



HERBERT SMITH
FREEHILLS
KRAMER

FIRST NATIONS FOCUS:

OUR WORK IN SUPPORT
OF FIRST NATIONS
CLIENTS, COMMUNITIES
AND RECONCILIATION
IN AUSTRALIA
2024-2025

Acknowledgement of Country

Herbert Smith Freehills Kramer acknowledges the Traditional Owners of the lands where our Australian offices are based. We acknowledge Elders past and present and extend our respects to our Aboriginal and Torres Strait Islander colleagues, as well as the many First Nations clients and communities we are privileged to collaborate with and support.

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Thank you

The theme of National Reconciliation Week 2025 'Bridging Now to Next' reflects the ongoing connection between past, present and future. It is timely for us to reflect as a firm on our reconciliation journey to date.

We're enormously proud to share this overview of our partnerships with First Nations clients and communities across Australia and the impact that we have helped create, together.

We're also entering the next phase of our reconciliation journey following the 2023 referendum and a period of collective reflection. Our new First Nations Strategy (pp. 26), recently endorsed by the Australian Regional Executive, has been informed by learnings from over a decade of Reconciliation Action Plans (RAPs), an audit of our reconciliation activities, feedback from clients and partners, and input from First Nations colleagues and alumni.

The Strategy has been developed and will be led by the pro bono team, with a focus on where HSF Kramer can have the greatest impact, having regard to our firm's track record and spheres of influence, the diverse skills of our people and, significantly, what First Nations clients tell us they need.

The accompanying artwork reflects the journey we've undertaken to get to this point of real *Clarity* about where to focus our efforts – truth and justice.

The Strategy prioritises initiatives that promote truth and justice for First Nations people. This includes strategic pro bono partnerships with ground-breaking projects like Towards Truth, and community partnerships like that with the GO Foundation.

Reconciliation requires us to not just look externally but also walk the walk within our own organisation. The Strategy reinforces our commitment to fostering an inclusive and culturally safe workplace for First Nations colleagues, and to supporting career pathways for First Nations law graduates and lawyers.

Our people - and particularly the Reconciliation Champions - are at the heart of these efforts. Throughout these pages, you will see examples of their work across each of our Australian offices.

As a law firm, we prioritise being responsive to the needs and priorities of our clients as they evolve. Thank you to the First Nations clients who put your trust in us. From partnerships that span decades to new collaborations, we are proud to walk with you and look forward to continuing to support you in years to come.

Please do reach out to us if you would like to know more. We always welcome opportunities to exchange insights and experiences with clients, colleagues and the broader community.



Brooke Massender
Partner
Global Head of Pro Bono



Bianca Janovic
Pro Bono Counsel



Kishaya Delaney
Pro Bono Solicitor

First Nations Collective

The First Nations Collective was established and endorsed by Indigenous colleagues in 2020 to unite, support and empower First Nations voices at HSF Kramer in Australia. The Collective comprises team members who identify as Aboriginal and/or Torres Strait Islander. The First Nations Collective meet throughout the year.

In reflecting on their vision for reconciliation at our firm, the First Nations Collective has highlighted the importance of truth-telling, the firm being a place where First Nations people feel that they are valued and belong, continuing to build strong relationships with the First Nations community, and our offices celebrating First Nations culture and reflecting an understanding that we are on Aboriginal land.

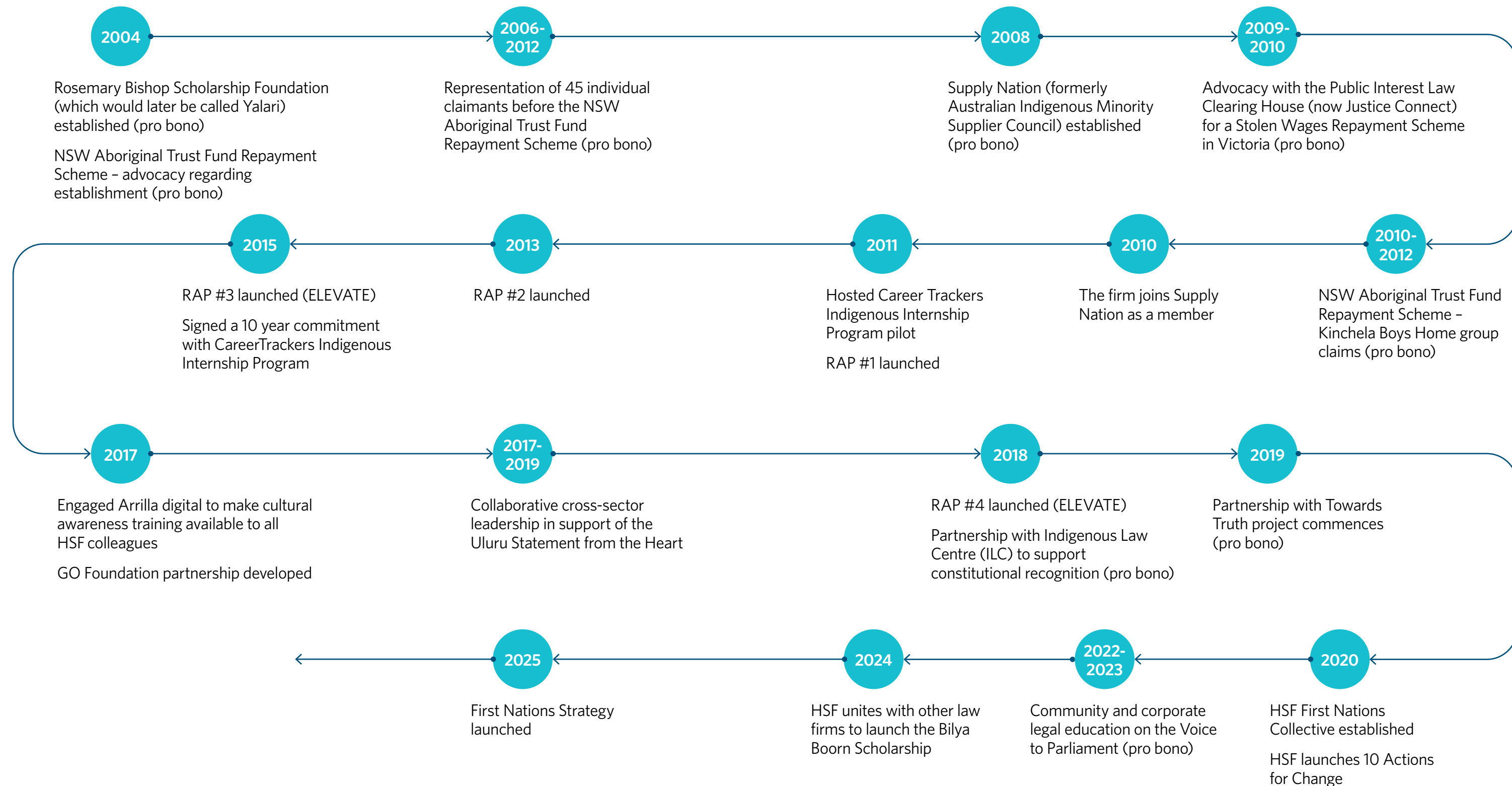
Reconciliation Champions

The firm's Reconciliation Champions are essential in driving the First Nations Strategy locally. Each Australian office has a group of Reconciliation Champions from all different parts of the firm who meet regularly to coordinate awareness-raising initiatives within their local office. They play a key role in planning and organising events for significant events, such as National Reconciliation Week and NAIDOC Week.

Check out pages 24-25 to read about some of the local initiatives coordinated by the Reconciliation Champions. Special thank you to the current Reconciliation Champions Chairs for all of their work:

- Perth: Zac Molloy Mencshelyi & Julian Sanders
- Sydney: Calida Tang and Penelope Han
- Brisbane: Riley Quinn and Kashanti Walmsley
- Melbourne: Matilda Murphy and Claire Tucker-Morrison

Our reconciliation journey



Supporting First Nations success

CareerTrackers

CareerTrackers is a national organisation dedicated to supporting First Nations university students in developing their professional careers by connecting them with employers for paid, multi-year internships. CareerTrackers also supports students to thrive in their studies while at university.

In 2011, HSF became the first law firm to join the CareerTrackers program, aiming to address the systemic disadvantage faced by First Nations people in private sector employment. As a long-term employment partner and the first law firm to sign a 10x10 partnership agreement, HSF committed to hosting up to 10 interns each year over a period of 10 years. CareerTrackers interns typically join HSF Kramer for 12-week internships during the Summer and Winter university breaks.



2025 Leadership Development Institute

The Leadership Development Institute (LDI) marks the culmination of the CareerTrackers summer internship program, bringing together students and alumni from across Australia for a professional development and networking event. In January 2025, the LDI took place in Melbourne/Naarm, where HSF Kramer interns and CareerTrackers alumni attended.

Abbey Debono, HSF Kramer CareerTrackers intern and 2024-25 Sydney Vacation Clerk, delivered an inspiring keynote at a networking breakfast attended by interns, alumni, and employment partners. Abbey shared her journey, starting as an intern at CPB Contractors, a construction company, before joining HSF Kramer as an intern and setting her sights on a clerkship with the firm.



CareerTrackers in Conversation

In August 2024, we held a special “CareerTrackers - In Conversation” event which showcased our relationship with CareerTrackers and the contributions made by First Nations people to the private sector. The discussion focused on how the CareerTrackers internship experience can pave the way for long and rewarding careers.

We heard from Manny Bell, Legal Counsel at the Commonwealth Bank of Australia and a former HSF intern, who joined Allira Jeffery (Solicitor, PEI) and Malachi Murljagic (National Partnerships Manager at CareerTrackers) for an enriching conversation.



Our recent interns



Alexander Lara is a proud Wiradjuri man, born and raised on Darkinjung country. Currently in his third year of studying a Bachelor of Laws at Macquarie University, Alex joined HSF Kramer to gain insights into working at a large firm, develop his skills, and take on challenging tasks.

Over the summer, Alex spent time in our Sydney office, dividing his experience between Miles Bastick’s Employment, Industrial Relations, and Safety team and Julie Couch’s Real Estate team.



Indi McKeown is a proud Barunggam woman, with her mob and family coming from the Chinchilla area. In 2025, she began her fourth year of a Bachelor of Arts/Laws (Honours) at the University of Queensland, majoring in Criminology and Indigenous Studies. Indi completed her fourth CareerTrackers internship over the summer with HSF Kramer’s Projects team. She spent time in the Brisbane office with Kathryn Pacey, Peter G Butler and their teams.



Abbey Debono is a proud Kamilaroi woman, born and raised on Darkinjung country. She is currently in her final year of studying a Bachelor of Laws at Macquarie University. In 2023, Abbey began her journey at HSF Kramer with a strong growth mindset and the ambition to create a pathway to her dream career in commercial law. Abbey has completed two internships and the Vacation Clerkship program, and also worked as a paralegal throughout her time at the firm to-date. She looks forward to commencing her graduate program with the firm in 2026.

Where are they now?



Allira Jeffery

Interned in 2018

Current role:
Solicitor, Environment Planning & Communities, Herbert Smith Freehills Kramer



Lauren Davies

Interned in 2017-2018

Current role:
Senior Solicitor at Legal Aid NSW currently on secondment to the Office of the Director of Public Prosecutions as First Nations Project Officer; Casual Academic at University of Technology Sydney



Corey Smith

Interned in 2013-2014

Current role:
Advisor to NSW Treasury, First Nations Expenditure & Outcomes



Kishaya Delaney

Interned in 2017-2020

Current role:
Solicitor, Pro Bono, Herbert Smith Freehills Kramer and shortly commencing a Master of Public Policy at the Harvard Kennedy School.

The Shopfront

YOUTH LEGAL CENTRE

The overrepresentation of First Nations people in the criminal justice and out-of-home care systems requires significant legal advocacy and support, such as the services provided by The Shopfront Youth Legal Centre (The Shopfront). The Shopfront is a free legal service for homeless and disadvantaged youth aged under 25, including many First Nations clients. It was established in 1993 and is jointly operated by HSF Kramer, Mission Australia and the Salvation Army.

The Shopfront represents and advises young people on a range of legal issues, with a particular emphasis on criminal law. The Shopfront team also advise victims of crime, like Jordan*:

Jordan* is a young First Nations man with a complex history of disadvantage and trauma.

Jordan experienced severe abuse in his childhood.

The Shopfront assisted Jordan with four claims for Victim’s Compensation relating to the abuse. With skilful assistance from an HSF Kramer lawyer, The Shopfront achieved a successful outcome on all four claims. Jordan received the maximum amount for each claim, totalling \$20,000.

Jordan couldn’t believe the outcome and was very happy. With his consent, Jordan’s case worker at The Shopfront arranged for him to get advice from a financial adviser so he could use the money for his future.

**Name has been changed for privacy*

In addition to assisting around 600 individual clients each year, The Shopfront also advocates for systemic change which will benefit all young people experiencing or at risk of homelessness.



First Nations Social Justice Graduate Program



Esther Adeyinka, Laura Russell, Jane Sanders, Daniella Burt, Jacki Maxton, Stephanie Everson, Elise Galati, and Emily Muir at the Legal Aid Conference.



Learning about First Nations in school and being able to connect the dots with my own heritage and my Grandfather’s experience as a recognised member of the NSW Stolen Generation ignited a spark in me to seek justice for all.”

OLIVER WILLIAMS

The Justice and Equity Centre (JEC) and The Shopfront have partnered to create a unique graduate program for First Nations law graduates interested in social justice. This program offers graduates hands-on legal experience at two well-established and highly respected legal centres at the forefront of social and criminal justice, as well as support to achieve admission as lawyers.

Oliver Williams, a proud Wiradjuri man, is the current graduate. He began with The Shopfront in 2024 and will transition to the JEC in 2025. As a First Nations Social Justice Graduate, Oliver’s role has included court appearances, legal research, taking client instructions, and handling Legal Aid and applications to access records under the GIPA Act NSW.

Oliver appeared in court for an 18-year-old young man who had grown up homeless and was born drug-dependent. Charged with several low-level domestic violence offences, property damage, and larceny, Oliver’s research into the young man’s home care records and presentation to the Magistrate resulted in a non-conviction good behaviour bond for 12 months. “This effectively gave this young person a second chance,” Oliver noted. Oliver plans to continue practising law, with aspirations to become a barrister and possibly an appointment to the bench.

Q&A with Tyson McEwan: 2025 SCOLA conference

The Society of Corporate Law Academics (SCOLA) annual conference is a key event that brings together scholars, professionals, and thought leaders to explore the latest developments in corporate law. Tyson McEwan, a Bardi and Kariyarra man from Port Hedland and Solicitor in our Perth office presented at the 2025 SCOLA conference. In this Q&A, Tyson shares insights from his presentation, highlights from the event, and key takeaways from engaging with experts in the field.



Q You presented at the 2025 SCOLA annual conference, can you tell us what your presentation was about?

A My presentation was about the use of corporate law and corporate accountability relating to Reconciliation Action Plans (RAPs). My presentation included First Nations perspectives and argued the case on why corporate law mechanisms should be used to enforce RAP commitments.

My presentation discussed the different potential levers that could be pulled to enact change, ranging from an amendment to the Corporations Act 2001 (Cth) to the introduction of a new legislative reporting instrument similar to the Modern Slavery Act 2018 (Cth).

Q How did your presentation go, and what made it successful?

A I think my presentation went amazingly! The topic of my presentation was unique compared to other presentations, so attendees were able to hear a different perspective about corporate law. Despite the wide-ranging topic of my presentation, I managed to keep it simple for the audience to follow and remain focused on the corporate law argument. I am most proud of how I helped the audience appreciate the importance of contextualising First Nations perspectives in the corporate law space.

Q At the conference, you also joined a panel for a Q&A session. Can you share some of the questions you received and discussions you had during the session?

A A key theme I was asked about was my preferred enforcement tool for RAP commitments. I would ideally include all of the available tools, but if I had to choose one it would be a standalone reporting legislative instrument. I would also strongly support an amendment to the Corporations Act to require the annual directors' report to include information on any impact on First Nations strategies.

Q What was your overall experience of the 2025 SCOLA annual conference?

A The SCOLA annual conference was very insightful, and I learnt so much about the current developments in corporate academia. The keynote speaker, Dame Sarah Worthington, set a very collaborative tone for the conference by talking about the levers within all of our networks that can drive change. Everyone was very supportive of each other's work, offering constructive feedback and sharing with presenters any resources that could assist them in the future.

Q Did you meet/talk to anyone interesting in the corporate law space or hear any perspectives or insights worth sharing?

A Everyone was super welcoming and friendly at SCOLA 2025. A highlight for me was taking two questions from Ian Ramsay from The University of Melbourne. We discussed various topics in corporate law and even talked about travel to the northwest of Western Australia. His interest in my paper was very significant for me.

Q You have also written a paper on this topic, can you tell us more about that? Do you have any plans to publish it?

A The paper is divided into two parts: Part I focuses on First Nations protocol and Part II addresses corporate law (substantial law). This structure helps readers understand the historical context of First Nations engagement with the Australian economy, and builds a case for why RAPs/supplier diversity targets need enforcement actions once a corporation makes the commitments. The paper also explores the role of corporate accountability in supplier diversity aspects of RAPs and the integration of First Nations self-determination within corporate mechanisms. Relying on the Corporations Act, the paper argues for greater transparency by using existing corporate mechanisms to improve First Nations supplier diversity opportunities with enforcement actions.

I have also been informed by LexisNexis that my paper has been recommended for publication in 2025. I'll keep the journal a surprise for now.

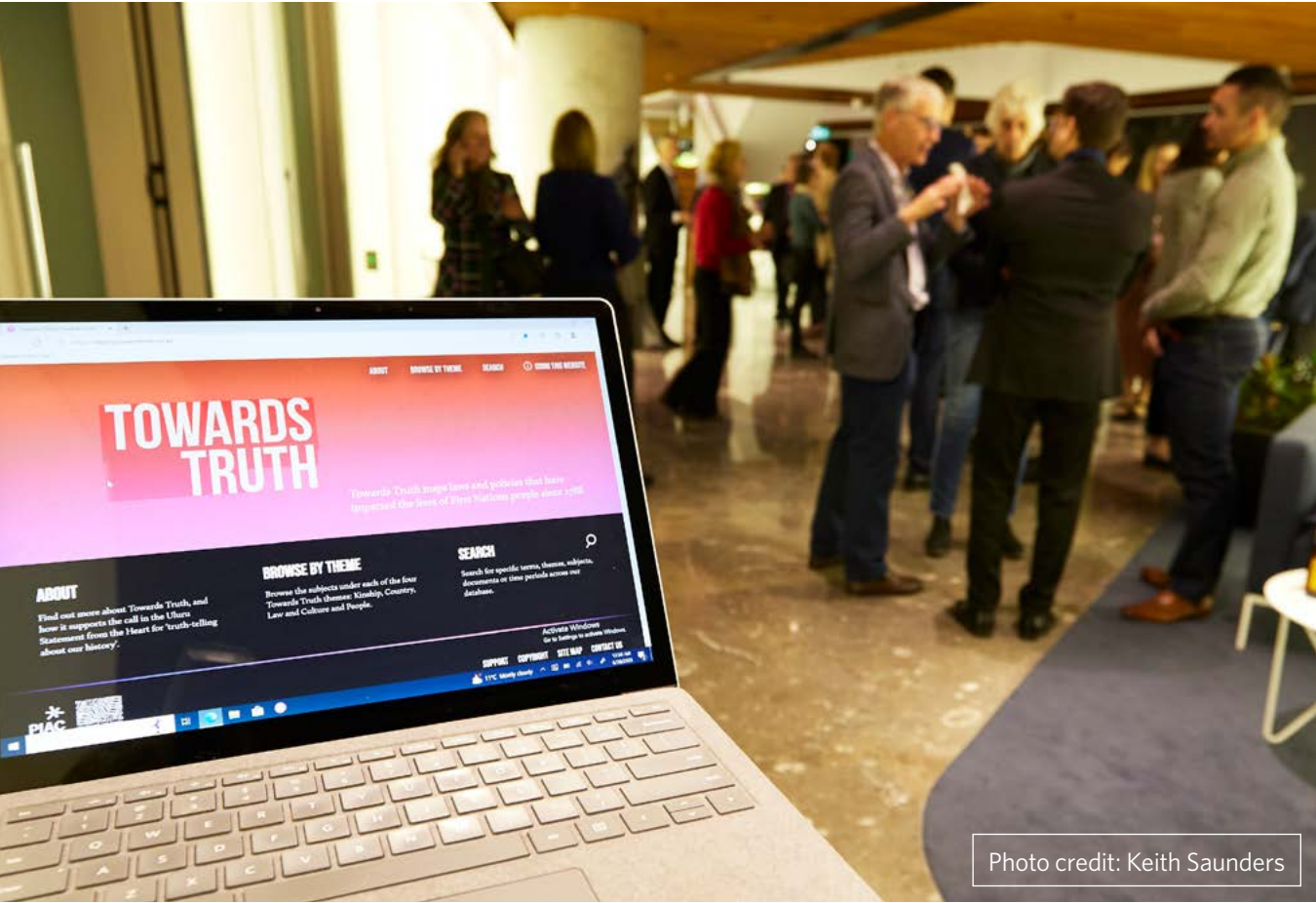


Photo credit: Keith Saunders

Towards Truth

HSF Kramer is proud to be a pro bono partner of Towards Truth, a collaborative research project led by the Indigenous Law Centre at the University of New South Wales (UNSW) and the Justice and Equity Centre (JEC, formerly the Public Interest Advocacy Centre).

Towards Truth was developed in response to the Uluru Statement from the Heart and aims to advance First Nations justice and truth-telling by mapping how parliamentary decisions have dispossessed and disempowered First Nations communities. The project has developed a publicly accessible database that allows users to search across different themes to understand what laws and policies were in place affecting First Nations people since 1788.

The focus of the research so far has been New South Wales, with the other jurisdictions to follow.

"Towards Truth promotes a shared understanding of the wrongs of our history, while also telling a story of resilience and resistance – how Aboriginal people have fought for justice and driven reform of unjust laws and policies."

ANNA HARDING,
TOWARDS TRUTH DIRECTOR JEC

More than 300 HSF Kramer team members have contributed to Towards Truth since 2019.

To support the transition from a database to a publicly accessible website, a team of solicitors and legal analysts from HSF Kramer's Intellectual Property and Digital Legal Delivery teams assisted with a review of documents uploaded to the Towards Truth database.

The teams reviewed the IP information for over 4400 documents uploaded into the Towards Truth database.

Since 2019, HSF Kramer lawyers from across Australia have supported the Towards Truth project by providing pro bono legal research and analysis of legislation and policies that have impacted on First Nations peoples' lives from 1788 to present day.

We continue to provide pro bono research support to Towards Truth as the database expands, to further document the vast catalogue of laws and policies that have impacted the lives of First Nations people since first contact.

HSF Kramer has contributed to the following topics:

Child removals; Forced removal; Placement of children; Adoption; Reparations; Custodianship; Land management; Conservation; Natural resources; Water; Mining; Dispossession; Frontier wars; Grant and sale of Crown land; Occupation; management and control of Crown land; Land rights and native title in NSW; Aboriginal land rights; Cultural Heritage; Protection; Misappropriation; Labour; Forced labour; Citizenship; Participation in democracy.



Community partnerships

GO Foundation

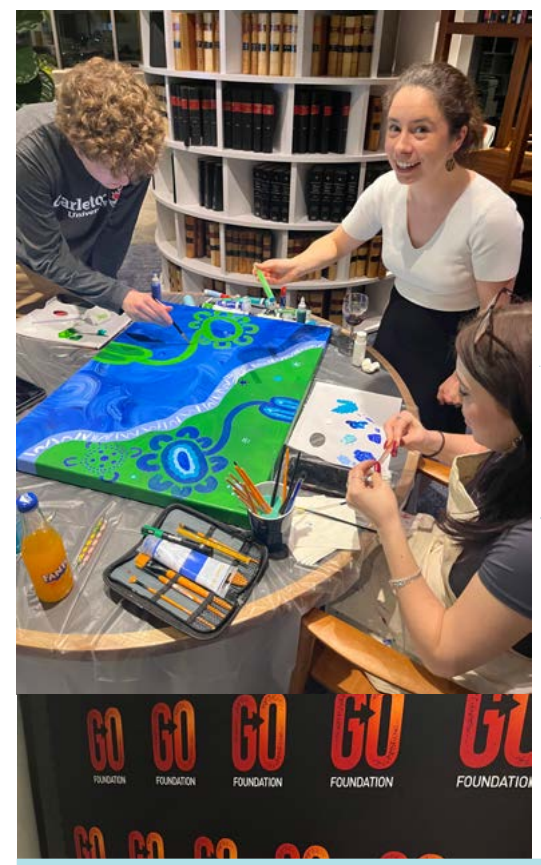
The Goodes O’Loughlin Foundation Limited (GO Foundation) is the philanthropic creation of two widely renowned and respected Aboriginal sportsmen and leaders, Adam Goodes and Michael O’Loughlin. In 2009, the GO Foundation started its journey in the NSW town of Dareton, where the GO Foundation provided community programmes, including presentations on healthy lifestyle, and vocational training for Indigenous students. In 2012, GO refocused its mission to education.



Since then, the GO Foundation has grown significantly with the implementation of its holistic Scholarship Program. The GO Foundation provides education scholarships to Indigenous students from primary school through to university across Sydney, Adelaide and Canberra. To improve educational outcomes, the GO Foundation helps direct resources to support school attendance and engagement, build aspirations and confidence by strengthening their students’ cultural identity and connecting them to their history and culture, and provide post-school pathways and options such as internships.

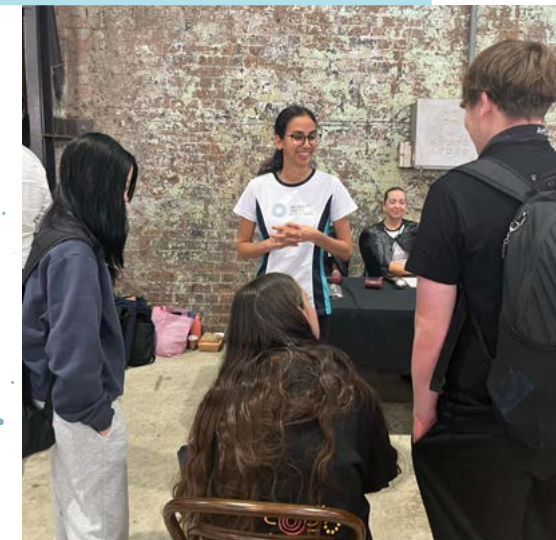


In September 2024, in partnership with the GO Foundation, we invited a small group of First Nations clients, colleagues, friends and allies to join us at Swans Headquarters for a special dinner. As we approached the anniversary of the referendum, it was an opportunity to come together and check in after the previous challenging year, and to show our appreciation for the attendees’ leadership and friendship.



During NAIDOC Week 2024, the Sydney Reconciliation Champions hosted a special Firm Social in the Sydney office, in collaboration with the GO Foundation. HSF guests enjoyed beverages from First Nations businesses, and food infused with native ingredients, while listening to the incredible voice of GO Scholar Aureille Smith. Attendees also had the opportunity to contribute to a live painting by GO Scholar Leah Gerrard and heard from GO Deputy-CEO Mark Heiss.

HSF Kramer was proud to support the GO Foundation Careers Experience. The event brought together over 200 Indigenous high school students from around Sydney in an ‘amazing race’ style event where students worked through a series of experience stations showcasing different career pathways. The HSF Kramer team facilitated a mini debate/hearing with the students to give them a taste of life as a lawyer.



Australian Indigenous Governance Institute

We have supported the Australian Indigenous Governance Institute (AIGI) over recent years with pro bono and in-kind support. AIGI is an independent, Indigenous-led centre dedicated to governance knowledge and excellence. They link First Nations people with world-class governance practices, resources, and professional development.

We were also proud to host the launch of the AIGI Emerging Directors Program in 2024. The program brings together Aboriginal and Torres Strait Islander individuals and equips them with the knowledge, skills, and networks to thrive as effective directors.



Attendees at the AIGI Emerging Directors Program, held at the Sydney HSF Kramer office.



Yalari

One of our long-standing and multi-faceted partnerships is with Yalari, an organisation providing First Nations children from regional and remote communities across Australia the opportunity to receive a full boarding school scholarship for their entire secondary education.

Since Yalari's inception 20 years ago, HSF Kramer has provided pro bono, volunteering and fundraising support to help Yalari achieve its vision to be one of Australia's great enduring educational and leadership foundations empowering Indigenous people from regional and remote Australia.

A major driver of HSF Kramer people engagement with Yalari is participation in the tutoring program. Starting in the Brisbane office several years ago and now expanded to Sydney, the program matches students from partner schools near the offices with a rotating roster of paralegals, graduates and solicitors to provide tutoring sessions. Our people tutor across a range of subjects, largely acting as a guide for the students. Across several years of tutoring, our people are rewarded by witnessing students develop into confident young scholars.

Once a year, Year 12 Yalari scholars from across Australia gather at HSF Kramer's Brisbane office for the first day of a 3-day Pathways Program. The workshop aims to provide students with the tools, resources and confidence to help navigate their post-graduation journey. HSF Kramer volunteers assist in three workshops: a seminar led by a Human Resources Manager to teach students about how to prepare for job interviews, and two practical workshops to develop students' resumes and cover letters and practice what they've learnt through mock job interviews. HSF Kramer volunteers thoroughly enjoy sharing their experiences in further education and in the workforce with students. It is also wonderful to see the students build deeper connections with their cohort as they prepare to complete their final year of schooling.

HSF Kramer colleagues also volunteer at Yalari's major fundraising events, the Gala Dinners, held in capital cities across the country. On the night, Yalari event coordinators organise a fantastic mix of speeches from students and alumni, dance and music performances by current students, HSF-sponsored student awards presentations, and a thrilling live auction. Our volunteers assist attendees to access the silent auction, sell raffle tickets and pack auction items for the winners. By the end of the night, attendees are able to see how many years of schooling their fundraising efforts have covered.



Pro bono spotlight

DeadlyScience

As a young Aboriginal boy, Corey Tutt, the founder of DeadlyScience, developed a love for all things Science, Technology, Engineering and Mathematics (STEM). However, when at school, Corey experienced little encouragement to pursue a career in STEM. As an adult, Corey saw firsthand that schools in remote communities with high Aboriginal and Torres Strait Islander enrolment numbers had less access to STEM resources than schools in Metro areas. Corey has since dedicated his life to closing the equity gap in access to STEM education and resources. What started with Corey personally purchasing and sending STEM resources to regional schools has now become DeadlyScience.

DeadlyScience is Australia's leading Indigenous STEM charity, providing STEM resources and innovative learning experiences to over 1,700 regional and remote schools and community organisations across Australia.

HSF Kramer has been there every step of the way for DeadlyScience, providing pro bono legal assistance since 2020. The Melbourne Charity Law team first assisted with the organisation's incorporation and charity registration. Since then, HSF Kramer teams across Australia have advised DeadlyScience on over 30 pro bono matters.

A particularly notable matter was the successful takedown of counterfeit products for DeadlyScience by our Melbourne IP Disputes team. Various online third-party retailers had been selling merchandise featuring the 'DeadlyScience' logo without authorisation. HSF Kramer not only assisted in taking down 59 websites selling counterfeit versions of DeadlyScience merchandise but also set up a running 'watch' for potential trademark infringers to prevent these incidents from recurring. This has enabled Corey and his team to focus on delivering their important services to the community and growing their organisation.



Our BD team had the opportunity to visit IndigiGrow and spend an afternoon learning from Peter Cooley about the extraordinary work they do to build empowered, resilient Indigenous communities.

"We could never have done what we've done over the last 13-14 years without the relationship with HSF Kramer."

**PETER COOLEY,
FIRST HAND SOLUTIONS
ABORIGINAL CORPORATION**

IndigiGrow

HSF Kramer is proud to have worked with IndigiGrow, a 100% Aboriginal-owned, run and staffed, not-for-profit native plant project of First Hand Solutions Aboriginal Corporation, for over twelve years.

HSF Kramer has recently been advising IndigiGrow on short and longer term opportunities for IndigiGrow and similar non-profit Aboriginal groups to participate in biodiversity markets and related programs in NSW that have the potential to improve biodiversity outcomes for Country.

Our work has included identifying and recommending options for IndigiGrow to participate in existing markets and programs. We have also reviewed statutory, regulatory and other Commonwealth and NSW frameworks to identify and make novel recommendations on strategies to seek reforms, that increase Aboriginal participation in, and funding for, activities that enhance native biodiversity.



Aboriginal Art Centre Hub of WA

The Aboriginal Art Centre Hub of WA (AACHWA) is a key organisation that supports Aboriginal art centres by promoting Aboriginal art and artists across Western Australia. AACHWA is one of our Perth office's top pro bono clients, and HSF Kramer has proudly supported AACHWA since 2020.

In recent years, the Employment, Industrial Relations and Safety team at HSF Kramer has assisted AACHWA across a range of employment and industrial matters. Our support includes advising on employment systems, award coverage, drafting employment contracts, analysing compliance risks, and developing workplace policies.

Supporting First Nations charities

The firm's Charity Law team supports many First Nations clients by providing invaluable guidance on entity incorporation and charity registration, charity tax and tax deductibility advice and advice on structuring and governance. Across 2024-25, we are proud to have provided support and encouragement to Na Djinang Circus, Winmarra Foundation, Mounty Aboriginal Youth & Community Services, Rowan's Walk, Mujaay Ganma Foundation Aboriginal Corporation, Native Foodways, and Community First Development.



First Nations Pro Bono Guide

In 2024, the Australian Pro Bono Centre conducted a review of the National Pro Bono Target, revealing a pressing need for clear guidance on delivering culturally safe and effective pro bono legal services for First Nations clients.

In light of these insights, we partnered with the Centre to engage the Messenger Bird Collective, a First Nations consultancy, to develop a best practice guidance paper specifically for pro bono legal practitioners working with First Nations clients.

Providing pro bono legal services requires a deep understanding of the historical and systemic barriers that hinder access to justice for First Nations peoples, who continue to endure systemic disadvantage and discrimination in the legal system. Legal practitioners play a vital role in addressing these inequities by prioritising cultural safety, human rights, and trauma-informed approaches.

The Centre's review of existing guidance materials for legal professionals in Australia and comparative jurisdictions such as Canada and New Zealand underlined the significance of cultural competence, clear communication, and ethical engagement. However, tailored guidance for pro bono lawyers remains insufficient. This project aims to bridge that gap by developing a comprehensive Guidance Paper for pro bono providers in Australia.

The Guidance Paper is being crafted through desktop research and consultations with First Nations pro bono practitioners, non-Indigenous practitioners, First Nations clients, and key community and industry stakeholders. It will offer law firms and lawyers practical advice on delivering culturally safe and appropriate pro bono legal services to First Nations clients. The aim of the Guide is to empower legal practitioners to understand and address the unique needs of First Nations peoples, thereby promoting equitable access to justice and supporting self-determination.



According to the [Australian Pro Bono Centre](#), Aboriginal and Torres Strait Islander peoples were the largest individual client group for pro bono legal services across Australia in 2024.

We are proud to work with many incredible organisations, including:



Around the grounds



The Sydney Reconciliation Champions' annual First Nations Gift Guide, released each November, offers diverse gift ideas from First Nations creators and highlights causes to support.



The Sydney, Melbourne and Perth offices led the 2023-24 National Holiday Gift Drive, collecting over 327 gifts for Weave Youth & Community Services' Kool Kids Program, supporting children and young people to build positive relationships, cultural engagement and opportunities to have fun, learn, build confidence, grow and develop together with their community.



The Sydney Reconciliation Champions hosted a Great Book Swap for Indigenous Literacy Day, raising funds for the Indigenous Literacy Foundation and donating unsold books to Mounty Aboriginal Youth & Community Services.

Your generosity has brought joy to many, and has helped us get on with the job of providing life changing support to children, young people and families facing complex issues."

YVETTE HYMANN
(FUNDRAISING & VOLUNTEER
MANAGER AT WEAVE)



The Sydney Reconciliation Champions organised an Aboriginal Harbour Heritage Tour in the Botanic Gardens of Sydney to learn about the stories, history and traditions of the Gadigal people.



The Melbourne office hosted Pirritu, a talented Ngaympaa man and First Nations singer-songwriter, at the Friday Night Social in July 2024 during NAIDOC Week. His soulful performance and storytelling resonated deeply with everyone present, creating an unforgettable evening.



Allira Jeffery (Solicitor) presented at the Reconciliation Queensland National Reconciliation Week Afternoon Tea, sharing insights as a panellist alongside other First Nations lawyers, to an audience of First Nations lawyers and law students.



(L to R: Dr Sarah Murray, Tyson McEwan, Dr Hannah McGlade, Aurora Milroy, Prof Paul Maginn, Hon Ken Wyatt, Sophie Coffin and Dr Murray Wesson)

On the eve of the one-year anniversary of the Voice Referendum, Tyson McEwan (Solicitor) joined a panel at the University of Western Australia to discuss the referendum's outcome, challenges ahead, and opportunities for First Nations Australians, reigniting the conversation on self-determination.



The 2024-25 Holiday Season Donation Drive was dedicated to DeadlyScience's '5,000 Books Encore,' aimed at raising funds to purchase and distribute books authored by Aboriginal and Torres Strait Islander people.



To celebrate NAIDOC Week 2024, the Brisbane Reconciliation Champions raised awareness of community events happening throughout Brisbane and worked with the fantastic Client Services team to arrange an office wide lunch featuring Indigenous ingredients.



The Perth Reconciliation Champions hosted a client event at WA Museum Boola Bardip, featuring a guided tour of the Wesfarmers Gallery and insights into First Nations history.



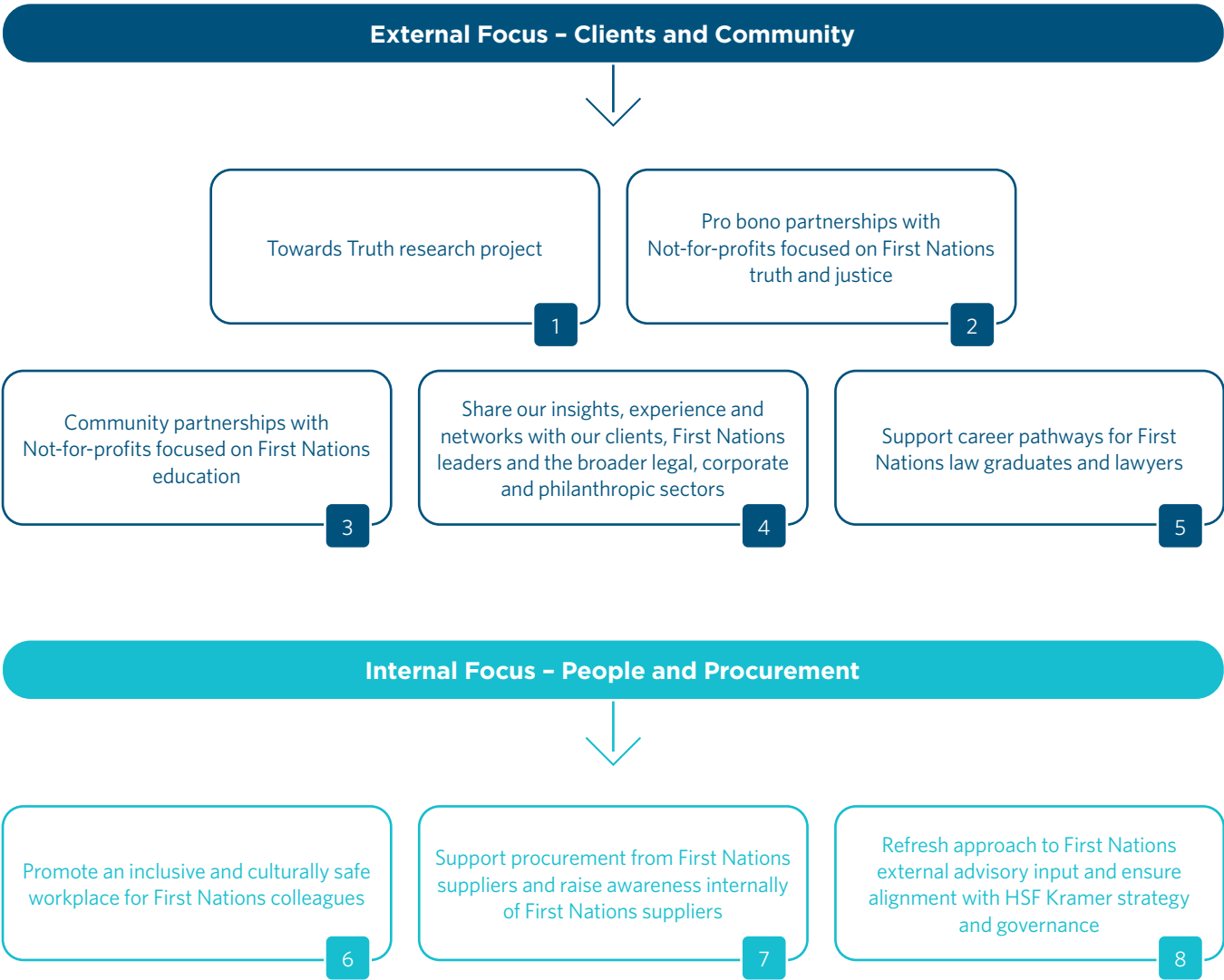
To celebrate NAIDOC Week 2024, the Perth Reconciliation Champions hosted a vibrant Nyitting (Creation) Experience with Djirriily Dreaming, featuring captivating storytelling and the uplifting 'Celebration Song' led by Belinda Cox, a knowledgeable Kangeang/Bibblemum Noongar woman.



A group of WA law firms, including HSF Kramer and led by our Perth office established the Bilya Boorn Scholarship to support Aboriginal and Torres Strait Islander law students. Launched in 2024, the Scholarship's inaugural recipient was Paige Littlefair.

First Nations Strategy – Our priorities

Recognising our unique position as a global law firm with a long history of contributing to reconciliation initiatives in Australia, our First Nations Strategy prioritises initiatives that promote truth and justice for First Nations people. The Strategy focuses on where HSF Kramer can have the greatest impact, having regard to our firm's track record and spheres of influence, the diverse skills of our people and, significantly, what First Nations clients tell us they need.



'Clarity'



'Clarity' (January 2021) by Marrawuy Journeys artist Sarah Richards, Wongaibon Country.

About the Artist

Sarah Richards is a proud Ngiyampaa woman, born on Gadigal land and now living and working on Ngunnawal and Ngambri countries. A contemporary artist and founder of Marrawuy Journeys, Sarah uses art as a medium for storytelling, connection, and healing. The name Marrawuy (pronounced Mar-ra-way) means red kangaroo in the language of Sarah's Wongaibon ancestors and was the totem of her ancestor Richard King.

Sarah's creative journey began in childhood, but her reconnection to painting came during a period of personal grief and transformation. In 2017, she began attaching her own stories and values to her artworks, reflecting a powerful shift in how she expressed her identity and experiences. "Aboriginal art is about storytelling—so I started telling mine."

Sarah created the cover artwork *Clarity* in 2021. Painted in the aftermath of the pandemic and a time of major life and career decisions, the artwork represents the chaos of change and the calm that can follow. "It was a tough time, but it helped me realise I wanted to pursue Marrawuy Journeys more seriously," Sarah explains. The piece features two

disjointed pathways disrupted by a central storm, eventually converging under blue skies. "Not all storms come to disrupt your life—some clear a path," she says.

Sarah also facilitates art workshops that invite others to share their own stories, building empathy and understanding.

Through Marrawuy Journeys, Sarah continues to create space for healing and connection—one brushstroke at a time.



