

One Hundred *and* One™



JOIN OUR CLUB
Discover how clubs and communities are enriching the lives of 101 Collins' tenants in surprising and inspiring ways.

BATH TIME
Age-old rituals meet contemporary wellness: how bathhouses are making a global comeback with Melbourne leading the charge.

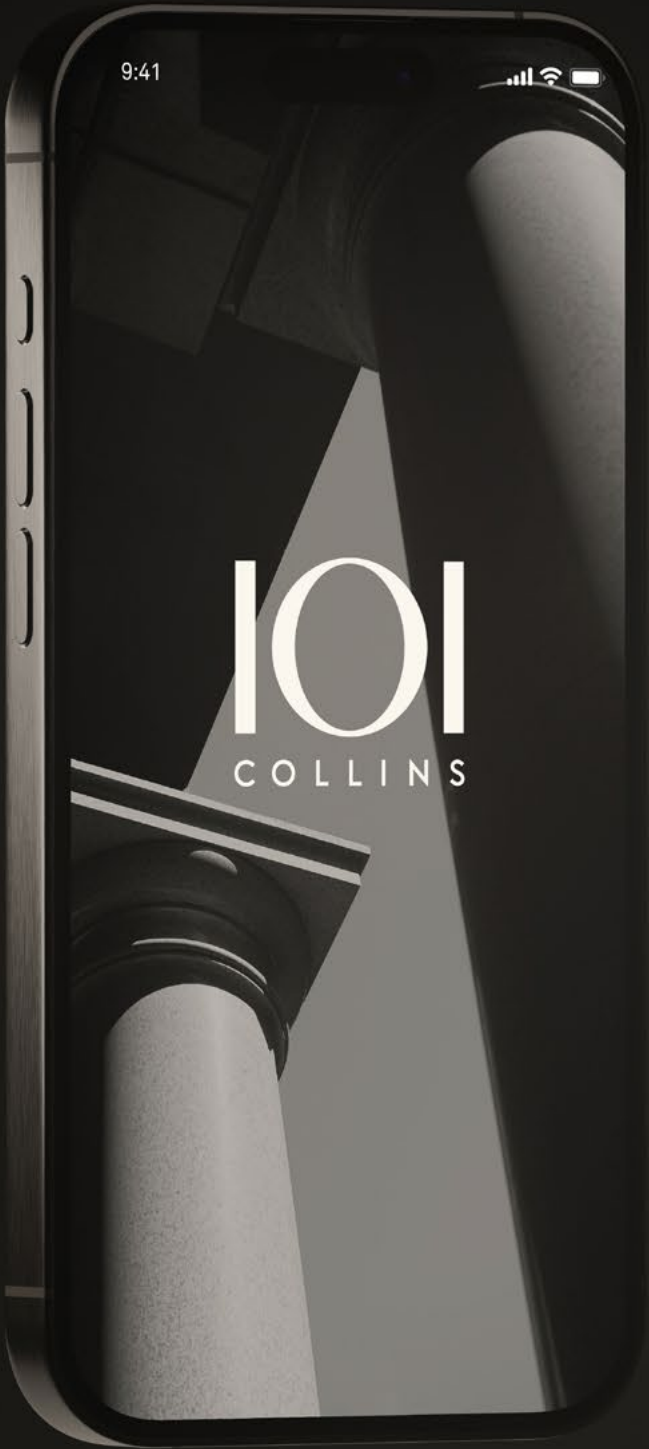
SUPPER SOCIETY
Discover how Club Sup is reshaping communities, bringing people together and building connection one dinner table at a time.

TRANSFORMING TRADITION
Hassell's new design for Allens blends heritage with innovation, setting the stage for a new era of legal practice.

THE CONNECTION
EDITION

Tap into 101

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- Convenience
- Wellness
- Special Offers
- Service



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Tailored experiences.
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The 101 Collins app is a bespoke building management and tenant engagement application that expands the 101 Collins experience into the digital world. This enables users to effortlessly interact with the building's facilities, services, and culture through a single touchpoint.

Scan the QR code or, if you're a building customer, visit our Concierge team to learn more.



One Hundred and One by 101 Collins
101 Collins acknowledges the Traditional Owners and Custodians of Country throughout Australia and their connections to land, sea and sky. We recognise the rich and diverse cultures of community, of leaders, of storytellers and relationship to place. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

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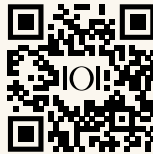
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One Hundred *and* One™

Welcome to the Connection issue of *One Hundred and One*. At 101 Collins, connection takes many forms. It's in the networks built within these walls, the collaborations that shape our tenants' work and the cultural and social ties that stretch well beyond our building. In this edition, we explore what it means to connect – with people, with ideas and with community.

We sit down with Phillipa Beck, Partner at Pinsent Masons, to discuss how connection underpins the practice of law in a rapidly changing world. In our Great Minds series, we bring together two leaders in social enterprise – Steph Say of HoMie and Alan White of StreetSmart – who share how authentic connection drives their mission to create meaningful social change.

In the building, we meet the 101 tenants who, beyond their professional lives, have discovered connection through a surprising and inspiring range of clubs and communities. Meanwhile, Allens unveils its newly designed workplace by global design firm Hassell, a space designed to foster collaboration and wellbeing.

From business to pleasure, we dive into the resurgence of bathhouses and explore Melbourne's role in this global revival – proof that connection isn't only about people, but also about the rituals of self-care, restoration and place. From Melbourne to London, we follow the journey of Club Sup, a fast-growing initiative that's reimagining how friendships are forged in an increasingly digital age.

Finally, in our ESG spotlight, we turn to governance, discovering how 101 businesses are leading the way in safeguarding mental health through initiatives such as mental health first aid.

This issue is a reminder that connection, whether it's professional, social or personal, is the thread that binds us together and strengthens the fabric of our community here at 101 Collins and beyond. I hope you enjoy reading.



Peter Calwell
General Manager
101 Collins
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05

The Plug
With our theme of connection front of mind, here's what to eat, drink and visit this summer.



C

07

Season's Eatings
From juicy summer peaches to winter's citrus and cabbages, seasonal produce is nature's design – better for the planet, your budget and your plate.



O

06

In my Opinion
The power of connection in modern law: Pinsent Masons' Phillipa Beck on how connection is at the centre of her work.

N



09

Bath Time
Bathhouses are having a moment: discover why this ancient restorative ritual is making a comeback.

T



13

Join our Club
From photography to football, we meet the 101 Collins' tenants who swap their suits for social clubs, creative outlets and team sports that bring them joy outside of work.

E



23

On Connection
Two leaders in social impact, Steph Say of HoMie and Alan White of StreetSmart, share why connection is key to building stronger, more equitable communities.



25

Supper Society
Born in Melbourne, Club Sup has grown into a movement of friendship-focused events, bringing people together over food, books and conversation.

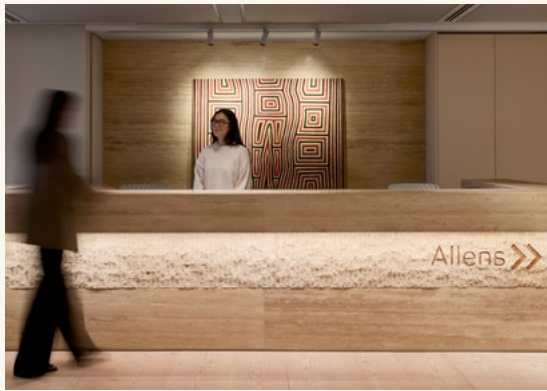
T



31

Mental Health First Aid
As mental health takes its place on the governance agenda, 101 Collins' tenants are redefining what support looks like.

S



27

Transforming Tradition
How Allens and global architecture practice Hassell worked together to redefine the legal workplace – flexible, human and future-ready.

The Plug

Welcome to The Plug. In the spirit of connection, we’re sharing our top picks of what to eat, drink and share with your favourite people this season.



STAY:
1 Hotel Melbourne

Opened in June 2025, 1 Hotel Melbourne is the eco-luxury brand’s Australian debut. Located on the Yarra River at North Wharf, the hotel blends sustainable architecture with Melbourne’s maritime history, incorporating the restored heritage-listed Goods Shed No. 5. Designed to connect guests with nature and community, the hotel features 277 rooms crafted from reclaimed materials and over 7,000 plants. Guests can enjoy the Bamford Wellness Spa and From Here by Mike – the signature low-waste restaurant by chef Mike McEneaney.



DINE:
Sogumm

Opened in April 2025 by husband-and-wife duo Changhoon “Kimi” Kim and Suhyun “Su” Kim – alumni of Gimlet, Aria and Alain Ducasse, Sogumm draws inspiration from Korean temple cuisine, emphasising fermentation, restraint and seasonal vegetables. The menu is guided by four foundational seasonings: soy, gochujang, salt and doenjang. With its communal table and open kitchen, Sogumm invites diners to slow down and connect over food that’s humble, layered and deeply soulful.



BUY:
Marshall Stanmore III

With its old-school design, brass knobs and iconic script logo, the Marshall Stanmore III connects past and present, both in style and sound. It delivers rich, room-filling audio with crisp highs and deep bass, whether you’re streaming wirelessly via Bluetooth 5.2 or plugging in the old-fashioned way. More than just looks, it’s built for modern living with smart sound tuning features such as Dynamic Loudness and Placement Compensation. The perfect reminder that connection through music is always a good idea.



CREATE:
Sarah Schembri Ceramics

In the heart of Fitzroy, Sarah Schembri’s pottery studio offers more than just ceramics – it’s a space for connection and creativity. Her Wheel & Unwind workshops invite friends to gather around the pottery wheel, enjoy a complimentary glass of wine and grazing board while exploring the tactile art of pottery. Designed for all skill levels, Sarah’s classes provide a relaxed environment to share moments and newfound skills.



BUY:
Flint Rechargeable Lighter

The Flint Rechargeable Lighter elevates the simple act of lighting a candle into a mindful ritual. This sleek, display-worthy tool replaces disposable lighters with a sustainable, rechargeable alternative. A single USB-C charge powers up to 1,000 ignitions, making it ideal for candles, incense or gas stovetops. Whether you’re setting the mood, marking the end of the day, or simply enjoying a quiet pause, slow down and savour the moment.



DRINK:
Departed Spirits

This Melbourne-based brand is redefining the spirits landscape with its rebellious spirit and a commitment to quality. Focusing on purity and simplicity, Departed Spirits offers premium spirits in sleek, 500ml stainless steel tins that are both durable and infinitely recyclable. Their lineup includes distinctive flavours such as Yuzu Gin, Green Apple Vodka and Pineapple Jalapeño Agave, designed to be enjoyed straight or with a splash of sparkling water.

Phillipa Beck
Partner, Pinsent Masons



The power of connection in modern law

by Phillipa Beck, Partner, Pinsent Masons

When people think about the role of lawyers, they don’t usually think about connection. They think about contracts, courtrooms, or the fine print on a deal. But connection is at the very heart of what we do. At Pinsent Masons, whether we are helping clients to deliver the energy transition, advising clients on key infrastructure projects or mentoring the next generation of lawyers, we are constantly building bridges between people, industries, ideas and communities.

Connecting colleagues across the globe

Pinsent Masons is a multinational firm, with more than 4,000 people working in 29 offices across four continents. Our teams span London, Paris and Madrid through to Riyadh, Johannesburg, Beijing, Singapore and here in Melbourne. The breadth of our footprint means connection isn’t optional, it’s essential – especially when one of our fundamental aims is to make business work better for people. Strong internal connections ensure that as an international firm, we operate in a manner that maximises the sharing of our skills, expertise and industry knowledge. Connections across our partnerships allow us to learn from each other and to bring the right teams to our clients across borders and practice groups. Connections with our business operations teams – spanning IT, finance, HR, marketing, learning and development, innovation and more – ensures that we are delivering seamlessly for clients.

And connections between senior and junior lawyers are vital. At 101 Collins, we designed our offices with open-plan working spaces and dual desk offices, so junior lawyers can sit alongside more senior lawyers. Sometimes the most effective mentoring happens not in formal sessions but by simply observing: how another lawyer engages with a client, manages competing priorities, or frames a difficult issue. These everyday connections quietly shape the next generation of legal leaders.

Connection at the heart of client service

From our base at 101 Collins Street, we advise clients across Australia and the world. Two of our core focus areas are energy and infrastructure, sectors that are both global and rapidly transforming. Projects are now often managed by teams across multiple jurisdictions – connections across countries and disciplines allow us to bring global experience to provide the depth of expertise our clients require. To help us with this connection, we have expanded the legal services we provide over recent years to include teams that specialise in workplace relations, work health and safety, planning and environment, and media and technology. One example is our work on renewable energy projects. The Federal Government has set an ambitious target of 82 percent renewable energy in the national electricity market by 2030. Achieving that target requires major wind, solar, storage and transmission projects across every state and territory. At Pinsent Masons, we connect the dots – helping international investors enter the Australian market, advising on funding and construction, resolving planning and environmental issues, and, when needed, handling disputes.

This work is global by nature. We collaborate with colleagues across Asia and beyond, ensuring clients benefit not only from local insight but also from international expertise. Increasingly, we are training ourselves in what we call “activator behaviour” – being proactive connectors, ensuring our clients know the full range of ways in which we can support their business goals.

Connection with community

Connection for us goes beyond colleagues and clients – it extends to the communities where we work. Lawyers have skills that can make a meaningful difference, and pro bono services are one of the most powerful ways we can connect. A recent example is our Reflect Reconciliation Action Plan (RAP). This plan is about contributing to closing the gap between First Nations people and the wider community – in areas such as life expectancy, economic participation and career

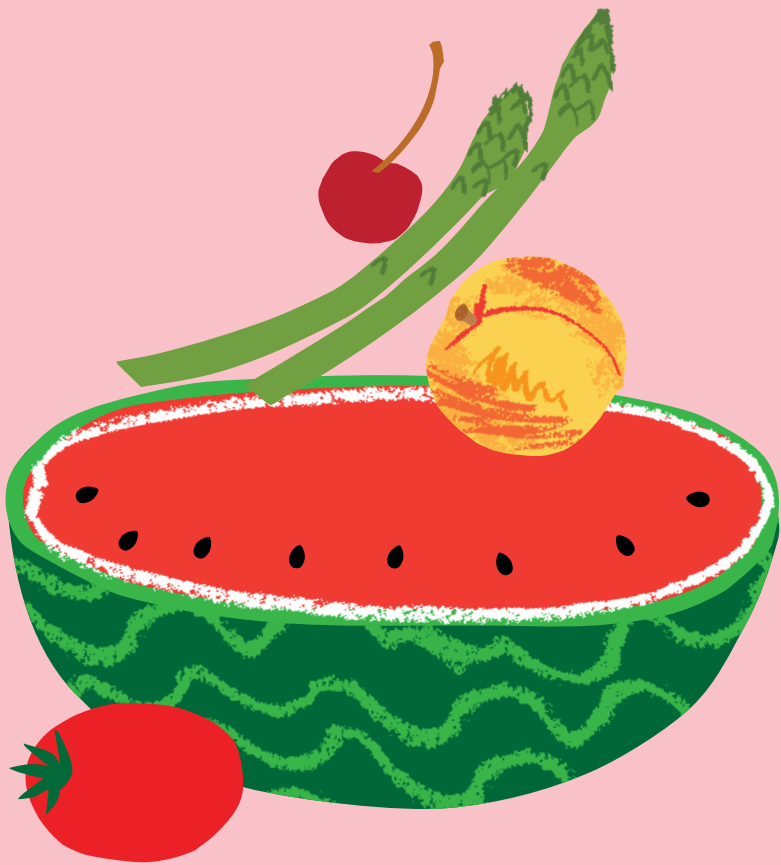
opportunities. Our RAP focuses on supporting young First Nations people through culturally appropriate educational programs, while also providing pro bono legal advice to help First Nations communities participate in Australia’s renewable energy transition. This work is not abstract. It means partnering with organisations such as the Waalitj Foundation, Koya Aboriginal Corporation and the First Nations Clean Energy Network. One of the most rewarding aspects has been seeing younger colleagues drive the RAP with passion and purpose. Community connection also happens in smaller, more immediate ways. For example, our Melbourne office is partnering with Eat Up Australia, hosting volunteering sessions where our people help provide lunches for school children who might otherwise go without. These moments of connection remind us that impact can be practical, local and deeply human.

Connection as the future of law

All of this – our multinational reach, our client work, our community partnerships – demonstrates that connection is not just a theme for us, but core to what we do. At 101 Collins Street, that role feels especially resonant. This building is itself a community of connectors – businesses that trade in ideas, finance, design, technology and more. Being part of that ecosystem reinforces our own belief that connection is what drives progress. When I look across our firm – our colleagues around the globe, our clients across industries, and the communities we serve – connection is the common thread. It sharpens our advice, enriches our culture, supports our people and ensures that we are contributing positively to the world around us. Connection sits at the centre of how we work today and will be only more critical as we go forward.

Pinsent Masons
Level 46, 101 Collins
pinsentmasons.com

From summer’s fragrant figs, peaches and plums to winter’s hearty cabbages and zesty grapefruits, the ebb and flow of produce across the year is nature’s own design. Here’s why eating with the seasons is better for the planet, your wallet and your taste buds.



Summer: December – February

Fruits: Apricot, apple, banana, blackberries, blueberries, boysenberries, cantaloupe, cherries, currants, fig, grapefruit, grapes, honeydew, lemon, loganberries, lychee, mango, mulberries, nectarine, orange, passionfruit, peach, pear, pineapple, plum, rambutan, raspberries, rhubarb, strawberries, tamarillo, watermelon. **Vegetables:** Asparagus, avocado, beans, beetroot, cabbage, capsicum, carrot, celery, corn, cucumber, daikon, eggplant, leek, lettuce, okra, onion, peas, potato, radish, shallot, silverbeet, snow peas, spring onion, squash, sugar snaps, tomato, watercress, zucchini, zucchini flower.



Autumn: March – May

Fruits: Apple, avocado, banana, blackberries, cumquat, custard apple, feijoa, fig, grapefruit, grapes, guava, kiwifruit, lemon, lime, mandarin, mango, mangosteen, nashi, orange, papaya, passionfruit, peach, pear, persimmon, plum, pomegranate, prickly pear, quince, rambutan, raspberries, rhubarb, strawberries, tamarillo. **Vegetables:** Artichoke, Asian greens, avocado, beans, beetroot, broccoli, Brussels sprouts, cabbage, capsicum, carrot, cauliflower, celery, corn, cucumber, daikon, eggplant, fennel, leek, lettuce, mushrooms, okra, onion, parsnip, potato, pumpkin, shallot, silverbeet, spinach, spring onion, squash, sweet potato, swede, tomato, turnip, watercress, witlof, zucchini.



Winter: June – August

Fruits: Apple, avocado, cumquat, custard apple, feijoa, grapefruit, kiwifruit, lemon, lime, mandarin, nashi, orange, pear, persimmon, pineapple, quince, rhubarb, tamarillo, tangelo. **Vegetables:** Asian greens, avocado, broccoli, broccolini, broad beans, Brussels sprouts, cabbage, capsicum, carrot, cauliflower, celeriac, celery, cucumber, eggplant, fennel, horseradish, kale, kohlrabi, leek, mushrooms, okra, onion, parsnip, potato, pumpkin, radish, shallot, silverbeet, spinach, spring onion, swede, sweet potato, turnip.



Spring: September – November

Fruits: Apple, avocado, banana, blueberries (November), cantaloupe, cherries, cumquat, grapefruit, honeydew, lemon, lime, loquat, lychee, mandarin, mango, mulberries, orange, papaya, pepino, pineapple, rhubarb, starfruit, strawberries, tangelo, watermelon. **Vegetables:** Artichoke, Asian greens, avocado, beans, beetroot, broccoli, Brussels sprouts, cabbage, carrot, cauliflower, celery, corn, daikon, eggplant, fennel, leek, lettuce, mushrooms, okra, onion, parsnip, peas, potato, pumpkin, radish, shallot, silverbeet, spring onion, spinach, squash, sweet potato, swede, tomato, turnip, watercress, witlof, zucchini.

Season’s Eatings

In an age where strawberries appear on shelves in the middle of July and mangoes in mid-winter, it's easy to forget that every fruit and vegetable has its time. Much of the “out-of-season” produce has travelled thousands of kilometres, picked before ripening, chilled in transit and stored for weeks before reaching your plate. What looks convenient on the surface often comes at a hidden cost – both environmental and nutritional.

For Melbourne-based not-for-profit Sustainable Table, eating seasonally is a powerful way people can contribute to a healthier food system. “When we choose what’s in season locally, we’re reducing the energy, refrigeration and packaging that goes into transporting food around the world,” explains Sustainable Table CEO, Jade Miles. “It’s a simple act with a big impact – supporting local farmers while cutting down on food miles and greenhouse gas emissions.”

The average selection of supermarket produce in Victoria has travelled more than 21,000 kilometres to arrive, which is almost equivalent to tracing the entire coastline of Australia. Each kilometre represents not just distance, but the fossil fuels burned in trucking, shipping and flying produce around the globe. Eating locally grown, in-season fruit and vegetables slashes that footprint significantly.

When it comes to taste, anyone who’s bitten into a winter tomato knows the difference: pale, mealy and watery, far removed from the sun-warmed

sweetness of its summer cousin. The reason is simple – produce harvested early for transport doesn’t get the chance to develop its full flavour or nutritional profile.

It’s also about resilience. Seasonal eating supports smaller, regenerative farms that work in rhythm with nature, building healthier soils and protecting biodiversity. In this sense, a tomato in summer isn’t just juicier – it’s part of a larger story of ecological balance.

“Food tastes best when it’s eaten as close to harvest as possible,” Jade Miles adds. “Seasonal eating means produce is picked at peak ripeness, not weeks ahead of time. You get more flavour, more colour and more nutrients.”

It’s a truth the Toscano family has known for decades. Since opening their first fruit shop in Melbourne in 1950, Toscano’s has been synonymous with quality produce. “Every new season brings fabulous things,” says cookbook author Joanne Toscano, daughter of Joe Toscano, whose family has been in the greengrocer business in Melbourne since the 1930s.

“In spring we get fresh garlic and the most amazing asparagus from the Kooweerup region; in summer, we see the peak of the mango season, stone-fruits and the most luscious figs; winter is great for citrus, globe artichokes (extremely underrated) and brassicas; and then in autumn there are mushrooms, chestnuts, persimmons and fennel.

I can’t choose my favourite season – that would be like asking me to choose my favourite child!”

According to Joanne, the benefit of stocking seasonal produce is that customers have access to produce that is of optimal taste, quality and price with the lowest amount of food miles. “This is great not just for customers but for everyone,” says Joanne. “More food miles means a more detrimental impact on our environment.” In this way, seasonal eating isn’t about restriction, but abundance. It’s about celebrating what’s at its best right now, and discovering the variety that comes with each shift in season.

“Aligning our diets with the cycles of the year is a deeply grounding exercise,” says Jade. “Summer’s stone fruits, autumn’s root vegetables, winter’s citrus, spring’s greens – they don’t just nourish the body, they connect us to place and time.”

Eating with the seasons invites us to slow down, to notice the changing rhythms of nature, and to appreciate that our food comes from the earth, not just from the supermarket shelves.

Sustainable Table ☎ sustainabletable.org.au
Toscano’s ☎ toscanos.com.au



Bath Time

How global wellness trends are shaping a new era – and why Melbourne is at the forefront.

“Our mission is to change the way people perceive stress.”

Sense Of Self bathhouse, Collingwood
<
Inner Studio's Collingwood site combines breathwork, meditation, yoga and hot and cold exposure in a light-filled, greenery-infused warehouse.
>



As the global wellness economy surges toward a projected US\$9 trillion valuation by 2028, a new wave of health-conscious design, technology and tradition is transforming how – and where – we recharge. From AI-driven diagnostics to centuries-old bathing rituals, wellness is no longer confined to day spas and detoxes. It's a lifestyle philosophy – and one that cities like Melbourne are embracing with intellect and imagination.

The global trends defining wellness

According to the Global Wellness Summit's 2025 trend report, the future of wellness will be defined by two seemingly opposing forces: the rise of “analog wellness” and the acceleration of “augmented biology”. The former is a response to digital fatigue – think tactile rituals, time in nature, communal bathing and breathwork. The latter, meanwhile, reflects the biohacking boom, with everything from wearables and IV drips to advanced personalisation of nutrition and recovery programs taking centre stage.

Other standout trends include the evolution of the sauna into a social destination and the growing demand for wellness spaces that blend functionality with high design. These are not passing fads, they're redefining what it means to live well in a high-pressure world.

Melbourne's modern Renaissance in wellness

While global players like Six Senses, Lanserhof and SHA Wellness continue to dominate at the ultra-luxury end of the spectrum, a quieter but no less compelling story is unfolding in Melbourne. Across inner-city neighbourhoods and leafy fringe suburbs, a new generation of bathhouses is flourishing, combining healing, hospitality and high design.

In Collingwood and South Yarra, Inner Studio is pioneering a community-first approach to wellness through breathwork, yoga and contrast therapy. “Our mission is to change the way people perceive stress,” says Inner Studio director, Will Slade. “We use hormetic stress conditioning – through breathwork and hot and cold exposure – to build resilient individuals, while fostering a supportive community where people grow stronger together, physically, mentally and socially. Everyone who walks through our door should feel better when they leave.”

In Torquay, About Time allows visitors to follow an intuitive path to take what they need. This unfolds through dynamic, flexible pools, saunas and treatments designed to adapt to the individual.



Sense Of Self is Collingwood's newest and biggest bathhouse and day spa. The facilities include a large mineral bath, Finnish sauna, cold plunge, a steam room or Hammam and scrub station. Sense Of Self Sydney is due to open late 2025.



“We create deliberate moments where the outside world fades and the body becomes the compass.”



On the Victorian Surf Coast, About Time Bathhouse in Torquay merges sensory immersion with slow, deliberate wellness. The space features indoor and outdoor pools, saunas and tailored treatments all grounded in thoughtful design. “This isn’t a place for performance metrics,” says About Time marketing lead Emily Curnow. “It’s a space for slowness and sensory depth. We create deliberate moments where the outside world fades and the body becomes the compass. A space where we don’t chase wellness, we remember it.”

Further north, Collingwood’s Sense Of Self (SOS) draws on founder Freya Berwick’s experiences living in Norway and her appreciation of Scandinavian design and sauna culture. Designed to quiet the mind of the ‘modern being’, SOS blends contemporary design with ancient bathing traditions to create an inclusive environment and focus on physical sensations and the senses.

“In today’s world, we’re constantly asked to speed up,” says Berwick. “SOS invites people to slow down, feel grounded in their bodies and rest without pressure. People can come as they are and take what they need, rather than feeling obligated to do things a ‘right way.’”

The city as sanctuary

Melbourne’s bathhouse boom reflects more than consumer demand – it’s part of a broader shift in how wellness is being integrated into urban life. These spaces are not tucked away on mountaintops or accessible only via retreat. They’re in the heart of the city, walking distance from tram stops and co-working spaces, designed as places to drop in after work or spend slow Sunday mornings.

“This resurgence isn’t just about relaxation; it’s a return to ritual,” says Emily Curnow. “As modern life accelerates, bathhouses offer the warmth and presence a counterbalance to noise and urgency.”

With its blend of design intelligence, cultural openness and progressive health thinking, Melbourne is emerging as a case study in how to do wellness right.



Inner Studio innerstudio.com.au
About Time Bathhouse atthebathhouse.com.au
Sense Of Self sos-senseofself.com

Join our Club

Beyond the boardrooms and meeting rooms of 101 Collins, many tenants dedicate their time to something very different: clubs and communities that shape their lives outside of work.

From sport and volunteering to creative pursuits and wellness groups, these commitments reveal another side to some of our building's professionals. More than hobbies, these clubs provide connection, purpose and joy – helping members build friendships, grow in confidence and discover new parts of themselves.

SALLY PATERSON
Infrastructure Manager, Goldman Sachs
The Melbourne Camera Club

“It’s reminded me how important it is to make time for creativity and community, especially alongside a busy corporate life.”

Tell us about the Melbourne Camera Club and how long you’ve been a member.

My inspiration to take up photography more seriously began in 2017 – after completing two introductory courses at RMIT. Later that year, I joined the Melbourne Camera Club to continue building my skills and connect with others who shared the same creative interests. The Melbourne Camera Club was founded in 1891 and is based in South Melbourne. The club owns a historic building that the members restored with a darkroom, studio and gallery. The club offers a wide program of activities including guest speakers, competitions, workshops, photowalks, exhibitions, special interest groups and social events that cater to more than 350 members.

What does this community mean to you?

Through the Melbourne Camera Club, I’ve found not only a creative outlet and introduction to the wider photographic community, but also a strong sense of purpose through volunteering. I have served as a volunteer Board Director since 2019, and also been involved in organising exhibitions, photowalks and members’ social events, as well as managing communications and helping grow the club’s digital presence. During the COVID lockdowns, I led the club’s early transition to virtual meetings to help members stay connected and inspired.

What do you love most about it and why?

The social aspect, the people and the opportunity to contribute – whether it’s sharing ideas or putting my images ‘out there’ on the wall of an exhibition or competition.

What has it taught you about yourself?

It’s taught me that I have an eye for creating an image, and that I’m capable of developing a personal style that resonates with others. I’ve come to appreciate that others value my work – through being accepted into exhibitions outside the club and receiving awards in national and international competitions, which has increased my creative confidence. It’s reminded me how important it is to make time for creativity and community, especially alongside a busy corporate life.

What would you say to someone thinking of joining a club like this who might have reservations?

Just do it! Everyone should have a hobby – something outside of work and family that’s just for you. It doesn’t have to be photography but find something that you love. And if you’re open to it, volunteering can make the experience even more rewarding.



ISABELLA FINI & MIRANDA FRITH
Law Graduates, Pinsent Masons
Pinsent Masons Book Club

Tell us about Pinsent Masons Book Club and how long you've been members.

Miranda and I unintentionally formed a two-person book club by discussing the books we were both reading last August. After some chatter around the office, it seemed there was interest from others and so we started the Pinsent Masons Book Club in Australia. We've had uptake from all of our offices nationally and even across the Dubai office. We meet once a month after work in our boardroom to chat about the book we've read or just generally debrief the month.

Why is it important for you to be part of this Book Club community?

With the demands of Big Law and our busy teams, it is important to spend some time getting to know our colleagues outside of calendar invites and email signatures. The PM Book Club has become a place where we get to chat to people we don't work with and have an opportunity to connect on a level above work.

In what ways does it improve how you feel?

Being in a book club has improved our sense of community. We find that by turning a few pages on the commute home, winding down before bed, or even reading the book by the pool on holiday, we can remain connected to our other book clubbers wherever we are.

Has it changed your life? If so, how?

Of course! We are grateful for Pinsent Masons' support of our club as it has allowed us to interact with other groups such as the Reconciliation Action Plan Working Group (we read *Talking to my Country* by Stan Grant in April to honour National Sorry Day) and the Climate Change Sustainability Network (we're reading *Nature is a Human Right* by Ellen Miles right now in recognition of World Environment Day). Through this, we have created friendships and challenged ourselves intellectually in a space outside of our jobs.

What do you love most about it and why?

Working in law, our careers are often aligned with our personalities. Everyone knows lawyers love to argue, so this is a chance for us to debate on the smaller things (such as our favourite character), while enjoying some cheese and wine. Book Club is a place where we can step away from work and be creative (and argumentative!) in another setting.

What would you say to someone thinking of joining a club like this who might have reservations?

Book clubs can seem intimidating when everyone has big thoughts on a book or may have a different interpretation to you. However, we created the Pinsent Masons Book Club as a space to hear everyone's thoughts, big or small. We work hard to promote a welcoming environment, where you're never far from a friendly face or at the very least, a platter of cheese.

“We have created friendships and challenged ourselves intellectually in a space outside of our jobs.”

NICOLE HOLLAND
Pitching & Proposals Manager, Allens
Iron Maidens Melbourne

Tell us about Iron Maidens Melbourne and how long you've been a member.

Iron Maidens Melbourne is a social motorcycle club and I've been a member since 2021. There are several female bike clubs in Victoria and they all intermingle and join each other's group rides, so it's a huge community. The Maidens host events, meet and greets, and group motorbike rides, including opportunities for overnight (or longer) trips, fundraisers and first aid training. Events are posted on social media and members attend when they can.

Why is it important for you to be part of the Iron Maidens community?

When you ride a motorbike, you're alone with your thoughts in a highly focused state. You can't drop your concentration on two-wheels at speed, but when you stop for coffee or lunch it's great to have new and old friends to laugh with and gain a deeper appreciation of how different we all are. When a Maiden is having a tough time, we show up for each other, we check-in, we help out.

Has it changed your life? If so, how?

Riding in an organised and supportive environment has increased my social confidence. I've put myself out there more in all parts of my life, including stepping up at work and achieving more than I would have imagined five years ago.

What has it taught you about yourself?

I can overcome challenges. I wrote-off my bike on my first group ride. I could have given up, but the women were caring and encouraging. I bought a new bike, and when opportunities come up for experiences outside my comfort zone, I embrace them. This September I'm embarking on a group ride to Ballina NSW for Babe Raid, where we'll try to take back the world records for the largest all female bike meet – the most women riding motorcycles at the same time; and set a new world record for most mothers and daughters at a female bike meet. Without the Iron Maidens, life wouldn't be this exciting.

What would you say to someone thinking of joining a club like this who might have reservations?

New and shared experiences make life worth living. Clubs are social, kind, supportive and welcoming, whether it's a motorcycle club or a crafts group. If there's something you enjoy doing, search for a club. Embrace the opportunity to enrich your life with more joy, laughter and friendships – and if you ride, or want to, join Iron Maidens Melbourne.

“Clubs are social, kind, supportive and welcoming, whether it's a motorcycle club or a crafts group.”



“Team sports provide a sense of fulfillment and camaraderie that, outside of Court work, can be hard to replicate.”



PADDY O’SULLIVAN
Special Counsel, Gilbert + Tobin
Old Xaverians Hockey Club

Tell us about the Old Xaverians Hockey Club and how long you’ve been a member.

I’ve been playing hockey with the Old Xaverians for 14 years – the club has grown so much since those early days. We play during the winter months, training twice during the week and playing games on the weekend. In balancing the demands of high-stakes litigation, I try to make one training a week (although my coach and teammates would doubt that!).

Why is it important for you to be part of the Old Xaverians community?

It’s an opportunity to connect with people from different ages and backgrounds that I might not come across in my professional or social circles. Team sports also provide a sense of enjoyment and camaraderie that is hard to replicate outside of my day-to-day work at G+T, where I help clients on their reputationally important cases and regulatory matters. Many of my most valued friendships have been formed through my years with the hockey club.

In what ways does it improve how you feel?

Mainly, it gets me out of the house and office and participating in active exercise. Without it, I fear for my waistline! Physical exercise in a team environment also helps to free the mind up for the things that matter, whether that is in work or life more generally.

What do you love most about it and why?

Hockey has been helping me get through the cold Melbourne winters for as long as I can remember. While the games are fun (training less so), and have brought with them some on-field successes over the years, I most enjoy the debriefs with teammates after the game, reflecting upon skills poorly executed and abilities overestimated.

What would you say to someone thinking of joining a club like this who might have reservations?

If there’s something you’re passionate about or interested in, sharing those passions or interests with others can be super rewarding. It can also be a great opportunity to connect with people from different walks of life. And, for someone who is not enamoured by the idea of going for a run or to a gym, team sports are a great opportunity to keep fit!

ANNA LEONEDAS
Communications Senior Specialist, BCG
Melbourne University Soccer Club

Tell us about the Melbourne University Soccer Club and how long you’ve been a member.

I’ve been playing at Melbourne University Soccer Club for about 12 years – so long, that they call me ‘Yiayia’ which means grandma in Greek! We train twice a week and play our home games at the best park in Melbourne – Princes Park.

What does this community mean to you?

I’ve made so many lifelong friendships and met people from all walks of life. We’re the biggest senior club in Victoria, with the biggest women’s program – but we still have a small community feel. We start our pre-season together every year, and the coaches slot players into the best team for them. That team becomes your family for the season ahead.

In what ways does it improve how you feel?

I can’t emphasise enough how important it is for my mental health. The game, club and community have been there for me in tough times over the years. Exercise is an amazing stress release and mood booster – and you’re doing it with people who make you smile and laugh and who rally around you when you need support.

Has it changed your life? If so, how?

A huge part of my life and identity revolves around soccer and the club. I’m there every Sunday, playing, barbecuing, tidying storerooms and generally pottering about. It’s the best way to spend a winter weekend. My parents still come to my games, only now they stand on the sideline with my husband too.

What has it taught you about yourself?

I’ve realised that I’m good at leading and rallying a team, and that I can actually get better at things with practice! I’ve also learned that as you get older, the reasons you play sport change – and you don’t have to be a sporty, fit or competitive person to love it.

What would you say to someone thinking of joining a club like this who might have reservations?

Soccer is for everyone. Do some research to find options that suit your schedule or skill level. Most clubs will be looking for new players in the summer, ahead of their pre-seasons. For women – age 15 is Australia’s peak age for girls dropping out of sport – and that has been the experience of so many of my childhood teammates and friends. I’m in my 30s now, and I’ve played with women aged 17 to 58 – it’s never too late to get back into sport or give it a go for the first time!





“I have learned that there are no limitations to what any one person can do.”

CAREY MUDGE
State Manager, JLL
Country Fire Authority

Tell us about the Country Fire Authority and how long you’ve been a member.

I'm an active member in the CFA and I have been a brigade member for 24 years. The CFA is a volunteer organisation responsible for fire suppression, rescues and response to other accidents and hazards across Victoria, with the exception of metropolitan areas. It comprises over 1,200 brigades organised into 21 districts with around 5,000 fire and rescue volunteers and 2,400 volunteer support staff. The brigade typically meets weekly during peak fire season and will turnout to a call several times a month, unless there is a major incident when brigades will turnout in a full time capacity.

Why is it important to you to be part of the Country Fire Authority?

The CFA is a volunteer authority and without volunteers, Victoria's ability to respond and manage critical incidents is severely compromised. In rural areas membership to the brigade is not so much considered an option as it is a responsibility. Members are proud to represent the CFA and provide protection of communities and assets.

What has it taught you about yourself?

I have learned that there are no limitations to what any one person can do, but also that it's okay for levels of commitments to change as life progresses. You can give as much or as little to something like the brigade as circumstances allow and still have an impact.

What would you say to someone thinking of joining a club like this who might have reservations?

There are elements of danger involved with fighting fires, and a degree of physicality also required, but regardless there is always a role for anyone in front line or support. If you're keen to commit your time, no one's contributions are thought less of or turned away.

MAHIKA BHARDWAJ
Associate – Quantitative Analyst, Jamieson Coote Bonds
The Art of Living

Tell us about The Art of Living and how long you’ve been a member.

The Art of Living is an organisation dedicated to promoting mental wellbeing through breathwork and meditation. Rooted in ancient Indian practices and Ayurvedic principles, the community offers a structured yet welcoming environment to explore practices that support both mental and physical health. I've been a member for two years and we meet weekly in Carlton for guided breathwork sessions. It not only provides a consistent space for practice but also fosters a sense of community. After class, we often catch up socially, which adds a positive and relaxed start to the weekend.

Why is it important to you to be part of this community? How does it improve how you feel?

In today's fast-paced world, where social media and the inability to switch off can be overwhelming, having a space to slow down and reconnect with yourself is essential. The combination of physical movement and meditative breathwork has helped me manage stress more effectively and channel my energy in a more consistent and sustainable way. I'm able to approach things with greater clarity and focus. It's not a loud or dramatic shift – it's a grounding presence that brings balance and a sense of calm to my daily routine.

What do you love most about it and why?

I really appreciate how balanced it makes me feel mentally and physically. I do a lot of high-intensity workouts, so breathwork is a great way to balance that out. It's a more natural way to energise myself, especially in the mornings. Instead of reaching for coffee, I've found that breathwork gives me a clearer, more focused start to the day.

What has it taught you about yourself?

This practice has taught me how to be more present. It offers a level of relaxation that even a spa day can't quite replicate. I've learned to focus on what's in front of me rather than getting caught up in future worries. It's helped me cultivate gratitude and awareness for the small things we often overlook. In moments of stress, I've found it easier to maintain a sense of calm and perspective, which has been invaluable both personally and professionally.

What would you say to someone thinking of joining a club like this who might have reservations?

If you've ever found meditation challenging, breathwork can be a great entry point. It's a practical and accessible way to improve your mood, boost productivity and strengthen your connection with others. In today's environment, where mental health is just as important as physical fitness, practices like these offer a well-rounded approach to overall wellbeing.



JENNIE RIVERA Business Manager
IAN KEYS Senior Vice President
LINCOLN MACDOUGALL Operations Associate
JAIMEE HONTER Executive Director
Morgan Stanley Slow Run Club

Tell us about the Slow Run Club and how long you've been members.
Slow Run Club (#SRC) started in 2023 in conjunction with Walk Club. 101 tenants may recognise the "Gail The Snail" t-shirts in the locker room or foyer on Friday mornings. We started it to do a little exercise with the motto "We run for days at 6 minute ks". It's a great way to freshen up after a busy week and we hope to attract runners and walkers from across the business who want to have a bit of fun and a gentle roll around the tan or Treasury Gardens. The club hosts a Christmas Champagne Breakfast, and we collaborated with the Australian Women's Business Alliance for our International Women's Day event. We recently had our first charity event with proceeds going to Carrie Bickmore's Beanies for Brain Cancer.

Has it changed your lives? If so, how?
Giving back is a core value of Morgan Stanley and for the very small commitment of sending a weekly email, turning up or organising an event or two, our people get the opportunity to improve their physical and mental health.

What do you all love most about it and why?
We love the mystery around how many people will turn up outside the locker rooms! Most of all, the endorphins from a slow run or walk make Fridays better, and going home to families and into the weekend feels fresher too.

What has the club taught you all?
That we can commit, and that the longer the club exists the more special it is! We care about the people around us, and that is clearly a driver.

What would you say to someone thinking of joining a club like this who might have reservations?
Get started and turn up. There are run clubs operating out of our Sydney and Hong Kong offices and we would encourage anyone to get involved. It is a challenge to keep going and commit regularly. Sometimes we don't feel like it but afterwards we feel fresher and have a spring in our step and wonder what all of the fuss was about before we put our sneakers on.



“I have made so many lifelong friends with like-minded, happy and creative people and I’m constantly learning something new.”



VERONICA
Facilities Manager, JLL
Events & Promotions

Tell us about your community and how long you've been a member.
I have worked in the promotions and events space on most weekends for 20 years. The work is wide and varied – I can be anything from an Event Manager, Team Leader or Brand Ambassador to a Mascot Minder or better yet, an actual Mascot!

Why is it important to you to be part of the events and promotions community?
I get emotional trying to explain how important it is for me – it gives me goosebumps! I look forward to the wild and wonderful nature of the work, learning about different brands and companies, and being lucky enough to represent them. But most of all it's about friendships. I have made so many lifelong friends with like-minded, happy and creative people and I'm forever embracing new skills and challenges that I wouldn't in a corporate setting. Meeting new people from all walks of life really fuels my soul.

Has it changed your life? If so, how?
More than I can say. I started as a reserved 18-year-old wanting to try a different approach in order to gain confidence in the things I lacked – approaching people, social skills, making friends and going out. The benefits have been enormous. This work has completely changed my personality. Instead of being a standalone introvert, I'm now an extroverted introvert. It's brought me out of my shell.

What do you love most about it and why?
It gives my life meaning, purpose, structure and most of all, joy. You work in situations you would never imagine, like slinging t-shirts in the middle of the MCG in front of a crowd of 80,000 people, or having thousands of kids line up for a picture with you because you're Tilly the Mascot! Not many people do this sort of work for 20 years, but I never see myself stopping.

On Connection



Steph Say
CEO, HoMie
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Both of your organisations exist to create deeper connections – with community, with purpose and with those facing disadvantage. What does 'connection' mean to you on a personal level?

Steph: Connection means belonging. It means belonging to a community, something bigger than yourself that brings meaning to you and those around you.

Alan: For me, connection is the idea of meeting people where they are and understanding their hopes and their needs, and then helping provide a pathway to get there. It's about opening doors. In this sector, we talk about the idea of a 'hand up' rather than a 'hand out' and I really like that.

Was there a pivotal moment or experience that shaped your path into this kind of work?

Alan: I was studying to be a lawyer and I saw an organisation within my university that was teaching students about philanthropy. I wasn't fond of their approach – it was transactional, rather than something built on connection. My mentor at the time told me that if I didn't like it I should step up and do something about it – and so I did. I still remember the first funds I raised and how these helped provide laptop and bookshop vouchers to students who needed a hand up. A student returned \$400 of their \$500 laptop bursary – all they needed was \$100 for a new laptop charger so they could study from home and not have to walk home from the library at 1am each night. It made me realise that no one gets through life alone and a hand up means something different for everyone. When you start to understand people and their needs, you can make a difference in such a small way.

It literally changed my life – I didn't become a lawyer and have worked my entire career in the non-profit sector.

What have you learned about what it really takes to build meaningful, long-term connections with people who are often overlooked?

Steph: Ultimately, it comes down to treating people the way you want to be treated. Everything we do at HoMie, we operate from a place of centering the young people we exist to support. This allows us to effortlessly create a community that young people want to be a part of because it's not fake, it's not manufactured and it's grounded in our values.

Alan: It's about taking the time to listen, ask questions and be curious. In the non-profit sector, it's not about how much money you spend on marketing or digital – what gets your organisation or the causes you work for ahead is understanding and building rapport, working out where someone's ambitions are and then finding the path forward. Building trust is actually listening rather than jumping the gun.

What role does connection play in preventing homelessness – especially among young people?

Steph: We know the leading cause of homelessness in Australia is family and domestic violence so we know that young people are fleeing unsafe home environments, which is a really isolating and lonely experience. So connection – being seen for who you are and being treated with dignity and respect, which are core tenets of HoMie's work, has a huge role to play in taking steps forward on the pathway out of homelessness.

Alan: Our work is all about connecting people back to stability and safety, and helping them build a pathway forward. We know that isolation and loneliness are things that impact young people in a range of inter-sectional ways – including having a safe home. By supporting and enabling organisations working with vulnerable populations – older people, women, First Nations communities, LGBTQIA+ individuals – through microgrants and material aid, we aim to help people feel grounded, safe and connected to a supportive community.

Steph, HoMie connects fashion, retail and purpose in a truly innovative way. How do you use that space – both the physical store and the brand – to create a sense of belonging?

Steph: We believe that fashion can be a vehicle for change – a huge amount of how we identify and present ourselves derives from clothing. One of the programs we run is our VIP Day where we shut down our store roughly once a month and invite young people affected by homelessness to come in and shop for free. We bring in barbers, nail technicians and it's fully catered. It's a dignified shopping experience and it gives young people the autonomy to choose what feels good for them. That philosophy extends to the broader space at HoMie – not just fashion as a force for good, but community as a force for good. People who come to our space in Fitzroy often say how warm and welcoming it is. We invite people to show up and express themselves as uniquely as they are.

Steph Say, CEO of HoMie – a streetwear label and social enterprise creating pathways out of homelessness for young people, and Alan White, CEO of StreetSmart Australia – a nimble and highly effective non-profit that disperses critical funds and material aid to grassroots organisations – reflect on the importance of connection in building resilient, equitable communities, and why real connection starts with listening.



Alan White
CEO, StreetSmart
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As CEOs, how easy is it to stay connected to the people and communities you serve, especially as your organisations grow?

Steph: Truthfully, it's not difficult at all. Because we're a work-integrated social enterprise, we employ the cohort of young people we exist to support within our business. We have young people working in our Fitzroy store every day, and young people also come into our Head Office once a week to complete their Cert III in Business, so we always have young people in our space, we know everybody by name and there's a great rapport.

Alan: To be a CEO of a non-profit, you have to have a connection between your head and your heart and balance the two wisely and finely. CEOs often think about the big ticket items – operations, strategy, finance. These are important and shouldn't be forgotten, but for me, the best way to stay connected is to make sure that the thing that often sits at the bottom of the report – the outcome, the impact, the case studies, the storytelling, the heart – actually sits at the top. It should be the first thing we report on because then we're not losing sight of our purpose and mission. So when we get money from philanthropy, corporates and the general public – we are spending that money in the absolute best possible way to get impact and outcomes. It's also important for me to get out to our community partners, meet the organisations we work with, roll my sleeves up and get involved. I try to stay curious, answer questions and add value where I can.

Leadership in this space requires both resilience and empathy. How do you stay connected to your values when the work is challenging?

Steph: We're not a typical non-profit so we do need to run a commercial operation while leading with empathy and understanding. The way I strike that balance as CEO is ultimately thinking about what is going to be the best outcome for our mission. At times, that means leaning into empathy and being really human-centred in my leadership, and at other times it involves leaning into a more commercial mindset and making good business decisions that allow us to deliver on our mission in a more meaningful way.

How can organisations like those based at 101 Collins deepen the way they give back? What can people do?

Steph: As individuals we often think about what we can do to fill our cup, but a great start can be asking yourself what you can do to fill someone else's cup. When you're factoring in others into your everyday thinking, it organically builds that sense of community without you having to artificially engineer it.

Alan: We need to build awareness of what homelessness actually looks like in Australia. Most homelessness is hidden. Only 6–8 percent are sleeping rough at any one time, so that's a small portion despite what people perceive homelessness to be. It's people sleeping between homes, couch surfing, sleeping in their cars, in shelters, people who have lost their homes due to circumstances beyond their control, particularly older women – so it's being open minded to what the concept of homelessness looks like. It's also about

always approaching homelessness with dignity and respect. There's a beautiful opportunity to think more broadly about what homelessness is – so for those in more fortunate positions, I'd say just changing the way you think about homelessness will help change perceptions and behaviour.

I'd also say that StreetSmart exists not to be a frontline service, because there are skilled professionals who are doing that work well. Our work is to enable over 1,000 grassroots and community organisations, many run by volunteers, to help the thousands of people facing homelessness across Australia every day. So if you want to connect with grassroots organisations and be a part of change at a very localised, place-based level, StreetSmart can help make that happen. We've done the due diligence, we know what their needs are, we listen to their lived experience, so we know where the money or material aid needs to go. For corporate Australia, which can often be detached from the grassroots, that's really exciting. What a great way for us all to work together.

HoMie homie.com.au
StreetSmart streetsmartaustralia.org

Supper Society



How Club Sup is reshaping community, one table at a time.



Sophie McIntyre
Founder of Club Sup

It started with a single dinner. One borrowed gallery, one hand-written seating plan, one home-cooked meal. And yet, for Sophie McIntyre, the founder of Club Sup, that first intimate supper marked the beginning of a movement – one built not on food, but on connection.

Founded in 2021, in the uneasy stillness between Melbourne lockdowns, Club Sup was McIntyre's personal response to a problem that she realised was surprisingly universal: a lack of genuine social connection in adult life.

"I'd moved to Melbourne, started a new job where everyone was 15 years older than me, and realised just how hard it was to find my people," she says. "Then the pandemic hit, and I suddenly had the time to reflect. I kept thinking – what if there was a way to create a space where people could meet and connect, outside of dating or work?"

So she did just that. With no marketing strategy beyond an Instagram post and an invitation to "Join us," Sophie hosted her first supper. The rules were simple: bring someone no one else knows, sit next to someone unfamiliar, and pass the potatoes. The dinner sold out within hours.

In the years since, that one-off gathering has grown into a national and now international community. Today, Club Sup hosts curated dining experiences in restaurants across Australia – and most recently, London – alongside a growing schedule of book swaps, Saturday walks and city-specific community events.

At its core, Club Sup is deceptively simple: people, food, conversation. But in an era of curated online lives and algorithm-driven friendships, its analog approach to connection has struck a chord. McIntyre credits the brand's success to timing, but also to the hunger for intimacy that many didn't realise they had.

"When I started, people would whisper, 'Do you think it's weird I want to come? Like, doesn't this mean I have no friends?'" she says. "And now, four years later, that stigma is gone. Wanting connection is no longer seen as desperate. It's just human."

Much of Club Sup's magic lies in the environment it creates. There's no pressure to perform or network. Guests are greeted with a drink, a smile and the simple task of saying hello to one person. "The nerves last five minutes," Sophie laughs. "And then you realise – no one here is watching you more than you're watching yourself."

Each supper is shared-plate style, designed to encourage conversation and generosity. Whether you're asking a stranger if they've had enough potatoes or pouring someone a second glass, the act of eating together lowers social defences. As Sophie puts it, "The table does most of the work for us."

While the community skews millennial and Gen Z, Club Sup has also created space for mid-life connection. Its 40+ series, a Sunday lunch at local institution Neighbourhood Wine, has quickly become a favourite among attendees – and, McIntyre admits, one of her personal highlights.

"There are two types of people at the 40+ events," she explains. "Those whose kids are older and they suddenly have time again. And those who don't have kids, but are in a stage of life where they're asking: Who are my people now? Where do I go to find them?"

For anyone navigating the complexity of modern life – Club Sup offers something deeply rare: meaningful, in-person connection without pretense. In a world increasingly defined by digital communication, Club Sup's analogue ethos is both refreshing and radical.

Its expansion into London came, like all things Club Sup, from listening. "I kept getting DMs from Aussies who'd moved to London asking if there was anything like us there," Sophie recalls. "Then Brits started coming to our events in Australia because their Aussie friends had brought them. I realised there was something reciprocal happening."

Club Sup's first London dinners were hosted at East London institutions such as The Marksman and Pophams – charming venues willing to say yes. The brand's next frontier is to build partnerships that help brands tap into real-world community, something McIntyre describes as "creating an offline manifestation of digital connection."

Club Sup may have begun as a supper club, but its true product is belonging. And in a post-pandemic world, that has never felt more necessary. "People are craving something that feels real," Sophie says. "Something small, something thoughtful, something honest. It's not about going viral anymore – it's about going deeper."

And perhaps that's Club Sup's secret. Not about going out. But about going in – into community, into care, into connection.

Club Sup 🌐 clubsup.com.au



Photography: Shannon McGrath

Texture shifts are used throughout the space to help break down the scale of large, monolithic forms such as the reception desk and café. Stone forms combine honed and hand-chiselled finishes, bringing a sense of tactility and enhancing the natural beauty of the stone.

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Pre-function and informal gathering spaces are strategically located alongside larger meeting rooms to blur the transition from public to private spaces.

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The client floor on Level 37 showcases Allens' extensive art collection. Large scale artworks are framed by architectural apertures throughout, further enhancing the significance of the collection to the history of the business.

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TRANSFORMING TRADITION

How a forward-thinking workplace by Hassell is reshaping one of Australia's most prestigious law firms for a new era of work.

When Allens embarked on a major redesign of its Melbourne office at 101 Collins Street, the project wasn't simply about a new look. It was about rethinking what the future of legal practice could feel like – how culture, technology, wellbeing and design could come together to create a workplace that's as inspiring as it is functional.

The result, led by international design practice Hassell, is a sophisticated workplace that balances heritage with progress, offering Allens' people and clients a space that reflects both its 203-year legacy and its forward-looking vision.

For Allens, the decision to undertake a redesign stemmed from recognising that the traditional model of a legal workplace was shifting. "The redesign was driven by a desire to align our physical workspace with the evolving nature of legal practice," explains Toula Panopoulos, General Manager Business Operations at Allens. "As our ways of working have become more agile, collaborative and digitally enabled, it became clear that our environment needed to reflect and support this shift."

Allens' brief to Hassell was built on five core priorities: flexibility, collaboration, wellbeing, technology and identity. According to Hassell Associate Ashleigh White, the challenge was to balance a sense of gravitas with openness. "We wanted to create a workplace that celebrates Allens' history while feeling welcoming, modern and approachable," she says. "The firm's culture is progressive, and the design needed to reflect that."

The resulting design works hard for lawyers in every mode of practice. It blends enclosed offices with open-plan zones and shared hubs, while a central interconnecting stair and southern-facing communal areas encourage informal encounters. Because of this, the spaces effortlessly adapt to quiet focus and dynamic collaboration. And by pulling private offices away from the windows, the design brings daylight and views deep into the building – a strategic decision that benefits all occupants.

"The legal profession has traditionally been structured around practice silos, but we wanted to shift the dynamic," Panopoulos adds. "Strategically placed collaboration zones, shared amenities and breakout areas invite spontaneous interaction, cross-practice engagement and co-creation with clients."

"The removal of physical barriers was a key goal," says White. "By opening up sightlines and creating a central café hub, we've built in opportunities for people to connect across practice groups, something that can spark new thinking and stronger outcomes."

Materials play a central role: soft timbers, natural stone and textured fabrics lend a timeless quality, while integrated planting and biophilic design brings freshness and calm. Lighting design maximises natural light, complemented by task and ambient lighting that supports comfort and focus throughout the day.



Sustainability was a core pillar of the design. Low-VOC materials, energy-efficient lighting and waste-reduction strategies were specified. The project also reused a significant portion of materials from the previous fitout, and existing furniture was reupholstered and refreshed. “It was about making considered choices at every stage – partnering with suppliers who share our ESG commitments and ensuring the project aligned with our broader values,” says Panopoulos.

With wellbeing elements such as natural light, quiet zones and integrated greenery playing a central role, the internal response has been positive. “The design has quickly become a catalyst for connection and engagement,” says Panopoulos. “The staff café in particular has been a great opportunity for people to connect when they’re in the office.”

Within the broader community, the workplace complements the prestige of 101 Collins while introducing a distinctly human and modern layer. “It’s not just about Allens in isolation,” says White. “The design contributes to the vibrancy of the broader 101 Collins community, reinforcing the building’s reputation as a destination for Melbourne’s leading businesses.”

For a firm with more than two centuries of history, the new design represents a milestone. It demonstrates how one of Australia’s most established legal institutions can remain progressive, people-focused and future-ready – while making its mark within the 101 Collins community.

Allens
Levels 35–39, 101 Collins
allens.com.au

Photography: Shannon McGrath

With a strong furniture re-use strategy, new softer, warmer elements were introduced to complement existing items such as the B&B Italia Lithos coffee table, B&B Italia Mart armchairs and the B&B Italia El meeting chairs, all designed by Antonio Citterio.

Shared open spaces support day-to-day informal interactions near the café, intended for both clients and staff, creating a more vibrant and interactive atmosphere for all. The café area is designed to seamlessly transition to support evening events with a focus on a more moody and warming atmosphere.

Staff amenity such as lockers and wellness spaces are centrally located on each floor. Curtains are used throughout workzones to help minimise visual distractions between active, transitional spaces and focused workspaces.



“The legal profession has traditionally been structured around practice silos, but we wanted to shift the dynamic. Strategically placed collaboration zones, shared amenities and breakout areas invite spontaneous interaction, cross-practice engagement and co-creation with clients.”

Toula Panopoulos
General Manager Business Operations, Allens



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Mental health first aid

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How 101 Collins’ businesses are leading the charge on psychological safety

In the high-performance world of corporate Australia, productivity has long been king. But as the workplace continues to evolve – alongside a growing body of research on psychological wellbeing – things are changing. More than ever, businesses are recognising that protecting mental health isn’t just a personal concern but a professional imperative. And now, legislation is catching up.

Earlier this year, the Victorian Government introduced new psychological health regulations under WorkSafe Victoria’s Occupational Health and Safety Act. These “New Rules to Protect Workers’ Mental Health” mark a critical milestone in workplace governance, placing clear responsibilities on employers to identify and manage psychosocial hazards with the same diligence as physical risks.

At 101 Collins, tenant organisations are not only complying with new governance requirements, they’re helping to shape what best practice looks like in mental health and workplace culture. From law firms to investment bodies, businesses are embedding Mental Health First Aid (MHFA) training as a foundational layer of their employee wellbeing strategies.

For Gilbert + Tobin, MHFA training has become a cultural cornerstone. “In a high-performing legal environment, I see first-hand how critical it is to support not just productivity, but the overall wellbeing of our people,” says Jenita Harrison, HR Manager at Gilbert + Tobin. “With the legal profession carrying a known risk of stress and burnout, it’s not enough to talk about wellbeing, we need visible, informed support embedded in our day-to-day culture.”

Since completing MHFA training alongside 13 partners and staff, Harrison has seen a tangible shift in office dynamics. Conversations around mental health have become more open, and a greater willingness to check in on colleagues is now part of daily interactions.

“The course was both enlightening and empowering. It reminded me that the most meaningful support often comes from the simplest actions: showing up, listening without judgment, and being someone others can trust,” Harrison adds. “It’s helped us move beyond awareness into genuine action.”

Meanwhile, VFMC (Victorian Funds Management Corporation) has also embraced the MHFA model, training employees to provide peer-based psychological support as part of their wider health and governance strategy. For VFMC, the decision to invest in mental health training aligns with both their organisational values and their long-term business goals.

“Mental health first aid training is our commitment to supporting our employees holistically,” says Maree Squillacioti, Acting Head of People at VFMC. “Equipping our team with the skills and knowledge to help someone in their time of need doesn’t just benefit individuals, it enriches the culture of our organisation.”

VFMC’s accredited first aiders are now recognised points of contact for colleagues experiencing mental health difficulties, offering support, guiding them toward professional help where needed and helping destigmatise mental health in the process.

“It’s a vital step in creating a workplace culture that prioritises empathy, understanding, and swift action,” Squillaciotti adds.

According to Mental Health First Aid International, over six million people are trained in Mental Health First Aid across 25 countries and adults who complete the 12-hour course (MHFAiders), are equipped with the knowledge, confidence and skills to provide someone with mental health information and support when it matters most.

These initiatives are more than feel-good stories. They represent a strategic evolution in how leading businesses view governance. Psychological safety is now understood not just as a moral imperative, but as a measurable component of risk management, employee retention and sustainable performance. Mental Health First Aid sits at the intersection of culture and compliance, helping businesses meet regulatory expectations while enhancing their most valuable asset: their people.

In the coming months, as more organisations grapple with the implementation of WorkSafe Victoria’s new standards, those within 101 Collins offer a powerful blueprint: train early, support deeply and embed care into the very fabric of corporate culture.

If you’re interested in organising Mental Health First Aid Training for your 101 Collins workplace, contact rise@101collins.com.au for more information.

Did you know?



1 in 5

Australians will experience a mental health problem in any given year.¹



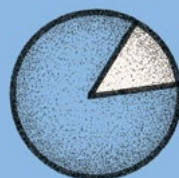
\$10.8 billion

The annual cost of untreated mental illness on Australian businesses.¹



9 in 10

Employees believe mental health in the workplace is important.¹



17%

The average percentage of Australians who experienced an anxiety disorder in the previous year.²

How can Mental Health First Aid training help?



Intervene early

Recognise the warning signs of mental health challenges in other adults.



Offer support

Learn the skills to have an open, supportive conversation about mental health.



Respond in a crisis

Respond across a range of crisis situations where an adult may be at risk of harm.



Reduce stigma

Reduce stigma and increase support for adults experiencing and living with mental health challenges.

¹ Source: Mental Health First Aid Australia
² Source: The Australian Institute of Health and Welfare

Fast Five

- 01 What were the three simple rules at Sophie McIntyre’s first Club Sup dinner?
- 02 What nickname do Anna’s teammates at the Melbourne University Soccer Club call her?
- 03 What five core priorities guided Hassell’s redesign of the Allens Melbourne office?
- 04 Which Collingwood bathhouse was inspired by the founder’s experiences in Norway?
- 05 What year was the Melbourne Camera Club founded?



Have you been paying attention?
The answers to these five questions are somewhere in this issue. Scan the QR code to find the answers.



At Berry Street, we believe in people.

We are one of Australia’s largest independent child and family service organisations. Our work focuses on supporting people to heal from trauma; addressing family violence; providing safe homes for children, young people and those escaping violence; training schools and teachers in trauma-informed education; and providing proactive care for families before they reach crisis point.

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