



Immerse Yourself In Our Culture

JULY 2026

Thrive Here. Together.

HWLE
LAWYERS

Different for all the right reasons.

A GUIDE TO UNDERSTANDING WHO WE ARE,
HOW WE WORK, AND WHAT HELPS PEOPLE
THRIVE AT HWLE.



FIRM VISION

To be the Australian law firm of choice,
recognised for legal excellence,
commercial clarity and thought leadership.

We build lasting client partnerships,
fostering an authentic, respectful and
merit-based culture that shapes how we
think, work and engage.

HOW WE DELIVER OUR VISION

DEEP CLIENT PARTNERSHIPS

- ▮ Enduring relationships built on exceptional client service
- ▮ Thought leadership that shapes and informs client thinking
- ▮ Trusted advisors delivering practical, value-focused solutions

HIGH STANDARDS OF SERVICE

- ▮ Upholding consistently high standards of quality for clients and staff
- ▮ Always responsive, reliable and committed
- ▮ Integrity guides how we think, work and engage

CULTURE OF PERFORMANCE

- ▮ Strength through connection, supported by clear expectations
- ▮ Authentic ways of working that reinforce ownership and accountability
- ▮ Skilled professionals committed to growth and excellence



OUR VALUES



EXCELLENCE

High standards in the quality of our work, advice and judgement underpin a culture of continuous improvement.



MERIT

We recognise and reward contribution, capability and loyalty, creating opportunity through transparency and accountability.



RESPECT

We act with integrity and professionalism, deepening trust through the way we engage, advise and work with others.

WHAT WE STAND FOR

At HWLE, we aim to be a **firm where merit and aspiration sit alongside authenticity** - a place where excellence is expected, individuality is valued, and we celebrate both the milestones and the results we create together.

Thrive here. Together. Our EVP tagline captures the spirit we want people to feel: supported, connected and proud of their contributions and impact.

We summarise this mindset simply: **Different for all the right reasons.**



OUR CULTURAL PILLARS

These pillars describe the environment we're deliberately building and what you can expect in your experience here:



DRIVEN BY EXCELLENCE

Excellence is at the heart of everything we do. We communicate clear expectations, set high standards, embrace challenges and take pride in our work. Integrity and respect shape how we pursue excellence - taking accountability, recognising achievements and continually raising the bar for ourselves, our colleagues and the firm.



STRONGER THROUGH CONNECTION

We achieve more when we collaborate, share knowledge, and build trust. Strong connections - with each other, our clients, and our communities - create a sense of shared purpose, belonging and the environment to thrive. Together, we amplify what's possible.



EFFECTIVE IN LIFE

We understand that thriving goes beyond the office, so we support each other to bring out our best and support our wellbeing. When we are effective in life, our ambitions and values align, enabling enduring success and meaningful achievement.

WHAT YOU CAN EXPECT HERE (OUR EMPLOYEE EXPERIENCE PRINCIPLES)

These principles help shape an environment where people feel they belong, can make an impact, and are proud of the contribution they make.



SUPPORTED TO SUCCEED

Clear expectations and accountability set people up for success, and we pair that with the right tools, guidance and opportunities to grow. We encourage a growth mindset, creating space for learning, improving and the occasional stumble. We recognise the effort behind great work, because people thrive when their contributions are understood and appreciated.



UNITED IN PURPOSE

Working towards a common goal, whether that's a major client outcome, a critical firm project or participating in a pro bono initiative, is motivating. We think it's important to share context, celebrate collective wins, and stay connected to the bigger picture of our work.



INSPIRED TO SHINE

We recognise that people do their best work when their individual strengths are encouraged. You'll have opportunities to grow, stretch and contribute in ways that feel authentic to you, with the support and guidance to help you succeed along the way.

HOW TO IMMERSE YOURSELF IN OUR CULTURE

Here are simple, everyday ways that everyone can connect with our EVP and bring it to life:

BE CURIOUS ABOUT OTHERS

- ✔ Ask colleagues what helps them thrive.
- ✔ Invite people into conversations, decisions and challenges.
- ✔ Share what you're working on - connection grows from openness.

SHARE YOUR STRENGTHS AND LET OTHERS SHARE THEIRS

There's no single way to do great work. Be generous with your ideas, and encourage others to shine in ways that reflect their strengths.

CELEBRATE PROGRESS, NOT JUST OUTCOMES

Take a moment to acknowledge wins, learning moments and team efforts. Small (and big) recognitions shape culture.

SET AND COMMUNICATE EXPECTATIONS

Clear expectations help everyone succeed. Whether you're delegating, collaborating or planning, clarity supports excellence.

TAKE CARE OF YOUR OWN EFFECTIVENESS

Use the tools and support available to look after your wellbeing and to be at your best - it's part of how we maintain a sustainable, high performing culture.





STORIES OF THRIVING AND HOW TO SHARE THEM

Our culture comes to life through real stories.
Here's an easy way to share them:

The CLEAR approach

- ▮ **Context:** What was happening?
- ▮ **Leadership/Team behaviour:**
What action demonstrated support, connection, or excellence?
- ▮ **Experience:** How did it make someone feel?
- ▮ **Alignment:** Which cultural pillar does it illustrate?
- ▮ **Result:** What positive impact did it have?

Stories don't need to be big to be meaningful. A moment of mentoring, a well timed collaboration, or a team supporting a colleague returning from leave - these say more about our culture than any campaign.



YOUR EVP IN A NUTSHELL: SIMPLE WAYS TO EXPLAIN IT

Here are some short, natural ways people might talk about our EVP. You never need to memorise these - the EVP comes to life when you explain, in your own words, what it feels like to work here and how we Thrive here Together.

- ▮ "At its core, our EVP is about helping people do great work and feel supported while they do it."
- ▮ "It's about sharing context, backing each other, and keeping our standards high without losing our humanity."
- ▮ "We want people to grow here in a way that feels real - challenged, supported, and able to be themselves."
- ▮ "Yes, we expect excellence - but we also make sure people have what they need to deliver it."
- ▮ "It's the experience we aim to create: good people doing meaningful work, with a team they can rely on."

None of these over promise, they just reflect reality.

WHAT DOES OUR EVP SAY ABOUT US?

We are:

- ▮ proud of, and honest about, our culture.
- ▮ focused on people and how we can support each other.
- ▮ clear about expectations.
- ▮ balanced in our approach to performance and wellbeing.
- ▮ human, grounded, and values driven.
- ▮ serious about the pursuit of excellence.





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