

# Community Footprint Impact Report FY25

February 2026

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## We are pleased to share with you our FY25 Community Footprint Impact Report.

Wotton Kearney's Community Footprint program is dedicated to creating long-term, sustainable, and equitable outcomes for future generations. In this report we share some of our efforts in FY25 to build better futures through our pro bono work, our social impact initiatives and our responsible business program.

You can view more examples of our work online [here](#) or by clicking the below.

[View examples](#)

We are proud to introduce Wotton Kearney's FY25 *Community Footprint Impact Report*, a reflection of the dedication and purpose that our people bring to their work every day. This year's report highlights the meaningful ways we are contributing to stronger, fairer and more connected communities.

Our Community Footprint program continues to grow in both scale and impact. Throughout FY25, our people devoted more than 20,000 hours to pro bono legal assistance, supported national and local charity partners, and advanced systemic reforms that help create lasting change. This work is a core expression of our values and our commitment to building better futures.

We also took significant steps in our responsible business journey. The launch of our firm wide Inclusion and Belonging Strategy marks a new chapter in our ongoing efforts to create a workplace where everyone feels seen, heard and supported. At a time when diversity, equity and inclusion efforts globally face increasing pressures, our commitment has remained steadfast. We know that progress requires intentional effort, partnership, and sustained action, and we are proud of the strides we have made this year.

The stories throughout this report, from refugee families rebuilding their lives, to children receiving culturally relevant books through the Indigenous Literacy Foundation, to our people standing alongside communities affected by discrimination, climate change and inequality, remind us that small actions, taken consistently and with care, can create lasting impact.

Thank you to every member of our Wotton Kearney team, and to our community partners, for your continued commitment to this important work.



**David Kearney**  
Chief Executive Partner



**Heidi Anderson**  
Head of Pro Bono & Responsible Business

# Building Better Futures - How our work aligns to the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (**UN SDGs**) are a global blueprint designed to address pressing social, environmental, and economic challenges.

By mapping our work to the UN SDGs, with a particular focus on SDG 5, SDG 10, SDG 13, and SDG 16, we reaffirm our commitment to building a fairer, more sustainable, and inclusive future for all.



## Highlights

### **Supporting Women's Economic Safety:**

WK supported the Centre for Women's Economic Safety's Progress Review to Government, amplifying recommendations to address financial abuse and promote economic safety for women.

**Gender Pay Gap Transparency:** We released our second Gender Pay Gap Report, achieving a 3-percentage point reduction in the median total remuneration gap and maintaining a 0% gap within the lawyer cohort.

**Employee Networks:** The Gender Equality Network (**GEN**) drives advocacy, collaboration, and action, celebrating International Women's Day and supporting gender equity initiatives.

**Lou's Place Partnership:** Since 2012, WK has supported Lou's Place, a women's refuge in Sydney, through monthly breakfasts and volunteering, fostering dignity and connection for women experiencing disadvantage.



## Highlights

**Pro Bono Legal Assistance:** 20,400 hours contributed, a 92% increase year-on-year, with 44 hours per FTE lawyer. Legal clinics assisted 806 people, supported by 149 volunteers.

**Law Reform Projects:** 35 projects delivered with multiple outputs, including submissions, advice, research, and community education materials.

**Refugee Rights & Family Reunion:** WK supported refugees and people seeking asylum through clinics, secondments, and advocacy, helping reunite families and provide hope for those seeking protection.

**Migrant Worker Support:** Pro bono partnerships with Redfern Legal Centre and others to support vulnerable migrant workers, including advice on Workplace Justice Visas.

**Community Volunteering:** Over 600 hours of hands-on support, 220+ staff engaged in fundraising and awareness, and \$100,000 raised for the Indigenous Literacy Foundation.

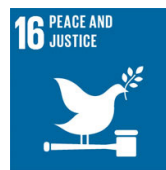


## Highlights

**Climate Justice Pro Bono Work:** Protecting human rights impacted by climate change, defending public participation in climate action, and building capacity in communities disproportionately affected by climate change.

**Sustainable Practices:** At the end of 2025, WK became a signatory to the UN Global Compact, reaffirming our commitment to responsible business and environmental sustainability. WK has also joined CitySwitch Green Office as we continue to reduce the environmental impact of office-based operations.

**Brewing Change:** Diverted 29,570 coffee cups from landfill and raised \$14,785 for the Indigenous Literacy Foundation through sustainable coffee initiatives.



## Highlights

**Human Rights Advocacy:** WK is a proud signatory to the campaign for a national Human Rights Act, drafting factsheets and supporting reforms for stronger human rights protections.

**Secondments to Human Rights Organisations:** WK lawyers seconded to the Australian Human Rights Commission and Justice and Equity Centre, contributing to law reform and truth-telling projects.

**Universal Periodic Review:** Significant pro bono support for the 2025-26 Universal Periodic Review report to the UN, advocating for urgent reforms in Australia's human rights record.

**Access to Justice:** Ongoing support for individuals and communities experiencing disadvantage or marginalisation through legal clinics, advocacy, and partnerships with community legal centres.

## Additional SDG-Aligned Initiatives

**Inclusion & Belonging Strategy:** Launched firm-wide strategy to advance equity, respect, and opportunity for all, contributing to a more inclusive legal profession and society.

**Employee Networks:** REACH (Racial, Ethnic and Cultural Heritage), Pride Network, GEN, WKYP (Young Professionals), Access @WK (Disability & Accessibility), CommKap (Parents & Carers), and WKARE (Wellbeing & Resilience) drive inclusion, wellbeing, and support across the firm.

**Reconciliation Action Plan:** Through our Reflect RAP we have deepened our commitment to reconciliation and truth-telling with Aboriginal and Torres Strait Islander communities.

## Our Pro Bono Impact

At the heart of our pro bono program is a commitment to creating meaningful change for individuals and communities experiencing disadvantage. Guided by our Theory of Change, we focus on two core pillars: increasing access to justice and driving systemic reform.

Through legal clinics, matter referrals, and targeted advocacy, we aim to ensure that people can resolve legal problems promptly, understand their rights, and experience improved wellbeing. These efforts not only address immediate needs but also strengthen partnerships and pathways that make justice more accessible for all.

Our long-term vision is ambitious yet clear: better laws and systems, reduced inequality, and increased access to justice. In FY25, we contributed over 20,400 hours of pro bono legal assistance, representing a 92% increase in hours compared to the previous year, and averaging 44 pro bono hours per FTE lawyer. Our legal clinics assisted 806 people, supported by 149 WK volunteers. We provided 14 secondments to community legal centres and human rights organisations, and delivered 35 law reform projects with multiple outputs, including submissions, advice, research, and community education materials.

These achievements reflect our commitment to dismantling barriers, influencing decision-makers, and empowering communities through systemic advocacy and practical support.

## Driving System Reform

### Secondment of Lillian Bender to the Australian Human Rights Commission

Lillian worked with Disability Discrimination Commissioner Rosemary Kayess' team during her secondment to the Australian Human Rights Commission, supporting their work in advocating for reform to the Disability Discrimination Act.

***“My secondment was an amazing opportunity to see human rights, law reform and policy work in action. Throughout the course of my secondment, I developed resources for the general public explaining the need for reform to the Disability Discrimination Act, as well as other pieces of work on key human rights issues experienced by people with disability in Australia.”***



**Lillian Bender**  
Senior Associate  
Pro Bono



## Secondment of Simran Gowan to the Australian Human Rights Commission

Simran was seconded to the Age Discrimination Commissioner Robert Fitzgerald's team and undertook research into responses to elder abuse in Australia. Her secondment was part of a wider pro bono project with Commissioner Fitzgerald's team that focused on their advocacy for a new UN Convention on the Rights of Older Persons.

***"I had an amazing experience during my part-time secondment at the Australian Human Rights Commission. Working under the supervision and guidance of Jacquie Au (Director of the Age Discrimination team) and Commissioner Robert Fitzgerald AM, I was tasked with preparing a research memorandum on aged person abuse in Australia.***

***Not only was this work interesting, elder abuse is also a vastly hidden issue amongst Australians. It felt incredibly fulfilling to be able to work alongside the team at the AHRC and advocate for a human-rights based approach to tackling this growing, global issue. Through my work I was also provided an opportunity to co-author an article with Commissioner Fitzgerald on this topic."***



**Simran Gowan**  
Solicitor  
Commercial Litigation

## Supporting a national Human Rights Act

WK is a proud signatory to the campaign for a national Human Rights Act. As part of the support WK provides in its partnership with the Human Rights Law Centre, our team has drafted factsheets on a range of different human rights. These factsheets explain what human rights are, the problems in Australia caused by our limited human rights protections, and how a national Human Rights Act would address the issue.

## Contributing to Australia's Universal Periodic Review

WK provided significant pro bono support to the 2025-26 [Universal Periodic Review report](#) which was submitted to the United Nations as part of the Universal Periodic Review of Australia's human rights record.

The report, backed by over 150 civil society organisations who deal with various cross sectional issues (such as Aboriginal and Torres Strait Islander, older people, disability, refugee and people seeking asylum, LGBTIQ+, women and climate rights) highlights Australia's backsliding policy and approaches on key human rights issues – from First Nations justice and gender-based violence to offshore detention and climate inaction.

The report calls for urgent reforms, including introducing an Australian Human Rights Act to embed rights at the core of policy and services, tackling ongoing systemic racism against Aboriginal and Torres Strait Islander people, raising the age of criminal responsibility, incorporating the UN Declaration on the Rights of Indigenous Peoples, and stronger protections against gender-based violence.

# Providing Access to Justice

## Refugee Rights

WK continues to provide much needed support for refugees and people seeking asylum. Many of our staff assist through client referrals, clinics, secondments, research and litigation. Others volunteer, advocate, donate and attend community events. We value working closely with our community partners Refugee Advice and Casework Service (RACS), Refugee Legal and the Human Rights Law Centre.

***“Working in refugee rights drives personal growth – developing expertise in a new area of law, learning about other countries and cultures, finding different ways to connect with others, raising awareness. The people you meet, clients, support workers, other lawyers and volunteers, often demonstrate the best of humanity. Their resilience and determination is both humbling and inspiring. Their experiences and stories remain with you.***

***Countless times I have heard from those we support that our work gives people hope. To be even a small part of their journey to safety and freedom, or towards reuniting families and building communities, is such a privilege. Engaging in this work has without doubt made me a better, more practical lawyer and I love the opportunities it provides for our staff to use their skills in a different way to help build a better future for others.”***



**Angela Tan**  
Pro Bono Special Counsel  
& Refugee Rights Lead

## A Journey of Hope and Loss

Our client Amara\* arrived in New Zealand from Ethiopia in 2000 as a refugee. She settled in Wellington where she lives with her three children. Amara became our client in June 2021 when she sought assistance to sponsor her sister, Deborha\*, to obtain a resident visa under Immigration New Zealand's Refugee Family Support Programme. This Programme allows refugees in New Zealand with no immediate family to sponsor overseas family for New Zealand Residence. Only 600 people are accepted under the Programme each year. Sponsors are responsible for arranging an appropriate place for family to live for their first 2 years in New Zealand.

We assisted Amara and Deborha to prepare applications for Deborha, her husband and their three children. The family sought refuge in New Zealand due to the significant political and civil unrest in Ethiopia as a result of the Tigray War. As a marker of how volatile the situation is, Deborha's husband was tragically killed while navigating the application process, when a terrorist group raided their hometown.

After four long years of gathering information, completing documentation and waiting for progress, Deborha and her children arrived safely in Wellington in early May. While the process is cumbersome and extremely slow, it has been a privilege to work with Amara and her support network in navigating the process.

*\*Names have been altered for privacy reasons.*

## Migrant exploitation and visas

We continue to experience high demand for pro bono employment assistance to workers experiencing vulnerability and disadvantage. In the last year, we saw an increase in referrals from our pro bono partners to provide advice and representation to migrant workers experiencing underpayment and other exploitation in the workplace.

Through our assistance in these cases, we saw how unscrupulous employers count on migrant workers not pursuing their claims out of fear their visa will be cancelled. Recognising that barrier, in the 2025 financial year we established a pro bono partnership with community legal centre, Redfern Legal Centre, to help consider eligibility of migrant workers for a Workplace Justice Visa, a temporary visa that allows the holder to stay in Australia to take legal action if they have experienced workplace exploitation.

Through our general pro bono employment work, we also saw the challenges that workers who have succeeded in their claims have in enforcing their judgments against their former employers and the limited avenues of pro bono assistance available to support them to take such action. As a result, we have identified this as a new focus area for our pro bono casework practice.

## Climate Justice

We recognise that existing inequality and exclusion are exacerbated by the impacts of climate change and that strong laws, systems and institutions are essential to safeguard human rights and public participation in climate action. Our climate justice work seeks to protect human rights impacted by climate change, defend public participation in climate action, and build capacity in communities disproportionately affected by climate change.

## Discrimination

We recognise the compounding impacts of inequality and discrimination in our communities. Through our casework and related law reform, we seek to challenge unfairness and support systems change by representing people experiencing discrimination to make complaints and in proceedings in Tribunals and the Federal Courts, providing advice and litigation support to not-for-profit organisations representing clients to make such claims and supporting reform of discrimination laws.

We recognise that people with lived experience of discrimination are central to identifying the problems and shaping the solutions that will contribute to lasting change. While we assist in all areas of discrimination, our casework practice has a particular focus on race and disability discrimination.

## Clinics

Over the past financial year, WK staff have collectively contributed more than 3,495 hours to volunteering across our pro bono legal clinics, with 149 WK volunteers assisting 806 clients.

WK continues to maintain a strong and consistent presence across a range of long-term pro bono legal clinics, providing regular volunteer support to services operated by Justice Connect, LawRight, Kingsford Legal Centre, Marrickville Legal Centre, Seniors Rights Service NSW, Caxton Legal Centre, RACS and Refugee Legal.

We recently expanded our pro bono program through the launch of new clinics, including the Disability Discrimination Clinic in partnership with the Australian Centre for Disability Law, Redfern Legal Centre's Workplace Justice Visas Clinic, LawRight's Migration Clinic as well as with Canberra Community Law. The coming months see us embarking on another new partnership with Western Sydney University's Justice Clinic assisting those who have experienced violence or modern slavery.



# Social Impact

## Creating Connection, Amplifying Voices, and Driving Change

WK's social impact strategy is designed to create a lasting legacy for future generations by delivering measurable benefits both externally - through our partnerships and community work, and internally - by enhancing the wellbeing and connection of our people.

Our social footprint grew stronger and more connected in FY25. Through hands-on volunteering, fundraising and long-term partnerships, our people dedicated their time, talent and resources to address critical needs, making a difference in our community.

## National Australian Partnership Spotlight: Indigenous Literacy Foundation

Chosen by our people in 2022 as WK's Australian national charity partner, the Indigenous Literacy Foundation (ILF) works with Aboriginal and Torres Strait Islander remote Communities to provide the tools and resources they request to shape their children's literacy future. Their vision, equity of opportunity for all Aboriginal and Torres Strait Islander children living in remote Australia, aligns strongly with our program's focus on Reducing Inequality.

### Highlights

**\$100,000 raised**

since inception of partnership

**10,000**

culturally relevant books donated

In our third year partnering with the ILF, we continued to amplify First Nations voices and stories through community-driven events and hands-on support. Our fundraising efforts supported the ILF to continue its transformative work to ensure that more Indigenous children can access the tools they need to thrive on their own terms.

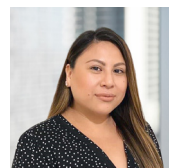
## Top End Challenge, Katherine NT

In September 2024, 7 WK Trekkers took on a six-day challenge, hiking the rugged trails of Katherine in the Northern Territory to raise funds and awareness for literacy in remote Indigenous Communities.

Throughout the trek, our team immersed themselves in the rich culture and heritage of the Top End, connected with Country and reflected on the importance of Indigenous voices in shaping education.



***Our Top End Challenge brought our partnership with the Indigenous Literacy Foundation to life. Our goal was not just to raise funds, but to inspire others to join us in supporting the ILF and advocating for a future where every child has the opportunity to thrive through literacy. Travelling through Darwin and Katherine, we gained a deeper appreciation of the vital work ILF does across the Top End, while learning from the Jawoyn people about their stories, traditions and connection to Country. The experience challenged me to listen more carefully and think differently about education.***



**Sara Villanueva**  
Social Impact Advisor  
Pro Bono



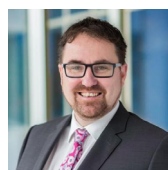
## Brewing Change: Supporting Literacy and the Environment

At WK, our daily coffee rituals are driving real impact for both people and the planet. By choosing sustainable practices at our in-house coffee stations, we've diverted 29,570 cups from landfill and raised \$14,785 for the Indigenous Literacy Foundation. These simple, everyday actions show how something as small as a coffee can create lasting change, supporting environmental sustainability while opening doors to education for First Nations Communities.

## WK Melbourne Carnival



***“The Wotton Kearney Charity Carnival was an idea Andrew Brennan and I cooked up just before COVID, combining our love of food with our desire to bring clients and our broader team together for both fun and purpose. After several COVID-related cancellations, bringing it to life post-pandemic mattered even more. It’s now a flagship event: 150 guests, more than 50 volunteers and over 120 Melbourne volunteer hours last year alone. Combined with that were the countless conversations that strengthen relationships and the collaborative culture we value, while also delivering much-needed funds and greater awareness for the Indigenous Literacy Foundation.”***



**Andrew Seiter**  
Partner  
General Liability

## Social Impact



### Life Squared Trust

In 2024, WK proudly supported a transformative initiative focused on the mental health and wellbeing of lawyers across Aotearoa. This project holds deep personal meaning, as it was commissioned by the [Life Squared Trust](#), a mental health charity founded by the McIntyre family and friends in honour of Andrew McIntyre, a founding partner of our New Zealand offices, who tragically passed away due to depression.

The Trust was established with a mission: to understand, promote, and raise awareness of mental wellbeing in the legal profession. With the support of the University of Melbourne, the Trust commissioned a landmark three-year longitudinal study into the mental health of NZ lawyers, the first of its kind. The research was led in partnership with the NZ Law Society and aimed to uncover both the challenges and positive drivers of wellbeing within the profession.

This initiative has become a cornerstone of WK's community contribution. Our people participated in the study, and WK contributed more than \$80,000 towards the research. Partner, [Sean O'Sullivan](#), serves as a Trustee of the Life Squared Trust.

The findings, published in September 2024 by the NZ Law Society, provide critical insights into both the depth of mental distress, including anxiety, burnout, and depression, and the factors that contribute to a more positive and sustainable professional life. In March 2025, the Minister for Health Hon Matt Doocey and the Life Squared Trust,

in association with the NZ Law Society hosted a Not Admissible: A Discussion of Lawyers' Mental Health event at Parliament.

This work does not end with research. We honour Andrew's legacy and our commitment to this cause through ongoing action. We run annual mental wellbeing education sessions for all staff and continue to look for ways to improve mental health outcomes in our workplace and beyond.



*Pictured L-R: Katie Rusbatch, Law Society Chief Executive, Sean O'Sullivan, Partner Wotton Kearney, Jacqui Macguire, clinical psychologist Life Flight Trust, Susan Rowe, Partner Buddle Findlay, Lynell Tuffery Huria, Partner Kāhui Legal.*

## Lou's Place: Creating Connection Through Care

Since first partnering with Lou's Place in 2012 when our Community Footprint program began, WK has supported women in Sydney through our support of Lou's Place. This past year, 17 WK women volunteered 92 hours, serving 11 breakfasts for 150+ women and contributing \$1,500 in food and supplies. Together, we're reminded that dignity, compassion and connection are powerful foundations for change.



***“One of the most rewarding aspects of my past three and a half years at WK has been supporting Lou's Place. It's incredibly meaningful to know that we've established a monthly initiative where the women of WK can come together to support other women through connection, conversation, and a hot breakfast. The work Lou's Place does for the community is truly impactful, and I'm grateful we can contribute in some way. Every small effort makes a difference, and it's been a privilege to meet the women at Lou's and hear their powerful stories of resilience as well as connect with the team who run the space and offer such compassionate, unwavering support.”***



**Kristine Altan**  
People & Culture Business Partner  
People & Culture

## Ocean Heroes

Our Perth team took on the 2025 Revo Fitness 24-hour Swim for Ocean Heroes, supporting people on the Autism spectrum to build confidence through surfing. Our WK swimmers formed part of a 20-person team alongside DUAL, raising over \$3,000.



## Social Impact

### Backpacks for SA Kids

At the Backpacks for SA Kids warehouse, our Adelaide team packed essential bags for children and young people experiencing crisis and displacement from their homes. Our volunteers sorted donations and packed backpacks filled with clothes, toiletries, books, stationery, toys, and, in a heartwarming final touch, a special teddy bear, each given a hug before being placed inside.



### Eat Up Australia: Fighting Hunger, Fuelling Learning

With the help of 60 WK volunteers giving 66 hours across Sydney and Brisbane, we prepared 3,000 sandwiches to feed kids at school. A simple meal means students can focus on learning, and teachers on teaching, reducing inequality in a powerful, lasting way.



***“Being able to contribute to Eat Up Australia is about giving kids the best chance at their future. No child should be distracted by hunger, and no teacher should have to worry about whether their students have eaten. If a few hours of our time help classrooms focus on learning, I believe that’s something really worth doing.”***



**Loki Basireddy**  
Sydney Concierge



# Inclusion and Belonging

In FY25, Wotton Kearney formally endorsed our firm-wide Inclusion and Belonging Strategy, an important milestone that reaffirms our unwavering commitment to equity, respect, and opportunity for all. In a time of increasing global and local challenges to diversity, equity, and inclusion efforts, our leadership has remained steadfast.

This strategy provides a clear, actionable roadmap for building a culture where everyone feels seen, heard, and valued, a culture that not only supports our people today but also shapes the legacy we want to leave as a firm committed to fairness, respect, and lasting impact.

Through this work, we are not only advancing inclusion at Wotton Kearney but also contributing to a more equitable legal profession and society.

***“We know that building a truly inclusive workplace requires more than just policies or initiatives, it takes all of us working together, day in and day out. As we continue to work together on this important initiative, we will create an even better place to work and a workplace where we can continue to Think Big, Trail Blaze and make an impact on individuals and communities in need.”***



**David Kearney**  
Chief Executive Partner

## FY25 Reconciliation Reflections: Progressing Together

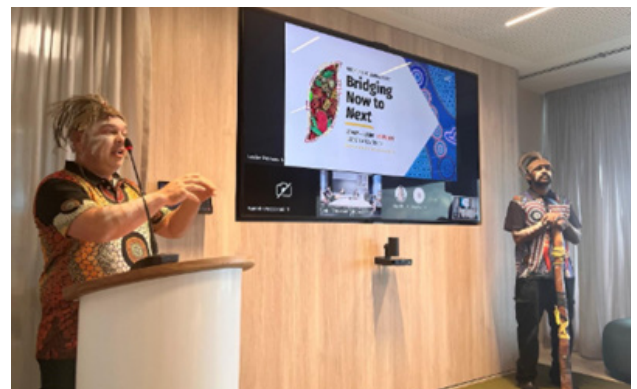
In FY25, Wotton Kearney took meaningful strides on our reconciliation journey. We began the transition from a Reflect Reconciliation Action Plan (**RAP**) to an Innovate RAP, a significant step forward that reflects our growing commitment to reconciliation as a core part of who we are and how we work.

This next phase challenges us to move beyond reflection into sustained action: building long-term, respectful partnerships with Aboriginal and Torres Strait Islander Communities; embedding reconciliation into our procurement practices, pro bono initiatives and client work; and identifying practical ways to create more inclusive pathways and reduce structural barriers. Our Innovate RAP is being developed in consultation with internal and external stakeholders, plus Reconciliation Australia and will launch in 2026.

A standout moment in our FY25 calendar was our National Reconciliation Week (**NRW**) event, delivered in partnership with the Justice and Equity Centre (**JEC**). Held across all WK offices, the event brought our people together to reflect, listen and learn in the spirit of this year’s NRW theme: *Now More Than Ever*.

At the centre of the event was a powerful truth: reconciliation begins with truth-telling.

We were privileged to welcome Elizabeth Clark, a leading voice from the *Towards Truth* project at JEC. Elizabeth shared the complex and often painful legal and policy history that continues to shape the experiences of First Nations peoples. Her presentation offered a deeply moving and educational exploration of how laws and institutions have created intergenerational disadvantage and how understanding this history is essential for those seeking to be allies and changemakers today.



## Launching the Vision Enabler Scholarship

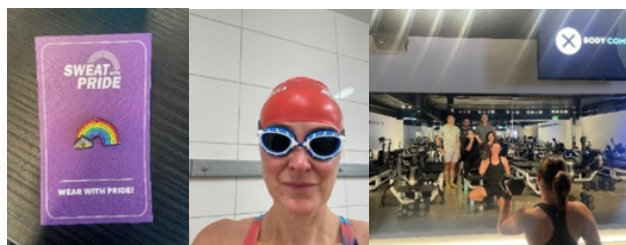
In 2025, WK proudly launched the Hamid Senni 'Vision Enabler' Scholarship, created in memory of our inaugural Head of Diversity & Inclusion. This annual award of up to \$15,000 supports one WK staff member to pursue further study or professional development, continuing Hamid's belief in the power of education to unlock opportunity and drive change.

The scholarship not only invests in the professional growth of our people but also honours Hamid's enduring legacy, inspiring us all to lead with curiosity, courage and a commitment to excellence.

## Sweat with Pride

A team of 24 WK New Zealand staff took part in Sweat with Pride, a month-long fundraiser to support Aotearoa's rainbow communities. The initiative wasn't just about raising money – it was about moving our bodies, standing up for inclusivity, and having fun as a team while supporting a cause that matters. Throughout the month, team members got active for 21 minutes a day. This included walking, dancing, swimming, yoga, gardening. Every minute helped raise funds and awareness for LGBTQIA+ health and wellbeing initiatives across New Zealand.

The team got sweaty for a total of 21,800 minutes and raised over \$3,900. 80% of the profits from Sweat with Pride went to the [Burnett Foundation](#), the largest community provider of sexual health support and testing services for the rainbow community.



## Dive In Festival

The Dive In Festival is one of the world's largest diversity, equity and inclusion events. The festival has focused on topics including gender, age, culture, orientation, mobility, faith, mental health, and disabilities. WK New Zealand has been a Dive In sponsor since 2018, taking an active role in driving the advancement of diversity and inclusion in the insurance industry. Last year we proudly sponsored an event on "A pathway to equity – empowering women's financial wellbeing for a better tomorrow" by gender equity strategist, Angela Meyer, alongside AIG and Marsh. Some of the key takeaways we learnt on how the insurance industry can support our wahine include:

- Design policies for Pasifika women and single mothers to create systems beneficial for all (read the [Mako Mama Mangopare](#) report for more information)
- Increase female leadership to ensure women's voices are heard and their issues are addressed
- Involve men in the conversation to raise awareness and build advocacy
- Commit to long-term initiatives with lasting impacts



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