

Kym McCarthy GAICD

ASX BOARD ADVISORY | SUSTAINABILITY & LEGAL EXPERT | HIGH RISK ENVIRONMENTS



Expert in governance, strategy and risk management within both executive and board environments. Renowned for driving sustainable growth and achieving strategic targets.

Executive leader in large private and government organisations, with deep expertise in sustainability and international operations law. Army officer and lawyer embedded with deployed forces on several overseas combat operations.

A unique blend of mindful leadership, innovation and strategy. Direct but collaborative approach known for delivering results in challenging and dynamic situations, including high risk combat environments.

Known for converting challenges into opportunities and as someone who:

- Constructively questions and operates with the highest integrity
- Has a history of influencing and embedding sustainability strategies
- Is skilled at navigating complex environmental factors to meet stakeholder requirements.

Driving Execution | Change & Transformation | Risk Acceptance | Considered & Decisive | Strategic & Business Operations | Mindful Leadership

BOARD EXPERIENCE

TASRecycle

2025 – present

The appointed Scheme Coordinator for Recycle Rewards, Tasmania's Container Refund Scheme.

Non-Executive Director

- Reducing Tasmania's litter of drink containers by up to 50%.
- Developing a circular economy construct for the Tasmanian drink container industry.
- Creating new economic opportunities to repurpose, reuse or recycle drink container materials.

Australian Information Security Association Ltd

2017 – 2018

Nationally recognised peak body for cyber security professionals, with a membership of more than 12,500 people. A NFP that works to advance the digital security and safety of Australia.

Non-Executive Director

- Led national initiatives to diversify membership base and broaden organisational appeal to younger professionals, increasing paid membership and organisation relevance.
- Provided strategic guidance and oversight to branches and respective State Chairs, fostering cohesion and enhancing a positive organisational culture.
- Reviewed governance policies and procedures to streamline, simplify and ensure regulatory compliance.

ADVISORY EXPERIENCE

Telstra

2021 – 2024

- Advised CEO, Audit & Risk Committee and Board on key ESG issues, including how Telstra's positive climate action could be communicated to provide a commercial return on investment.
- Led the development and delivery of two publicly disclosed reports – 'Climate Change Report' and 'Telstra Enabling Positive Climate Action Report'. These reports included 11 industry case studies showcasing how Telstra enabled climate action, industry leadership and resource savings that continue to deliver business development benefit at the ASX level.

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Department of Defence - Special Forces Headquarters

2013 – 2015

- Provided legal advice and education to support complex and highly opposed diplomatic negotiations during the ISIS crisis in Iraq.
- Contributed to intergovernmental permission for special forces insertion into Iraq ultimately enabling ADF support of Iraqi forces in their operations to oppose ISIS invasion.

Supreme Group, Dubai and Afghanistan

2010 - 2011

Privately owned integrated supply chain provider, servicing humanitarian, government and commercial clients in challenging environments around the globe. Operating across five continents generating an annual revenue exceeding \$5.5 billion USD in 2011.

- Led and designed a new international procurement framework, ensuring the business operated in alignment with UN Supplier Code of Conduct. This was conducted in a complex, high risk and often corrupt operating environment.
- Successfully delivered a more transparent, diverse and inclusive supply chain, resulting in the first appointment of a female led Afghan fuel supplier.

EXECUTIVE EXPERIENCE

Audacieux Legal and Consulting

2024 – Present

Founder of Audacieux, a law firm and consultancy that works with businesses to help them walk their talk on sustainability. Ultimately ensuring sustainability outcomes deliver commercial value. Empowering their businesses to transition from compliance box ticking to delivering a competitive advantage, driving cost savings and customer loyalty. All fundamental requirements when bidding for government, corporate and international export opportunities.

Telstra

2017 – 2024

General Manager – Sustainability and Climate Change

- Led the creation and delivery of Telstra's eco design framework - measuring suppliers' emissions profiles and product circularity. Ultimately informing procurement decisions and driving supplier improvement.
- Led the development of the eco performance dashboard, showcasing the credentials and performance of each product.
- Championed solutions that deliver high commercial and sustainability value, ensuring environmental impacts are quantified and tracked using appropriate metrics/data to meet compliance and climate leadership requirements.

Australian Defence Force – Army

2011 – 2017

Senior Legal Officer

- Operational deployments to Afghanistan and Iraq, providing strategic and SME advice to the ADF Senior Leadership Group, enabling the deployment of weapon systems in accordance with international law while also supporting operational objectives to suppress enemy threats.
- Delivered operational solutions within the Whole of Government security framework. Led stakeholder engagement and training international military personnel in the application of legally permissible actions.
- UN placement in New York with the Counter terrorism Directorate, preparing and facilitating diplomatic negotiations surrounding the ISIS invasion of Iraq, progressing bilateral agreement on diplomatic responses.

EARLY CAREER

Encompassed legal roles in Tasmania, United Kingdom and the UAE following graduation from UTAS with degrees in Environmental Management and Law. Worked as a solicitor/barrister in both private practice and in-house roles provided a breadth of experience in different legal areas including negotiation, litigation and commercial matters. Transitioned to the full time Army in 2011, following 12 years as a Defence Reservist.

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QUALIFICATIONS, MEMBERSHIPS & AWARDS

- Graduate, AICD (2018)
- Masters of Law, ANU (2015)
- BSci-LLB, University of Tasmania (2002)
- Member of the Law Society of Tasmania
- NATO Medal
- Australian Active Service Medal, International Coalition Against Terrorism - Afghanistan
- Australian Operational Service Medal – Iraq
- Australian Service Medal, Counter Terrorism/Special Recovery

VOLUNTEER WORK

Women Veterans Australia – State Ambassador

2025 - present

- Advocate for systemic change by highlighting the unique experiences of women veterans, influencing policy reforms, and promoting inclusive support services tailored to their needs.
- Establish and nurture community connections through support groups and mentoring initiatives, fostering a sense of belonging and aiding in the transition to civilian life for women veterans.
- Facilitate empowerment programs, such as the Phoenix Program, providing grants and resources to assist women veterans in their personal and professional growth post-service.