




We aim to be the most sought-after law firm in Canterbury and Westland, and key to this is being able to attract, develop and retain the best talent – this is part of our BHAG. With women making up more than half of those entering the legal profession, we're committed to actively working towards improving the retention and advancement of wāhine in our profession.

Gender Equality Commitment

Policy highlights:

- 🌀 Signatory to the Law Society Gender Equality Charter
- 🌀 Annual Gender Pay audits
- 🌀 Whānau Policy
- 🌀 Unconscious Bias training
- 🌀 Competency framework and equitable progression policy





You are so important to us – the whole you, not just the ‘at work’ you. Your family life - whatever that might look like - and the responsibilities that come with it, are part of who you are, and we want you to know that is important to us. We:

Whānau Policy

- o Normalise a comprehensive approach to childbirth, parenting and family life
- o Acknowledge that the makeup of families and priorities differ between families and different stages of life
- o Support all team members to achieve a fulfilling family/work balance and seek to minimise the impact of parenthood on career development
- o Understand that family responsibilities can range from a fertility journey to supporting elderly parents

Policy highlights

- 🌀 Paid fertility leave
- 🌀 Topped up paid parental leave for 12 weeks
- 🌀 Paid Partner’s leave
- 🌀 ‘Whānau Balance’ conversations and flexible work options
- 🌀 Back to Work bonus
- 🌀 Scaled budgets after parental leave, inclusive progression and remuneration reviews when on parental leave
- 🌀 Inclusive bereavement leave



At Corcoran French, we value diversity and inclusion and the benefits these bring to our firm. Diversity and inclusion embraces the unique experience, ideas, and skills of our people. They help us to attract and retain great people and to bring out the best in everyone, enabling us to better reflect and serve our clients and the communities that we interact with every day. By driving better outcomes through diversity and inclusion, we believe this can amplify our positive impact on the world.

Diversity & Inclusion Policy

Policy highlights

- 🌀 We're committed to an inclusive work environment, where people have a sense of belonging, feel connected and where difference is celebrated.
- 🌀 We value collaboration, embrace authenticity and want everyone to feel comfortable to bring their whole self to work
- 🌀 We're committed to attracting diverse talent and hiring and promoting fairly
- 🌀 We support flexible ways of working
- 🌀 We're committed to equal pay for equal work



We recognise our responsibilities as custodians of a multigenerational firm and are committed to building and maintaining a sustainable and resilient business. We believe that incorporating ESG principles, processes and practices within our business will help us achieve our goal of being the most sought-after law firm in Canterbury and Westland and will see us making a positive contribution to our staff, clients, community and planet.

ESG Policy

(Environment, Social, Governance)

Policy highlights

ENVIRONMENT

- 🌀 Toitū Envirocare Programme
- 🌀 In-house Enviro Committee

SOCIAL

- 🌀 Living Wage commitment
- 🌀 Diversity, Equity & Inclusion policy
- 🌀 Whānau policy
- 🌀 Gender Equity commitment
- 🌀 Charity of choice – Ronald McDonald House South Island (room sponsors)

GOVERNANCE

- 🌀 We focus on ensuring that we have appropriate internal controls and practices in place to ensure that our business operates in line with best practice.

