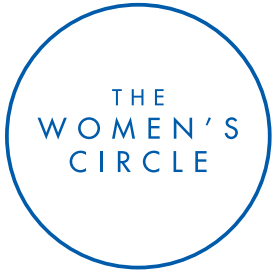


THE
WOMEN'S
CIRCLE



GILBERT+TOBIN



FOREWORD



DANNY GILBERT

At Gilbert + Tobin everything we do is driven by the energy and innovation of our people. Our commitment is to be the best corporate law firm in Australia and an outstanding corporate citizen. We do both by providing leading services and commercial solutions, to complex matters, for our clients and serving the community through our substantial pro bono practice, our support for Universities, the arts and the community sector. This involves engaging the best talent the market has to offer.

The Women's Circle represents all of these values. It is also an expression of our belief in collaboration and knowledge sharing. Through this program, lasting bonds between 50 of the brightest emerging women of enterprise in Western Australia will be formed as they find inspiration and camaraderie with 12 of Australia's leading, highly successful women forging the path before them. I am proud to see Gilbert + Tobin's entrepreneurial spirit finding a voice through The Women's Circle. I eagerly anticipate the contribution this initiative will undoubtedly make to greater diversity and gender equality across all sectors of business in Australia in the years to come.

Danny Gilbert

Managing Partner, Gilbert + Tobin



MICHAEL BLAKISTON

The Perth Office of Gilbert + Tobin has always embraced gender diversity.

Over 25 years ago I employed a mother of three children on a part time basis, who ultimately became a partner of the firm. The benefits of career paths for working mothers was dear to me but was not broadly embraced. However following much effort, the opportunities for our younger emerging women leaders are finally opening up.

Given that the creation of professional networks and relationships can be more challenging for women in Perth, we have embraced an initiative of the Gilbert + Tobin Melbourne Office and are introducing it to our Perth community.

The Women's Circle will provide a platform for emerging women leaders in our community to meet, be inspired and to learn from those who influence our lives in Western Australia. The experience is intended to create the opportunity for our future women leaders to broaden their networks and to above all, be further immersed in the wider business community of Western Australia.

Michael Blakiston

Perth Partner, Gilbert + Tobin

WELCOME TO THE WOMEN'S CIRCLE



SARAH TURNER



CLAIRE BOYD



JULIE ATHANASOFF

Australia's most progressive corporations, industry sectors and government entities look for talent, leadership and outstanding performance in their top executives. Yet women are still under-represented in senior leadership roles.

The Women's Circle is a unique professional development and women's networking initiative offered by Gilbert + Tobin to support the next era of leadership in Australia. We are delighted to introduce The Women's Circle to Perth.

The program is a successful initiative born out of the Gilbert + Tobin Melbourne office by the head of litigation Janet Whiting AM, in which 50 emerging women leaders are invited to come together in a year-long, carefully curated career enrichment program.

Aimed at the best and the brightest women across Perth's business landscape, these women will represent key organisations from a range of public and private enterprises, government and industry sectors.

Over a 12 month period, the individuals who have been hand-selected by their organisations to join the program will gain access to a stimulating professional development and networking program. They will be inspired by the outstanding and influential women who have agreed to be part of our program as keynote guest speakers. Simultaneously, each participant will build their own friendships and professional working alliances.

Networking opportunities in Perth for professional women can be limited, and it is true that in focusing on professional success and the challenges that come with that, women often look up after reaching a certain level of success and find they have a narrower circle than their male counterparts. This program has the framework to provide each member with an opportunity to build professional working alliances across sectors, to inspire and to cultivate connections and interests that have the potential to sustain and nurture them through their entire careers, personally and professionally.

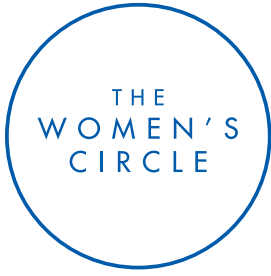
This project is a natural fit for Gilbert + Tobin where we are driven by the core values of High Performance, Innovation, Authenticity and Collaboration and we develop and advance our people from a broad range of backgrounds, experiences and points of view. Thirty five percent of our partners are women, and women make up sixty two percent of our total employee numbers.

The elevation of more women to positions of leadership across business is one part of addressing the gender imbalance. A rich and extensive network of professional contacts throughout business, especially among women, is equally important.

It is our hope that, regardless of the sector, talented, educated professional women will increasingly be selected to guide key decision-making in all spheres of business and that sooner rather than later women will run more companies, sit on more boards, help determine government and industry policy in greater numbers and influence the sustainable economic development of more organisations.

We look forward to getting to know the 50 impressive and talented professional women who will become the inaugural members of the Perth Women's Circle in 2018 - 2019, and to following their respective achievements and career journeys in the years to come.

Sarah Turner, Claire Boyd and Julie Athanasoff
Perth Partners, Gilbert + Tobin



INVITATION TO JOIN THE WOMEN'S CIRCLE

Selected organisations committed to the advancement of women in their respective professions will be invited to nominate an employee to join The Women's Circle.

The women who are nominated by their Chairman or Chief Executive Officer to participate will commit to a 12 month program.

There will be four key areas of focus: talent, opportunity, inspiration and networking. Gilbert + Tobin will host a two hour forum each month. Every session will involve a keynote speaker address, an industry sector insight 'bites' presentation, question and answer sessions and discussions.

Each participant will have the opportunity to strengthen their personal networks and learn more about the group of women who are their peers, while gaining a greater appreciation of the breadth and scope of activities that are being planned and implemented across a range of sectors. The insight and understanding they will accrue each month will add value to their own work and professional interactions.

DETAILS

The Perth Women's Circle 2018 - 2019 series will be presented at Gilbert + Tobin's Perth office in the Ground Floor Conference Room, Tower 2 Brookfield Place, 123 St Georges Terrace, Perth.

- The Perth Women's Circle will run over the 2018/2019 financial year.
- The event schedule of dates and times will be released prior to the program launch on 24 July 2018 at 5.30pm.
- Industry sector insight 'bites' – information sessions on key innovations, strategies and policy initiatives being developed and delivered in Perth that are shaping current business priorities and future directions. Participants will gain valuable information and learn about important developments regarding Perth's social and business communities that they might otherwise not be aware of.
- Keynote guest speaker address - the focal point of our monthly forums will be the chance to hear from one of 12 inspirational, successful Australian women who are committed to furthering the professional advancement of other women.
- The Women's Circle alumni will each receive a booklet containing the profiles and professional details of each of their fellow members.
- In future years, members will be invited to attend subsequent professional functions and events in order to remain connected with, and support their peers.
- Participation in The Women's Circle will incur no cost.

THE WOMEN'S CIRCLE 2018 - 2019 PROGRAM

Commencing in July 2018, The Women's Circle will convene once each month at Gilbert + Tobin's offices in Perth. Over the course of a year, 12 highly influential professional women will share their personal stories of challenge and success and their own knowledge and insights with the members of The Women's Circle. Without exception, each of the women who make up our program of speakers play important roles in shaping current policy and decision-making across the spectrum of businesses and government organisations they represent. Their credentials span across sectors, from media, health and research, the arts, sport, education and government. Participants will gain rare access to, and understanding of, the critical factors that have led to their individual successes and current positions of influence in their respective fields.



THE HON. JULIE BISHOP MP

Julie Bishop MP is the Minister for Foreign Affairs in Australia's Federal Coalition Government. She is also the Deputy Leader of the Liberal Party and has served as the Member for Curtin in the House of Representatives since 1998. Minister Bishop was sworn in as Australia's first female Foreign Minister on 18 September 2013 following four years in the role of Shadow Minister for Foreign Affairs and Trade. As Minister for Foreign Affairs, Minister Bishop led the development of the 2017 Australian Foreign Policy White Paper – the first review of Australia's international engagement for 14 years. She has strengthened Australia's key strategic and economic relationships and enhanced Australia's engagement with Pacific Island countries, including normalising relations with Fiji, leading international recovery and reconstruction efforts in Vanuatu and establishing a school of government in Papua New Guinea. Minister Bishop promoted Australia's interests at the United Nations Security Council, playing a lead role in the international response to the downing of Malaysian Airlines flight MH17 over Ukraine for which she was awarded the Commander of the Order of Merit of the Netherlands Ministry of Foreign Affairs, in 2014. She previously served as a Cabinet Minister in the Howard Government as Minister for Education, Science and Training and as the Minister Assisting the Prime Minister for Women's Issues. Prior to this, Minister Bishop was Minister for Ageing. Before entering Parliament Minister Bishop was a commercial litigation lawyer at Perth firm Clayton Utz, becoming a partner in 1985, and managing partner in 1994. In 2017, the University of Adelaide awarded Minister Bishop the Honorary Degree of Doctor of the University for her contribution to Australian parliamentary service.



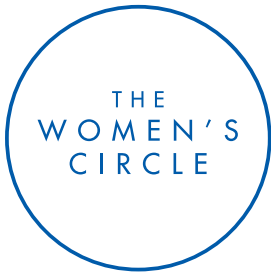
DIANE SMITH-GANDER

Diane Smith-Gander is non-Executive director AGL Energy, Wesfarmers Limited, Chair of Safe Work Australia, Asbestos Safety & Eradication Council, a board member of Keystart Loans, Henry Davis York, CEDA and immediate past President of Chief Executive Women, Australia's pre-eminent women's advocacy group. Diane has held a wide range of non-executive roles in the past including Chairman of Broadspectrum, Deputy Chairperson of NBNCo, non-executive director of the CBH Group, commissioner of Tourism WA and board member of the Committee for Perth. Diane's last executive role was Group Executive at Westpac; a member of the leadership team of the corporation, responsible for all Information Technology, back office operations, global vendor management and property. Diane was a General Manager at Westpac for 10 years in the 1990s responsible for back office functions, retail networks and support functions. Prior to re-joining Westpac Diane was a partner at McKinsey & Company in Washington and New Jersey serving clients in diverse industries globally. Diane became a senior advisor to McKinsey in Australia in 2016. Diane has been active in sports administration and is a past Chairman of both Basketball Australia Limited, the sport's peak body, and the Australian Sports Drug Agency, the government agency responsible for deterring the use of performance enhancing drugs. Diane holds an MBA from the University of Sydney and a BEc from the University of Western Australia (UWA). In 2015 she was awarded an Honorary Doctorate of Economics from UWA. She is a Fellow of the AICD and Governance Institute of Australia and an adjunct professor of corporate governance at UWA where she serves on the advisory board of the Business School. Diane is a keen downhill skier and operates a vineyard in Margaret River.



PROFESSOR FIONA WOOD

Professor Fiona Wood is one of Australia's most innovative and respected surgeons and researchers. A highly skilled plastic and reconstructive surgeon and world leading burns specialist, she has pioneered research and technology development in burns medicine. She is a Director of the Burns Service of Western Australia (BSWA), a Consultant Plastic Surgeon at Fiona Stanley Hospital (previously at Royal Perth Hospital) and Princess Margaret Hospital for Children, co-founder of the skin cell laboratory in WA, Winthrop Professor in the School of Surgery at The University of Western Australia, and co-founder of the Fiona Wood Foundation. Professor Fiona Wood's dedication to improving outcomes for burns patients and expanding the knowledge of wound healing began in 1991 when she became trained as West Australia's first female plastic surgeon. Professor Wood's enduring legacy is her work pioneering the innovative 'spray-on skin' technique (Recell) with scientist Marie Stoner. In October 2002, Fiona was propelled into the media spotlight when the largest proportion of survivors from the 2002 Bali bombings arrived at Royal Perth Hospital. Fiona was named a Member of the Order of Australia (AM) in 2003. In 2005 her contribution to burns care was recognised through Australia's highest accolade when she was named Australian of the Year by Australian Prime Minister John Howard at a ceremony in Canberra to mark Australia Day.



THE WOMEN'S CIRCLE 2018 - 2019 PROGRAM



MOYA DODD

Moya Dodd is a former vice-captain of the Matildas. She serves on the Asian Football Confederation's Executive Committee, where she chairs the Women's Football Committee. She was also one of the first women on FIFA's Executive Committee, from 2013-2016, and spent ten years on the board of Football Federation Australia (2007 – 2017). As one of the first three women on the FIFA Executive Committee, Moya chaired FIFA's Women's Football Task Force, becoming "one of the most credible and outspoken voices for change within the organization" (Vice Sports), and "the driving force in the recent push for women within FIFA" (New York Times) while leading the #womeninFIFA reform campaign. She is a member of the ICAS, the governing body of the Court of Arbitration for Sport, and serves on the AFC Legal Committee. Moya is a Partner at Gilbert + Tobin Lawyers, and the honorary president of Women in Sports Law. Moya was recently appointed chair of Common Goal (a non-profit founded by Juan Mata and streetfootballworld) through which football players can donate 1% of their salary to football programs that enhance the UN Sustainable Development Goals. She was listed in World Soccer magazine's People of the Year in 2013, and named as the overall winner of the AFR Westpac Women of Influence awards and listed in the Top 50 LGBTI Executives by Boss Magazine in 2016. She also received the IOC Women and Sport Award 2016 for Oceania. In March 2018, she was named the 7th most powerful woman in international sport (outside the US) by Forbes magazine.



JANET HOLMES À COURT

Janet Holmes à Court is owner of the Janet Holmes à Court Collection. She is Chairman of the Australian Children's Television Foundation and the West Australian Symphony Orchestra and Deputy Chairman of the Chamber of Arts and Culture WA (CACWA). She is a Board Member of the Australian National Academy of Music (ANAM), the Australian Major Performing Arts Group (AMPAG), the Australian Urban Design Research Centre (AUDRC), the Australian Institute of Architects Foundation (AIAF) and the New York Philharmonic International Advisory Board. Janet is also a member of the Centenary Trust for Women Board of Advisors at the University of Western Australia, the State Buildings Advisory Board, Western Australia and Commissioner for Australia for the Venice Architecture Biennale.



NARELDA JACOBS

Narelda Jacobs has been a journalist at Network Ten since 2000 and was appointed the presenter of TEN Eyewitness News Perth in 2008. In an industry well known for its ever-changing nature, Narelda has established herself as a prominent identity within the local community. Her on-air profile has given Narelda the opportunity to motivate young people to accept their social responsibilities. A patron of the Motor Neurone Disease Association WA, Narelda is also an Ambassador for Breast Cancer Care WA, and the Disability Services Commission. In 2011, she was one of 13 WA women who trekked Kokoda to raise money for Breast Cancer Care WA. Narelda has MC'd high profile events and has shared the stage with Prime Ministers, international business leaders and humanitarian advocates. Earlier in her journalism career she was selected to represent Network Ten at a professional development program at CNN Headquarters in Atlanta, Georgia. Prior to that, she was also chosen for a Rotary Group Study Exchange to Arizona.

THE WOMEN'S CIRCLE 2018 - 2019 PROGRAM



ANDREA HORWOOD

Andrea Horwood is the Co-Founder & CEO of WelleCo. Andrea has had extensive experience in the publishing, media and beauty industries both in Australia and internationally. She founded and edited the innovative award-winning magazine Australian Style, and helped launch Becca Cosmetics globally. Andrea founded the chemical-free sunscreen brand Invisible Zinc, before establishing WelleCo with Elle Macpherson in 2014. She is a Board member of Art Gallery WA and regular Vogue Contributor. WelleCo elixirs are dietary supplements designed by leading nutritional doctors using carefully formulated ingredients derived from wholefoods. In easily absorbable powder form, they are designed to nourish the body's 11 systems from the inside out. Based in Western Australia, WelleCo products are available globally.



WENDY MARTIN

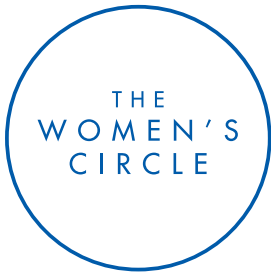
Wendy Martin, Artistic Director of Perth Festival, has delivered three acclaimed festivals in 2016, 2017 and 2018. These have been widely praised for their passionate sense of social and moral purpose, high quality and deep connections. In 2017 more than 360,000 people attended 250 free and ticketed events. She has introduced successful audience development strategies including Festival Connect, a wide-ranging program of progressive collaboration across the arts, education and broader community. She initiated a Disability Arts program that has made the Festival a vital point of connection for the Australian and international disability arts community. From 2011-2015, Martin was Head of Performance and Dance at the Southbank Centre, London. From 2000-2011 she was Head of Theatre and Dance at Sydney Opera House. She created distinctive international programming at these iconic cultural centres and developed a range of new festivals including the Unlimited festival of new work by disabled artists that was a highlight of the London 2012 Cultural Olympiad, Spring Dance at Sydney Opera House in 2009, and in 2001, Message Sticks a festival of Indigenous arts and culture. She has nurtured the careers of emerging and established artists and commissioned award-winning new work with international partners.



CARMEL MCLURE AC, QC

Carmel McLure AC, QC is the former President of the Court of Appeal of the Supreme Court of Western Australia. Appointed a Justice of the Supreme Court in 2001 and a Justice of Appeal on the establishment of the Court of Appeal in 2005, she was appointed President in 2009. Carmel retired from the Bench in 2016. A graduate of UWA and Oxford, she served as Private Secretary to the Commonwealth Attorney General before joining a corporate law firm where she became a partner in 1984. In 1995, she went to the Bar and was appointed Queen's Counsel in 1997. Carmel is a Director of the Fremantle Port Authority and a member of the Governance Oversight Committee of the Sarich Neuroscience Research Institute. She has served on the Governing Council of the Judicial Council of Australia, the Rhodes Scholarship Selection Panel, the Western Australian Academy of Performing Arts and as President of the Friends of the Art Gallery of WA. In 2016, Carmel was appointed a Companion of the Order of Australia for eminent service to the law and judiciary in Western Australia, to legal administration and professional development, and to the community through contributions to tertiary education and arts organisations.

Through this program, lasting bonds between 50 of the brightest emerging women of enterprise will be formed as they find inspiration and camaraderie with 12 leading, highly successful women forging the path before them.



THE WOMEN'S CIRCLE 2018 - 2019 PROGRAM



THE HON. JUSTICE KATRINA BANKS-SMITH

Her Honour grew up in Tasmania. She graduated in law with first class honours from the University of Tasmania in 1988. She was admitted to the Supreme Court of Tasmania in 1990 and then relocated to Western Australia to join the firm then known as Parker & Parker. Parker & Parker was then one of Perth's major commercial law firms. In 1992 her Honour was awarded a Commonwealth Government scholarship to attend Cambridge University. Her Honour graduated with the degree of Master of Laws, first class. Her Honour returned and joined the partnership of Parker & Parker in 1996, and remained a partner following its merger with Freehills. Her Honour specialised in commercial litigation. She was the head of Freehills' Perth litigation group for some years and was also actively involved in its national practice and a long term proponent of flexible work hours. In 2009, her Honour joined the independent bar, primarily undertaking complex commercial dispute work in the corporate, financial and mining sectors, but was also involved in regulatory work for the Legal Practice Complaints Committee and the Australian Competition and Consumer Commission. She was appointed Senior Counsel in 2013. Her Honour was appointed to the Supreme Court in July 2016 and the Federal Court in February 2018. She currently chairs the Notre Dame Law School Advisory Board and is a member of the Perth Children's Hospital Ethics Committee.



PROFESSOR DAWN FRESHWATER, BA MANC., PHD NOTT., FRCN, RN, RNT

Professor Dawn Freshwater, BA Manc., PhD Nott., FRCN, RN, RNT became Vice-Chancellor of The University of Western Australia (UWA) in January 2017 having previously served for three years as UWA's Senior Deputy Vice-Chancellor (SDVC) and Registrar. In the role of SDVC, she led the design and implementation of a modernised academic structure, with the aim of optimising world class research, and further cultivating its exceptional educational outcomes and student experience. As Vice-Chancellor, Professor Freshwater continues to lead UWA through this significant new phase of growth and reform. Born in England, Professor Freshwater was awarded her PhD at the University of Nottingham in 1998. She is a highly experienced and driven supporter of translational research and research-led teaching. Her contribution to the fields of Public Health (specifically Mental Health and Forensic Mental Health) and in researching Leadership practices won her the highest honour in her field - the Fellowship of the Royal College of Nursing (FRCN). In 2016, she was invited to act as Chair of the Institutional Research Review Panel (IRRP) for Research Assessment and Impact Case Measurement in Ireland. Prior to this she was a panel member for the Higher Education Funding Council for England (HEFCE) 2014 Research Excellence Framework (REF) (UK), the first full research assessment using impact measures to assess the quality of research in UK higher education institutions. Professor Freshwater is a Deputy Chair and Director of Group of Eight (Go8), member of Chief Executive Women and CEW Engagement Committee, Board Director of PerthUSAsia Centre, member of the Partnership Board of the World University Network (WUN), Board Vice-Chair of the Matariki Network of Universities (MNU), Vice-Chair of the Australian Higher Education Industrial Association (AHEIA) and a Governor of the Forrest Research Foundation.



THE HON. CHERYL EDWARDES AM, GAICD

Mrs Edwardes was appointed as a member of the Foreign Investment Review Board in August 2017 for a five-year period. She is also a Company Director on a number of ASX Boards, private companies and not-for-profit associations. A solicitor by profession, Mrs Edwardes is a former Minister in the Court Government with extensive experience and knowledge of WA's legal and regulatory framework relating to mining projects, environmental, native title, heritage and land access. During her political career, Mrs Edwardes held positions as the first female Attorney General for Western Australia, Minister for Environment and Labour Relations, and was the Member for Kingsley for nearly 17 years. Mrs Edwardes chaired Atlas Iron through its near death experience and remains a Director on the Board. She also chairs Vimy Resources, a development company in uranium; the Port Hedland International Airport, a joint venture company between AMP Capital and Infrastructure Capital Group; and is a director of AusCann, a listed medicinal Cannabis company. Mrs Edwardes is also a Commissioner on the WA Football Commission. Mrs Edwardes is a Senior Advisor in the Public and Government Affairs team at FTI Consulting, assisting clients with a range of complex statutory approvals required for resources and infrastructure projects. Mrs Edwardes was awarded an Order of Australia in the Queen's Birthday Honours 2016 for "significant service to the people and Parliament of Western Australia, to the law and to the environment, and through executive roles with business, education and community organisations."

AWARDS + RECOGNITION

2019 BEST LAWYERS AUSTRALIA

61 Gilbert + Tobin partners were recognised, representing over 83% of the partnership acknowledged as leading in their areas of expertise

2018 CHAMBERS ASIA PACIFIC

39 partners are recognised in 20 areas of law. We are one of only three Australia law firms to be ranked Band 1 in Corporate/M&A, Equity Capital Markets, Private Equity and Competition & Antitrust

2018 AFR CLIENT CHOICE AWARDS

Gilbert + Tobin won Most Innovative Firm at the 2018 AFR Client Choice Awards

2018 AUSTRALASIAN LAW AWARDS

Gilbert + Tobin won seven awards including:

- + Australian Deal of the Year
- + International Deal of the Year
- + M&A Deal of the Year
- + Equity Market Deal of the Year
- + Insolvency and Restructuring Deal of the Year
- + Debt Market Deal of the Year
- + Energy & Resources Deal of the Year

2017 LAWYERS WEEKLY AUSTRALIAN LAW AWARDS

Gilbert + Tobin won Australian Law Firm of the Year at the Lawyers Weekly Australian Law Awards

2017 FINANCIAL TIMES ASIA-PACIFIC INNOVATIVE LAWYERS AWARDS

Gilbert + Tobin won four awards at the 2017 Financial Times Asia-Pacific Innovative Lawyers Awards, including:

- + The most innovative law firm in Australia
- + The most innovative law firm headquartered in the Asia Pacific

2017 EMPLOYER OF CHOICE FOR GENDER EQUALITY

Gilbert + Tobin received an Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency

NSW WOMEN LAWYERS ACHIEVEMENT AWARDS 2017

Gilbert + Tobin was named Outstanding Law Firm of the Year at the NSW Women Lawyers Achievement Awards 2017

The Award recognises the firm's commitment to the advancement of women within the legal profession through the implementation of policies such as flexible work arrangements, parental and family leave, gender equity in partnership and managerial roles, observance of the Equitable Briefing Policy and the Charter for the Advancement of Women in the Legal Profession, and mentoring

GILBERT + TOBIN AND DIVERSITY

Gilbert + Tobin is one of Australia's leading corporate law firms, committed to fostering talented people and has a long standing commitment to diversity.

Recruitment at Gilbert + Tobin is driven by the core values of High Performance, Innovation, Authenticity and Collaboration. We develop and advance our people from a broad range of backgrounds, experiences and points of view and respect the value that brings to the firm. We know that diversity is powerful. It helps to create a space where everyone is valued, improves performance and creative thinking. It also gives us the experiences to understand and better engage with our clients and our community.

Thirty five percent of our partners are women, and women make up sixty two percent of our total employee numbers.

Through The Women's Circle, Gilbert + Tobin has determined to expand this commitment, by engaging with and nurturing talented professional women in Australian enterprise more broadly.





GILBERT+TOBIN

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