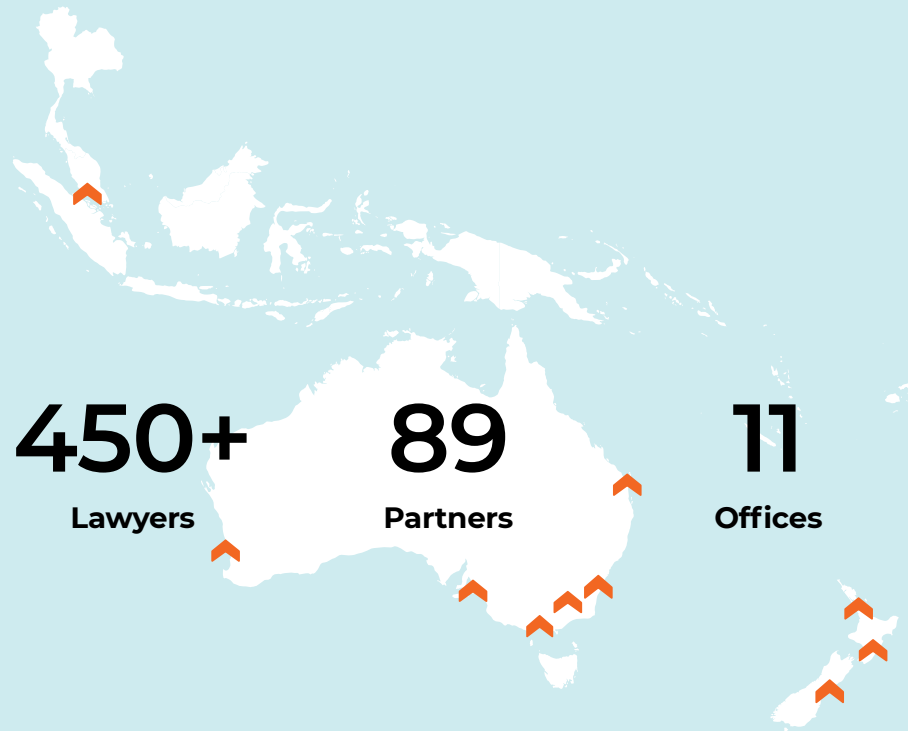
Represent **120**
of the **World's**
Leading Insurers



Tier One



4 Countries



“Wotton Kearney are always fantastic to work with. They have a real focus on getting the right outcomes and providing excellent service. They are particularly good at communicating and articulating complex and sophisticated matters.”

Client Feedback: **Chambers Asia Pacific**

Tier one. Full stop.

We're the 'go to' firm in Australia for most global, London and Singapore market insurers, as well as local brokers and corporate insureds.

We're on the legal panels for most of the major local and Lloyd's market participants doing business in Australia, including long-established insurance giants and major sector players. We've also been consistently recognised by leading directories as a top tier firm for more than a decade.


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They're the best in the market, they're across all of the matters in the market; they're the go-to people for most of the insurers in Australia.

Chambers Asia-Pacific

Some of our market-leading clients



A photograph of three people standing in front of a city skyline. On the left is a man with short brown hair, wearing a white dress shirt and a blue patterned tie. In the center is a woman with long black hair, wearing a grey short-sleeved dress and a silver watch. On the right is a man with dark wavy hair, wearing a white dress shirt and a green patterned tie. They are all smiling and looking towards the camera. The background shows a blurred cityscape with tall buildings.

“We know who we are. Our breadth of expertise in the insurance sector is phenomenal, which means you’ll work with peers who are leaders in their areas – it doesn’t get better than that.”

General Liability

Personal Injury

WK has the largest specialist personal injury claims teams in Australia. Our team handles more than 5,500 claims nationally each year, from simple slip and fall cases to highly complex claims including multi-party actions. We deal with matters involving complex medical issues, such as brain damage, paralysis and psychological injury. We're experts in the procedures and civil liability regimes governing personal injury actions in each Australian jurisdiction, including Queensland PIPA claims and Victorian s.138 recovery actions. We're at the forefront of developing trends and work across every industry sector.

Property damage (third party)

Our team regularly handles third party property damage matters ranging from small value claims, which require nimble and proactive resolution strategies to avoid the value of those claims being outweighed by costs, through to high value, multi-party litigated actions. We manage these claims

with timeliness and efficiency for both the insured and insurer and work hard to explore all avenues for recovery.

Workers liability / recovery

We advise on liability for injury to workers, including labour hire and contractors, and recovery claims by workers compensation insurers.

Product liability and recall

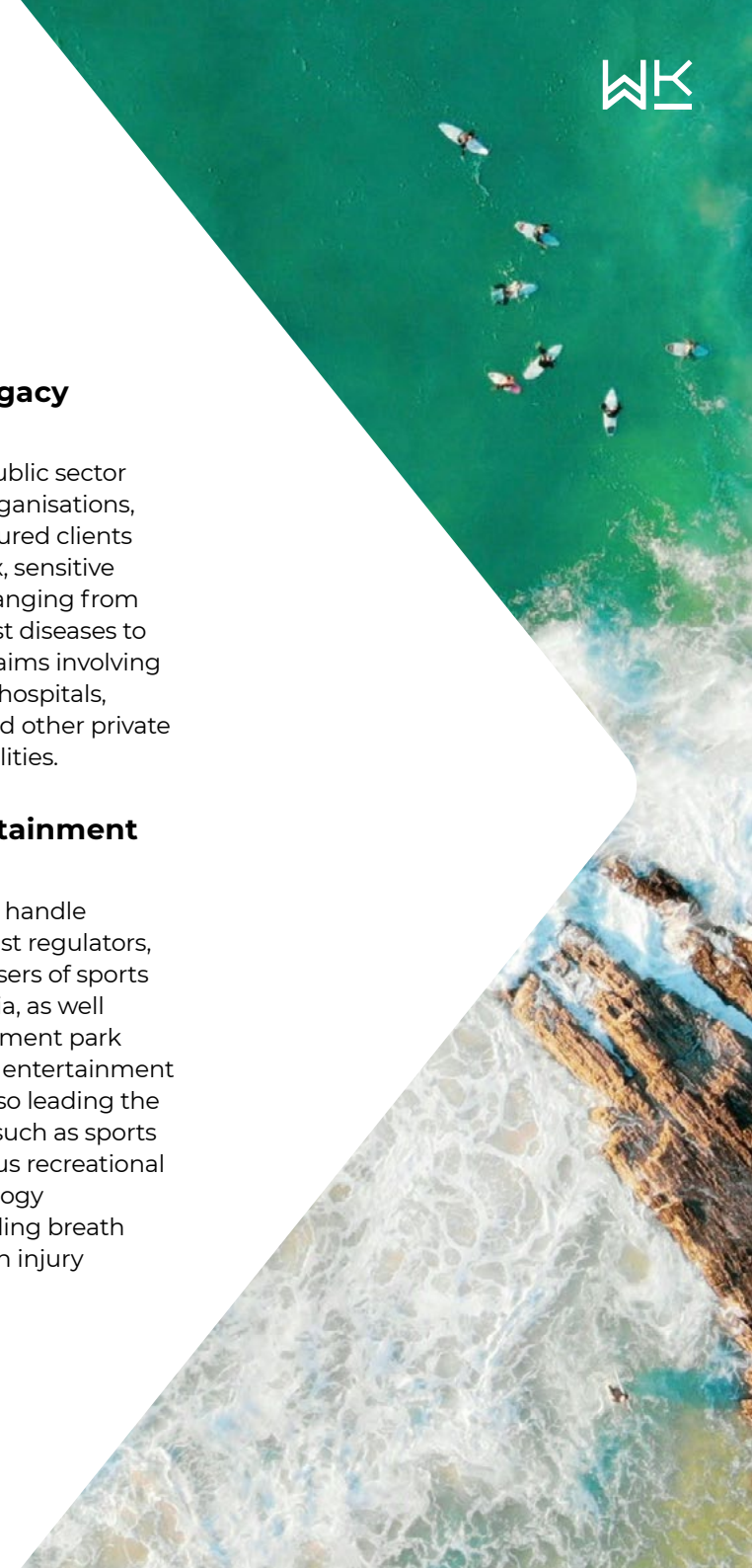
We've advised on some of the Asia Pacific's most complex and hard-fought product liability disputes, including class actions and crisis management. Our experience covers hundreds of different products across industry sectors including automotive, pharmaceutical, medical device, consumer goods, food and beverage, mining, construction, life sciences and technology. Our team has been at the forefront of high-profile product liability class actions, such as those involving heart pacemaker leads (Acufix) and the importation of milk containing excess levels of iodine (Bonsoy).

Sensitive and legacy claims

We've represented public sector agencies, religious organisations, insurers and their insured clients in a range of complex, sensitive and legacy matters ranging from occupational and dust diseases to institutional abuse claims involving schools, care homes, hospitals, detention centres, and other private and public sector facilities.

Sport and entertainment liability

Our sector specialists handle claims brought against regulators, operators and organisers of sports and events in Australia, as well as theme and amusement park operators, hotels and entertainment promoters. They're also leading the discussion on issues such as sports concussion, dangerous recreational activities and technology developments, including breath testing to detect brain injury in athletes.



General Liability

Our experience includes:

Public liability defence

Defence of public liability claims made against operators of small and large businesses, engineers and manufacturers, and builders and contractors including referrals to the Medical Panel to determine the entitlement of the claim to general damages.

Personal injury

Defending a hotel operator against over 100 cases of salmonella poisoning. Working closely with the Insured and other stakeholders to settle most cases on an individual basis, thereby minimising the involvement of third-party lawyers and reducing the risk of a class action.

Landmark product liability claim

Acting as coverage counsel under a complex multinational insurance program in a water contamination claim.

Opal tower class action

Acting for the Sydney Park Authority in its defence of the class action proceedings involving the structural failures of the Opal Tower residential building in Sydney's southwest.



“Wotton Kearney provides quality advice and exceptional legal service. The team has a broad skill base, led by experienced partners invested in achieving positive outcomes for their clients.”

Client feedback – **The Legal 500 Asia-Pacific**

“Ability to work through the complex legal issues while balancing the needs of the business. Always looking for a resolution.”

Client feedback – **The Legal 500 Asia-Pacific**

Financial Lines

Directors and officers

In a time of heightened corporate scrutiny, D&O insurance has never been more crucial. Australian company directors are facing increasing exposure, from regulatory action to being held personally responsible for the actions, representations, and debts of the companies they act for. With ASIC's stepping stone liability approach seeking to hold directors more accountable and corporate governance evolving with technology and public perceptions to include issues such as ESG, AI, and cyber security, directors' responsibilities are more complex. Insurers and their insureds are navigating a rapidly shifting risk landscape, where litigation trends and regulatory enforcement are reshaping the scope of liability for corporate leaders.

As the D&O insurance landscape transforms, partnering with a law firm that understands insurance and risk is paramount. For over 20 years, Wotton Kearney has worked with directors and their insurers to help them identify key areas of risk and defend significant claims when litigation ensues.

Our D&O team has a market-leading reputation representing insurers and directors of some of Australia and New Zealand's largest corporate organisations. This includes regulatory investigations and individual claims, together with many of the leading D&O class actions in the market today. We also handle claims for primary and excess insurers arising internationally.

Professional indemnity

No professional enjoys being confronted with a lawsuit that impugns their professional standing, and we do everything possible to minimise the stress of having to defend their reputations. We appreciate just how important it is for them to maintain their reputation and their professional relationships when going through the claims process.

The expanding statutory liability and warranty regime in a number of industries means that it is all-important to ensure that your advisers are on top of the exposure your industry faces. Our expertise covers almost all professions and semi-professional trades. We advise

small and medium-sized businesses that hold professional indemnity or errors and omissions cover, as well as individual professionals.

We work as part of a team with insurers and their insureds to enable a smooth path through the litigation process by helping them fully understand and appreciate their rights and obligations under their policy, and mapping out the prospects of successfully defending the claim.

Financial institutions

We advise financial advisers, trustees, pension administrators, hedge funds, private equity, and venture capital firms on strategic issues, policy wordings, coverage, claims management, mitigating risks, and regulatory engagement. Our experience in dealing with regulators extends to advising on matters involving international regulators, such as the US Securities Exchange Commission (SEC) and the Financial Conduct Authority (FCA) in the UK.

Financial Lines

Environmental liability

Insurers are developing new products to provide cover where traditional liability policies do not. Our team is at the forefront of this fast-changing situation. We work with an established group of environmental experts and advise environmental insurers on a range of claims under pollution liability policies – those held by landowners, business operators, and contractors. This includes compliance, incident management, conducting investigations, responding to environmental enforcement actions, and managing corporate and executive officer liabilities.

Landowners and businesses are facing a new spectrum of environmental risks and exposures, but there is no industry standard of coverage in environmental insurance policies. Understanding what coverage is available and managing complex environmental claims requires genuine expertise that you can only find in a team of highly skilled lawyers with one focus – insurance law.

Management liability

Our team advises management on protecting profits and reputations, and insurers and brokers on management liability policy wording, coverage issues, and recoveries. Our experience includes representing managers in regulatory prosecutions, PHS prosecutions resulting from serious injuries or fatalities, and claims involving insolvent trading.

Warranty and indemnity

Australia has one of the more mature M&A markets in the world, with transaction liability insurance (and particularly W&I insurance) being a regular feature of deals. Over the last few years, these products have evolved beyond the traditional realm of large private equity-backed transactions. Increasingly, parties are using these products across a broad range of transactions, or aspects of transactions. The nature of the claims under these policies is therefore continuing to evolve. For example, an increasing number of claims involving SME companies – expanding the type of claims we are seeing under these policies.

The changing nature of regulatory risk means an ever-changing claims landscape. Areas such as data protection, cyber, ESG, and climate disclosure will increasingly feature in transaction liability matters.

For this reason, we pair our team's deep expertise in managing transaction liability claims with our market-leading insurance coverage and financial lines expertise. We also draw from our internal sector and subject-matter experts to provide market-leading advice to our clients.

Our experience includes advising and assisting clients to resolve a broad range of W&I claims, ranging from large cross-border transactions to smaller deals involving SMEs. An increasing feature of W&I claims in Australia is the triggering of third-party claims cover, following regulatory or other types of disputes after completion. Our market-leading coverage and monitoring experience means we are able to expertly work with insureds and brokers to drive sound commercial outcomes.

Financial Lines

Fidelity and crime

Our financial lines, commercial litigation, and cyber and technology teams bring decades of expertise helping companies with crime claims, together with a proven track record for helping them manage complex matters across a diverse range of industries.

We work with companies to investigate criminal acts occurring in the workplace, and our team has the skillset to manage a wide range of commercial crime claims, including procurement, payroll, and internal fraud matters.

We have particular expertise with corruption investigations, forensic document review, employing urgent injunction applications to freeze assets, managing internal investigations, responding to regulatory notices, and have worked with many organisations to address embezzlement through urgent injunctions and internal probes. We also have experience working with local law enforcement to share evidence for the sole purpose of prosecuting fraudsters.

Workplace and safety

Our national Workplace and Safety team has expertise in the full range of workplace matters, and across all jurisdictions. We specialise in providing dedicated employment advice and helping organisations navigate the ever-changing landscape of employment relations.

We advise on employment matters spanning WHS prosecutions, unfair dismissals, general protections disputes, discrimination complaints, sexual harassment claims, bullying, contractual disputes, and industrial relations issues, including enterprise bargaining. We also advise clients on disciplinary investigations and other employment processes, including performance management and restructuring.

We work closely with insurers and employers across multiple industries, including the public and private sectors, and we have extensive experience working with small to large multinational organisations.

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“Their experience in really complex D&O and financial institution matters was the reason I went to them. Their expertise is something that sets them apart.”

Client feedback –
The Legal 500 Asia-Pacific



Property, Energy and Infrastructure

Construction and infrastructure

We work with our insurance industry clients to manage the risks flowing from impressive engineering and technological projects across Australasia, while remaining highly attuned to the sector's changing regulatory, environmental and financial constraints. When things go wrong, we achieve practical results from complex situations affecting any stage of the lifecycle of an infrastructure or construction project.

We're regarded for our work advising global insurance markets on cover regarding complex engineering and construction claims on LNG projects. These claims involve a variety of issues, including widespread corrosion in water distribution pipelines and cracking in equipment used in LNG processing trains.

Mining and natural resources

Our specialist team understands the conditions that operators in the mining and natural resources sectors encounter, and we have expertise in the risks of existing and emerging

energy and mining technologies – from solar, wind, hydro and biomass plants, to new mineral extraction, processing technologies and AI. We are also regularly called on by global insurers to act in Australia's largest LNG claims.

If a disaster occurs, our team manages all aspects of high-profile claims, which typically involve significant losses, insurance coverage concerns and reputation management issues.

Political risk

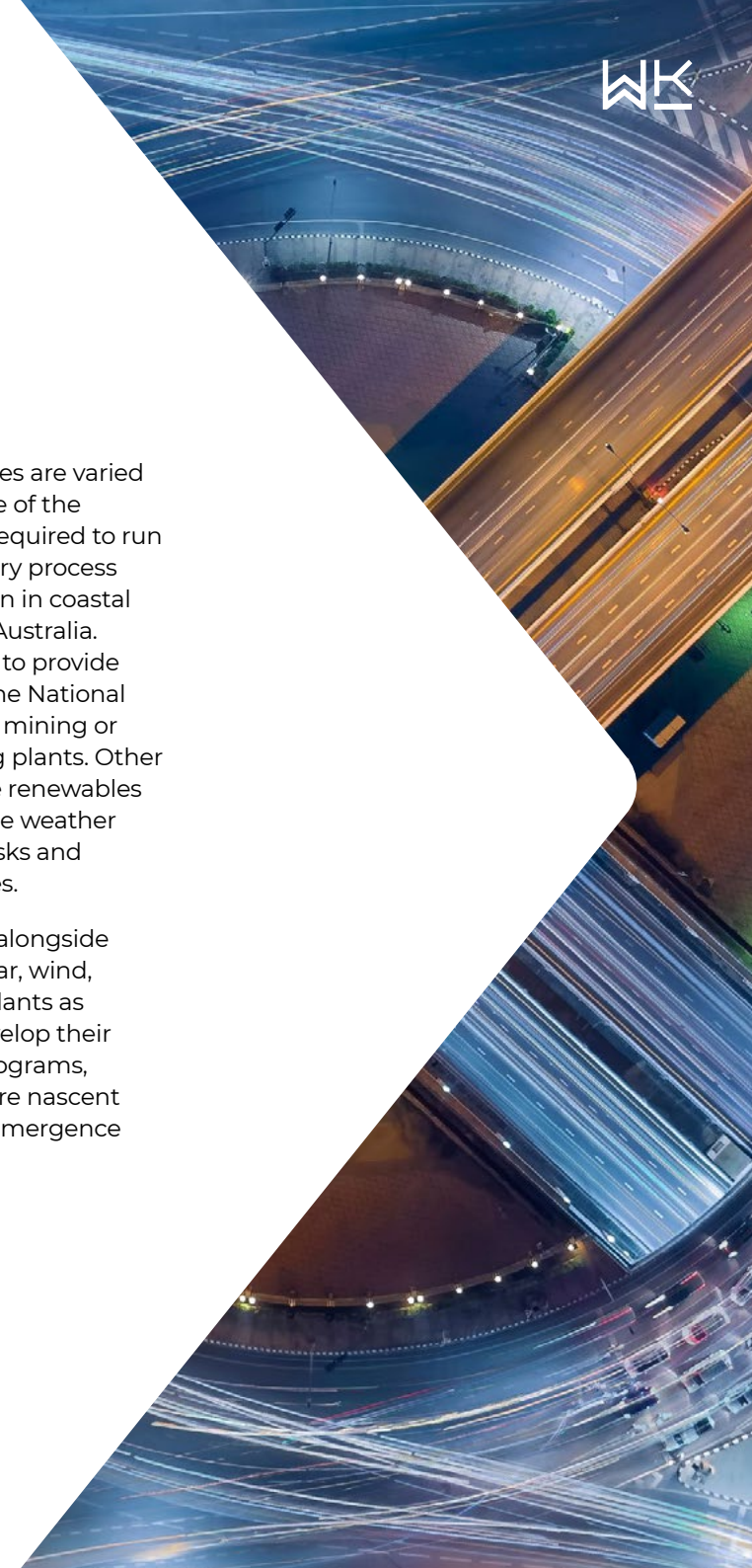
Insuring against political risk is a dynamic, challenging issue for insurers, reinsurers and businesses alike. We've helped clients when civil violence has affected operations, supply chains, travel and business continuity. We've also advised on claims following government expropriation of assets or where there has been restriction on the repatriation of funds.

Even in the domestic Australian and New Zealand markets, governments can be unpredictable. An increasing part of our team's work involves advising on claims where government policy changes dramatically affect the business environment.

Power, energy and renewables

Australian power losses are varied because of the nature of the generation facilities required to run primary and secondary process assets, which are often in coastal and remote areas of Australia. Plants either operate to provide saleable product to the National Grid or are aligned to mining or secondary processing plants. Other challenges facing the renewables sector involve extreme weather events, supply-side risks and untested technologies.

Our team is working alongside insurers of power, solar, wind, hydro and biomass plants as they significantly develop their renewable energy programs, which regularly feature nascent technology and the emergence of bespoke wordings.



Property, Energy and Infrastructure

Property – major loss

Our Major Loss Property team is acknowledged as the region's leader in market management on major and complex losses involving stakeholders located in Australia and offshore. These matters are typically high value, extremely complex or entail an element of severity, and commonly include a wide market participation. We are particularly recognised for our work in handling ISR, Contract Works and Delay in Start-up matters in the energy, resources, power, renewables and infrastructure sectors, including market-profile indemnity disputes, complex coverage issues, dual insurance actions, and crisis management for local and international insurers during catastrophes.

In the major loss space, we've advised the international insurance market on some of the largest, multi-billion-dollar gas and infrastructure losses in Australia, the Christchurch Earthquakes, the Queensland Floods and ISR responses to the pandemic. We also advise on major loss, multi-party recoveries with factually or

forensically complicated issues, which regularly call for active engagement of co-insurers and the wider market.

Property – commercial

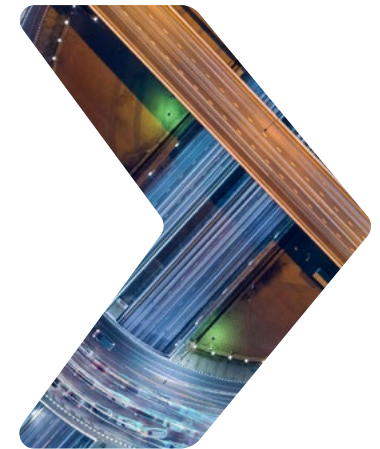
We provide coverage and resolution advice on contested first party claims and associated subrogated recoveries. Our focus is on being easy to work with, which is why we deliver quality services in ways that meet insurers' commercial drivers, including speed and proactivity.

For more complex claims, including those involving hotel, strata, commercial and industrial premises, we have specialist technical knowledge and expert witness networks to allow us to seamlessly deal with any type of loss, particularly those caused by regular perils like fire, water escape and weather events. The common dynamic involves an insured who is a landlord or tenant, and our deep experience in property law, strata and leasing arrangements enables us to navigate competing pressures to deliver successful outcomes, which can include subrogated recoveries.

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“The only firm with a genuine first party claims team focused on issues with property energy and construction losses.”

Client feedback –
The Legal 500 Asia-Pacific



Commercial Litigation

Commercial litigation

Our Commercial Litigation team offers keen insights and expert advice in tough situations. We're known for our ability to problem-solve by cutting through complexity and considering unusual contexts.

We resolve commercial disputes for the insurance sector and provide legal services that are complementary to the insurance industry. Our complementary legal services include Class Action Defence, Investigations and Inquiries, and Media Law.

More broadly, we act across the range of commercial litigation including contract, tort, statutory breaches and partnership disputes including large-scale commercial disputes. In this space, our team has acted for the highly regulated financial services sector, the public sector and the construction, professional services, entertainment and healthcare industries and for a range of listed and non-listed companies.

Class action and D&O defence

With our team's combined top-tier defence experience and market-leading insurance expertise, we understand how to efficiently run large-scale, complex litigation while balancing the commercial needs of insurers. We're known for our strategic thinking, ability to make early assessments, focus on effective communication, and solution-driven decision-making.

Investigations and inquiries

We have extensive experience in acting in large, complex and high-profile matters, including Royal Commissions, for both government and commercial clients. This includes advising on the Royal Commission into the Management of Police Informants, Royal Commission into Victoria's Mental Health System and IBAC's Operation Sandon.

We also act as coverage counsel for many banks in the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and advised the directors of an insurance company on the Royal Commission into Institutional Responses to Child Sexual Abuse.

Litigation, investigations and inquiries

Our team of highly experienced litigators works closely with directors, officers, government and commercial clients to protect their legal, commercial and reputational interests in investigations and inquiries and a broad range of litigation.

Our expertise spans Royal Commissions, Coronial Inquests and IBAC, ICAC and Parliamentary inquiries through to disputes ranging from defamation cases to class actions.

In these highly sensitive and often difficult matters, our focus is on providing outstanding legal advice and on sensitively and appropriately interacting with all parties and effectively managing the common political, financial and reputational implications.



Speciality Lines

Cyber and technology

Our market-leading cyber team has handled hundreds of cyber, privacy and data protection claims, including some of the largest and most complex incidents in Australia and other jurisdictions such as a ransomware attack described as “crippling” and the “most significant in Australian corporate history”. We offer a unique cyber forensic service in partnership with Canopy for AI-backed PII reviews and advise on proactively managing privacy and technology liability risks.

We work for the full spectrum of insurance industry participants, including local and international insurers, SMEs, large corporates, Lloyd’s market coverholders, underwriters and participants with industry specific facilities. Our experience spans industries including accountancy, recruitment, construction, manufacturing, education, financial services, not-for-profit, technology and IT services, health, professional services, health and retail.

Government

At Wotton Kearney our team has worked with the public sector for many years advising Australian Government agencies at the Commonwealth, State, Territory and Local levels.

We advise our public sector clients on the full array of public law issues, from drafting of legislation and statutory instruments to statutory interpretation and administrative decision making. We assist them with design and implementation of regulatory schemes, Freedom of Information (FOI) and privacy, data protection, ESG, cyber security and critical incident response.

Health

Our healthcare team advocates for medical professionals, advising on all manner of incidents across the healthcare and life sciences sectors.

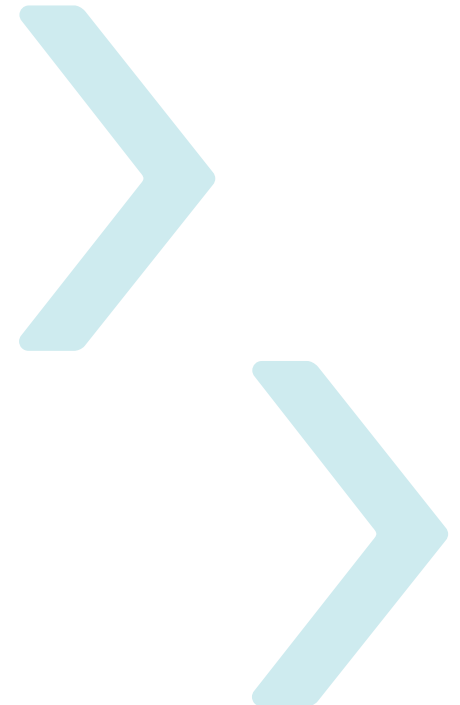
We take a sincere, empathetic approach to managing claims, complaints and audits. We represent hospitals, health clinics, medical training facilities, aged care and respite facilities, together with allied medical service providers such as radiology, nuclear


medicine and pathology practices. We also advise regulatory authorities, disciplinary committees, and medical malpractice insurers and indemnity associations across Australia and New Zealand.

Marine and transport

Our Marine and Transport Team provides a broad range of legal services to the insurers of shipping, road, rail, logistics, mining and trading commodities across Australia, New Zealand and globally. We advise on policy drafting and coverage, as well as significant litigated and non-litigated insurance matters across the marine and transport industries.

Our experience spans casualty crisis management, ship arrests, judicial sales of vessels, cargo claims, marine insurance advisory work, logistics and chain of responsibility advisory work, and charterparty litigation and negotiation. We also advise on insolvency in a shipping context and cross-border transactions, including Incoterms, sales contracts and world trade and sanctions issues, as well as traditional disputes involving land-based transport under trade, transport, shipping and maritime insurance law.





“People are incredibly supportive, willing to spend time with you, helping you get up to speed. It’s surprisingly uncompetitive, there’s no rivalry as such. You can just be yourself. It genuinely feels like we’re all here to achieve the best – it’s not about winning the legal argument but getting the best result you can.”

Free your potential

Non-stop learning

We're not just committed to excellence – we're driven by it. And excellent people don't stop learning.

Our continuous learning culture motivates our people to stretch their capabilities, which is critical in a rapidly changing world. We offer many opportunities for growth and intellectual adventure, ranging from internal academies and cross-border collaboration projects to client secondments that will elevate your professional profile.

Personalised career pathways

Each person at WK is unique, with distinct strengths and aspirations. We celebrate our diversity with personalised career pathways aligned to your specific goals. You're empowered to take charge of your career supported by a variety of opportunities to demonstrate your abilities and the resources and guidance necessary to excel in your chosen field. We believe in your potential and we're here to support you to make the most of it.

Empowering tomorrow's leaders

Leadership at WK is not a position, it's a mindset. In addition to fostering leadership skills through a blend of practical training and theoretical learning, we provide a platform for you to make a real impact. From spearheading key business initiatives to contributing innovative solutions for our clients, you'll be given opportunities to take the lead and make a difference, whatever your position. Your passion is what we're after.

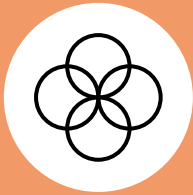
Shaping the future of insurance law

We're actively leveraging advancements in technology and innovation to change the way we do law. In June 2022, WK entered a partnership with investment firm Straight Bat – a first for legal services in the region – to help us to achieve our ambitious client solutions and growth objectives. Together, we're working to redefine legal services, drive efficiencies and enhance client relationships to cement our market leading reputation. Exciting stuff!



Our beliefs

The fundamental principles and convictions that guide our actions, shape our decisions, and define what we stand for.



Team

We believe in unity and in having each other's backs. We know together we can achieve anything, with and for our peers, our clients and our community.

We believe in the power of trust, and what we can achieve when we are honest and vulnerable, and when we trust each other, our clients and our structure.



Have a crack

We believe in having a crack – it's in our entrepreneurial DNA. We believe in aspiration, in shooting for the stars, in never being satisfied and always backing ourselves to create value.



No bull

We never bullshit. We believe in authenticity without ego, in straight talking and bringing your true self to work every day. We believe in being interesting and interested - in valuing people for all that they bring.



Give

We believe in being human, in giving back, paying it forward and being there to help those in need.



Legacy

We believe in leaving a legacy, leaving the business stronger and those around us enriched through our actions. We believe in growing something special together; it's the Wotton Kearney way.

Sustainable practice. Responsible excellence.

At Wotton Kearney, our dedication to pro bono, community contribution, and responsible business practices reflects our commitment to building a fairer, more inclusive and sustainable society.

Our 2024 Community Footprint Impact Report captures our efforts to reduce inequalities, promote access to justice and drive meaningful change.



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“Our commitment to making a meaningful impact on society continues to grow at WK, driven by a vision of equality, justice, and a future where everyone has the chance to thrive. I’m grateful to each of our pro bono partners, our community impact partners and our WK team for working with us to make a positive difference in the lives of others.”

Heidi Anderson, Head of Pro Bono and Responsible Business

Pro Bono

We provide a diverse, deep and wholistic offering to our pro bono clients and community partners, through direct legal assistance to individuals and not-for-profits as well as expert law reform and advocacy.

Over the past year, WK staff contributed over 2,500 hours to volunteering at our pro bono clinics. We provide regular volunteers for clinics with Justice Connect, LawRight, Kingsford Legal Centre, Seniors Rights Service NSW, Caxton Legal Centre, Refugee Legal and Marrickville Legal Centre.

WK also provided 1,300 hours of secondments to community legal centres and human rights organisations, providing a rich learning opportunity for our lawyers and paralegals, and adding capacity to our partner organisations.

Community

With over 1,000 hours volunteered supporting our community and 250 WK staff actively involved in volunteering, we are dedicated to making a positive impact through our volunteering efforts.

WK actively support local charities by organising fundraising events, providing in-kind donations, and facilitating employee engagement activities. Our commitment to volunteering helps amplify the efforts of our charity partners, effectively addressing community needs while fostering a sense of social responsibility.

Responsible business

We take seriously our role as a responsible global citizen. We are committed to ethical and environmentally sustainable business practices. We embrace diversity and are committed to cultivating an inclusive workplace where our people thrive.

Our approach addresses modern slavery, environmental sustainability, diversity and inclusion and outlines our Reconciliation Action Plan (**RAP**).

But wait. There's more!

The WK 'deal' also includes the following policies and benefits you will enjoy.

For everyone

Market-leading FLEX Policy	<ul style="list-style-type: none">• Flex for all. No permission required.• You can enjoy compressed hours, flexible hours and the ability to work from anywhere.• There's a set of guiding principles that ensure the policy works for everyone at WK and our clients.
Transparent, supported career pathways	<ul style="list-style-type: none">• Take charge of your career with opportunities to demonstrate your abilities, and with the resources and guidance you'll need to excel in your chosen field.• Benefit from personalised career pathways aligned to your specific goals.• Develop leadership skills through a blend of practical training and theoretical learning.
Learning and development	<ul style="list-style-type: none">• We're not just committed to excellence – we're driven by it.• We offer curated training programs for all levels.• Opportunities include formal training, mentoring, internal academies, cross-border collaboration projects and client secondments that will elevate your professional profile.• We provide financial assistance for further studies sponsored by the business.• We also pay for conferences and courses related to your business plan.
Competitive remuneration	<ul style="list-style-type: none">• When you join the best at WK you can expect above-market remuneration.
Employee referral scheme	<ul style="list-style-type: none">• More than 60% of our new staff are referred to us by people working at WK.• We really appreciate their passion for the firm and willingness to connect people in their networks.• That's why we offer referral bonuses of \$12,000 for lawyers and up to \$12,000 for support staff, which are paid after their successful probation (PAYG and superannuation deductions apply).

For everyone

Purchased Annual Leave (PAL)	<ul style="list-style-type: none"> • Leave is not just for travel or grand holiday plans – it's also part of your wellbeing toolkit. • You can 'buy' additional leave (either one or two weeks) and the cost of the leave is deducted from your fortnightly pay over the year.
\$200 home office set-up	<ul style="list-style-type: none"> • For permanent staff. We will reimburse you for up to \$200 on anything you spend on your working from home set-up.
Community Footprint Program	<ul style="list-style-type: none"> • We're committed to making a difference in people's lives through our pro bono and responsible business program. • Our key aim is to address inequalities in our communities, with a particular focus on the United Nations Sustainable Development Goals of Gender Equality, Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions. • Everyone is actively encouraged to get involved. • If you are a lawyer, you will receive 25 hours budget relief each year for pro-bono work.
Novated leasing	<ul style="list-style-type: none"> • WK offers novated leasing through Autopia. • You can transfer your existing vehicle lease to Autopia or take up a new one.
Corporate Card Policy	<ul style="list-style-type: none"> • WK will provide eligible employees with a corporate card for business expenses.
Parental leave	<ul style="list-style-type: none"> • Paid parental leave is available to all permanent part-time and full-time staff after they complete 6 months' continuous service. • Eligible employees can top up their paid parental leave with government paid parental leave when they meet the relevant criteria. • We offer up to 26 weeks' primary carer paid leave and up to 8 weeks non-primary carer paid leave for birth, surrogacy and adoption. • We pay superannuation on paid and unpaid leave (up to 12 months). • We provide two weeks' miscarriage leave and five days' leave for fertility treatments. • We also support flexible work requests from people returning from parental leave.
Employee assistance program (EAP)	<ul style="list-style-type: none"> • We pay for confidential coaching and counselling service provided by the Centre for Corporate Health. • The EAP service provides support and practical assistance for personal or workplace concerns and challenges. • It includes 24/7 access to senior consultant psychologists. • Both in-person and remote sessions are available.

For everyone

Resilience Box	<ul style="list-style-type: none"> • This is a digital wellbeing platform where you can seek support, find information and build your resilience. • It provides access to online learning, wellbeing videos, podcasts and factsheets on a range of wellbeing topics. • There also a portal you can use to book coaching and counselling appointments with the Centre for Corporate Health. • The Resilience Box is available as a mobile or desktop app.
Wellbeing programs	<ul style="list-style-type: none"> • We provide annual flu shots. • Access to health and well-being initiatives, as well as financial and retail benefits. • The firm offers access to an Employee Assistance Program (EAP) and other support services to assist employees with personal or work-related challenges.
Wellchecks	<ul style="list-style-type: none"> • We provide additional support for employees who are at increased risk of vicarious trauma due to the nature of their work. • This includes two check-ins with a psychologist each year as a preventative measure against the impacts of exposure to sensitive content. • We also provide education and training sessions to help people identify the signs of vicarious trauma.
Social events	<ul style="list-style-type: none"> • At WK we love to be social! • You can enjoy many social events with us, such as Melbourne Cup activities, Office Professionals Day events, and EOFY and end of year celebrations.
Responsible business approach	<ul style="list-style-type: none"> • WK is a responsible business. • We report voluntarily under the Modern Slavery Act. • We have a Reconciliation Action Plan. • We have appointed our first dedicated Head of Diversity and Inclusion. • We introduced gender targets of 40/40/20 by 2025 across all roles. • We implemented an externally certified environmental management system. • We achieved bronze sustainability accreditation with EcoVadis.
Charity partnership with ILF	<ul style="list-style-type: none"> • WK is proud to partner the Indigenous Literacy Foundation (ILF), an Australian charity that aims to reduce the disadvantage experienced by children in remote indigenous communities around Australia by lifting literacy levels and instilling a lifelong love for reading.

For lawyers

Guardian partners	<ul style="list-style-type: none">• Every lawyer is assigned a Guardian partner from their local product line. Your Guardian will be an advocate for your utilisation, development and engagement at WK. They will also be responsible for your annual contribution review and assist with your career development.• You'll also get additional support from the senior lawyers and other partners you work with, and the People & Culture team.
Short-term incentive scheme	<ul style="list-style-type: none">• The scheme aims to reward financial contribution and collaboration.• Rewards are tiered according to your position and performance.• We award discretionary bonuses for non-financial contribution that builds the firm or delivers excellence to clients.
Practising certificate	<ul style="list-style-type: none">• WK will cover the cost of your practising certificate.
Learning and development	<ul style="list-style-type: none">• WK offers curated training programs for all levels to meet CPD requirements and develop knowledge.• We provide secondment opportunities with national and international clients.• We offer financial assistance for study and practical legal training.• We also pay a percentage of external training course costs and provide study leave.
Bring Your Own Device Policy	<ul style="list-style-type: none">• Senior Associates and above and Managers and above are reimbursed up to \$80 a month on their mobile phones.
Travel insurance	<ul style="list-style-type: none">• We provide insurance cover for Partners / Directors for business travel and personal leisure travel for themselves and their dependents..



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Canberra, ACT 2601
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