

# ashurst

## Source notes

Supplement to

**Ashurst: The story of a  
progressive global law firm –  
The first 200 years**

by Stuart Kells

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Published by Melbourne  
University Press



# Source notes

## Part I: Beginnings

### Chapter 1: What a circle it is!

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## Part II: From a large small firm to a small large one

### Chapter 7: A team of champions

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'From about 1925 ... a number of lean years': Roger Finbow, interview 2 February 2021.

'extraordinary skill in ... and did take the offensive': Slinn, pp. 176–7.

'rather than leave ... side to instruct'; 'One reason for ... at the earliest stage of combat!': Slinn, pp. 178–9.

'Stories are legion ... tainted his advice': Slinn, p. 177.

'Martin's style was ... what he told them': Richard James, quoted in Slinn, p. 178.

'Let me tell you ... idiot has done'; 'This is not ... costing you a fortune': Edward Sparrow, email to the author 16 April 2021.

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'I can remember being ... ghastly position to be in': Elizabeth Morris, interview 19 April 2021.

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'We were not anywhere ... what the clients wanted': Nigel Ward, interview 3 February 2021.

## Chapter 8: Boxing above their weight

'We had close contacts ... all the investment banks': Geoffrey Green, interview 10 March 2021.

'I admired Ashurst ... they were very successful': David Macfarlane, interview 3 March 2021.

'I'm probably biased ... and major corporate clients': Susan Roy, interview 15 February 2021.

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'Ashurst was interesting ... biggest public M&A deals': Nigel Parr, interview 8 February 2021.

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'I went to Australia ... of the deal': Geoffrey Green, interview 10 March 2021.

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'I recall exchanging ... with him every day!': Edward Sparrow, email to the author 16 April 2021.

'There were some ... the area was Clifford Turner': Geoffrey Green, interview 10 March 2021.

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'It was very significant ... publicity in that area': Geoffrey Green, interview 10 March 2021.

'We can justifiably ... in the private equity field': Roger Finbow, interview 2 February 2021.

'Private equity was ... successful with the clients': Simon Bromwich, interview 17 February 2021.

'I joined Ashurst at ... punching above its weight': Jan Sanders, quoted in *First Women*, p. 39.

'It was good fun ... all of them were exciting': Jan Sanders, interview 18 February 2021.

'The key thing was ... used their funds to do it': Jan Sanders, interview 18 February 2021.

'Cinven was the ... really developed that': Nigel Parr, interview 8 February 2021.

'All the private equity ... were hugely successful': Geoffrey Green, interview 10 March 2021.

'After Cinven we ... near an investment bank': Geoffrey Green, interview 10 March 2021.

'There was a strict ... conditions were satisfied': Nigel Ward, interview 3 February 2021.

'I went to see ... into the big privatisations': Geoffrey Green, interview 10 March 2021.

'Financial assistance' is ... the next twelve months': Jan Sanders, interview 18 February 2021.

'The legislative change ... private equity industry': Nigel Ward, interview 3 February 2021.

'Even when we had ... something within the rules': Nigel Ward, interview 3 February 2021.

'I joined Ashurst ... back of client demand': Helen Burton, interview 16 February 2021.

'We followed the ... Madrid and Milan': Geoffrey Green, interview 10 March 2021.

'The private equity ... happier hunting grounds': Geoffrey Green, interview 10 March 2021.

'You could list ... elsewhere in Europe': Jose Christian Bertram, interview 23 February 2021.

'At the beginning of ... estate presence as well': Jose Christian Bertram, interview 23 February 2021.

'Madrid was quality ... reputations as arbitrators': Edward Sparrow, interview 27 January 2021.

'After the Paris office ... really challenging times': Reinhard Eyring, interview 17 February 2021.

'We did fantastically ... with private equity': Helen Burton, interview 16 February 2021.

'There was money ... take clients with them': Jan Sanders, interview 18 February 2021.

'What happened, of ... they came over to the UK': Helen Burton, interview 16 February 2021.

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## Chapter 9: The lawyer's law firm

'Private equity work ... the US firms into London': Nigel Parr, interview 8 February 2021.

'US firms would ... loved from the States': Helen Burton, interview 16 February 2021.

'When I started ... company and commercial': Jan Sanders, interview 18 February 2021.

'It was very different ... areas for some time': Geoffrey Picton-Turbervill, interview 30 March 2021.

'Corporate work was ... to the Corporate department': David Macfarlane, interview 3 March 2021.

'Martin Bell was a ... firm's employment lawyer': Geoffrey Picton-Turbervill, interview 30 March 2021.

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'When I joined ... extremely limited finance capability': Nigel Ward, interview 3 February 2021.

'Back when I ... you know, scruffy': Geoffrey Green, interview 10 March 2021.

'In the late 1990s ... structured finance practice': Geoffrey Green, interview 10 March 2021.

'In the 1990s Ashurst ... and strategic basis': Mark Vickers, interview 27 April 2021.

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'Because we'd become ... the more exotic stuff': Nigel Ward, interview 3 February 2021.

'Driven by private ... business grew and grew': Edward Sparrow, interview 27 January 2021.

'The team from Weil ... mutual referral arrangement': Mark Vickers, interview 27 April 2021.

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'The finance practice ... was a significant moment': Geoffrey Green, interview 10 March 2021.

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## Part III: The challenger firm

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## Part IV: A global firm

### Chapter 18: Losing the inhibition

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'Mary Padbury and ... should do something together': Simon Bromwich, interview 17 February 2021.

'Ian Williams contacted ... bridge and the harbour': Geoffrey Green, interview 10 March 2021.

'I had a very ... too far at that moment': Geoffrey Green, interview 10 March 2021.

## Chapter 23: Project Tractor

'Charlie Geffen's wife ... in Australia that year': Mary Padbury, notes from October 2010 London visit.

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'While the "heads ... deal could be done': Paul Jenkins, interview 15 January 2021.

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'The logic was ... rather than anything else': David Somerville, interview 17 November 2020.

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'I've been involved in twenty-two rail PPPs personally': Mark Elsey, interview 16 February 2021.

'For Ashurst, the ... this on our own': Mark Elsey, interview 16 February 2021.

'We will now ... talent, in all areas': Project Tractor booklet.

'The cultural differences ... cricket or the rugby': David Somerville, interview 17 November 2020.

'To the extent ... one really enjoyed': Roger Finbow, interview 2 February 2021.

'My experience and ... similar to the Australians': Reinhard Eyring, interview 17 February 2021.

'I think Ashurst ... works, go and do it': Geoffrey Green, interview 10 March 2021.

'My take on the ... than another merger': Nigel Ward, interview 3 February 2021.

'The global merger ... the Australian one': John Field, interview 14 December 2020.

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'a very well researched ... judges over the years': Geoff Hone, interview 4 February 2021.

'It was the best ... nations around the world': Liz Broderick, interview 21 December 2020.

'When I was in ... Packer's London lawyers': Malcolm Turnbull, interview 24 March 2021.

'She was a ... bright, very charming': Nigel Parr, interview 8 February 2021.

'I went to ... some of the differences': Susan Roy, interview 15 February 2021.

'Stewart White was ... lawyers in the world': Peter Stapleton, interview 3 December 2020.

'We had a ... Ashurst at the time': Geoff Hone, interview 4 February 2021.

'to my husband's dismay': Susan Roy, interview 15 February 2021.

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## Part V: People

### Chapter 25: Inroads

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'David Somerville asked ... later had lots of use': Adrian Morris, email 3 April 2021.

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'At the firm we ... how we did business': Liz Broderick, interview 21 December 2020.

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### Chapter 26: An inclusive culture

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'Ashurst has been ... instrumental in that': Liz Broderick, interview 21 December 2020.

'Liz Broderick asked ... equality there as well': Paul Jenkins, interview 15 January 2021.

'The profession has ... been very supportive': Karen Davies, quoted in *First Women*, p. 63.

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## Chapter 27: An absolute meritocracy

'When I joined ... I should go to': Nigel Parr, interview 8 February 2021.

'In 1986 there ... also as a team': Shemara Wikramanayake, interview 2 February 2021.

'Martin Bell always ... slippery slope down': Andrew Soundy, interview 10 February 2021.

'In about 1984 ... didn't just happen': Peter Stapleton, interview, 3 December 2020.

'The firm's approach ... take in blind lawyers': David Somerville, interview 17 November 2020.

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'When I joined ... side of the moon': Geoffrey Green, interview 10 March 2021.

'I was the partner ... culturally and socially diverse': Roger Finbow, interview 2 February 2021.

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'Talented lawyers don't ... unlikely to progress': Nicole Williams, quoted in *First Women*, p. 67.

'I think there ... important or relevant': Ian Scott, interview 6 April 2021.

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'From the day ... by so much talent': Mark Vickers, interview 27 April 2021.

'In 2021 we launched ... which we operate': Paul Jenkins, interview 15 January 2021.

## Chapter 28: What do I do?

'In those days ... what do I do!?!': Peter Johnstone, interview 17 November 2020.

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'From then he ... dictating through the journey': Slinn, p. 111.

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'the times of ... during office hours': Slinn, p. 151.

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'I know from ... would be back again': Susan Roy, interview 15 February 2021.

'Now things are ... come into my inbox!': Jan Sanders, interview 18 February 2021.

'We used to ... hilarious coloured mark-ups': Sarah Sivyour, quoted in *First Women*, p. 55.

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'When I joined ... remotely by e-mail': Ian Scott, interview 6 April 2021.

'Everything was slower. ... long corporate documents': Linda Humphreys-Evans, quoted in *First Women*, p. 29.

'We had a pretty ... his farming partnership': Edward Sparrow, interview 27 January 2021.

'There was an ... gnomes for his garden': James Levy, interview 2 March 2021.

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'John May went ... have you been doing!': Andrew Soundy, interview 10 February 2021.

'When I was two ... my head above water!': Mark Elsey, interview 16 February 2021.

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## Chapter 29: A truly modern solicitor

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'One of the ... conservative for a while': Susan Roy, interview 15 February 2021.

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'When I joined ... among the partners': Ian Scott, interview 6 April 2021.

'Towards the end ... dressing down too far': David Macfarlane, interview 3 March 2021.

## Chapter 30: A marvellous banquet with haggis

'A dinner was ... season was provided'; 'delicious and substantial viands'; 'to which every justice was rendered': *Port Phillip Gazette and Settler's Journal*, 1 December 1847, p. 2.

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'meticulous in his ... particular as he was': Barr, p. 38.

'a man born rather too late for his own era': Barr, p. 39.

'One of the regular ... party in the home': Barr, p. 37.

'A very fond ... It was great fun': Angela Pearson, quoted in *First Women*, p. 47.

'I was in the winning team ... a young woman!': Edward Sparrow email to the author.

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## Part VI: Running a law firm

### Chapter 31: Attics and basements

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'the protection of scrip, valuables and documents': Slinn, p. 91.

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'no doubt the ... built in 1889–90': Slinn, p. 172.

'hiccups': Martin Bell, quoted in Slinn, p. 172.

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'The new premises ... by JB Were & Son': John Graham, quoted in Barr, p. 77.

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'We'd do a ... bore the consequences': Dennis Scott, interview 9 December 2020.

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'And the second ... day at the firm': Peter Johnstone, interview 17 November 2020.

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'We had rather ... quite extraordinary really': Elizabeth Morris, interview 19 April 2021.

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'We've had to ... match at the moment': Jan Sanders, interview 18 February 2021.

'The most respected ... his work to them': Maria José Menéndez, interview 23 February 2021.

## Chapter 32: Sneeze

'We were known ... we were "AMC"': Susan Roy, interview 15 February 2021.

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'Back in the ... "Ashurst", "Morris" and "Crisp"': Jan Sanders, interview 18 February 2021.

'One of the ... after I joined!': Susan Roy, interview 15 February 2021.

'Bluebloods of the ... the Benetton treatment': *The Telegraph*, 2 April 2004.

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'Everybody called us ... rather than Ashursts': Simon Bromwich, interview 17 February 2021.

'People had to ... at the end': Susan Roy, interview 15 February 2021.

'Marina chose a ... delivered to Paris!': Simon Bromwich, interview 17 February 2021.

'The woman who ... like a paint chart': Jan Sanders, interview 18 February 2021.

'The United Colours ... people talked about it': Helen Burton, interview 16 February 2021.

'Everyone always moaned ... to pronounce there': Jan Sanders, interview 18 February 2021.

'Marina's plan for ... closer than "ash-oorst"': Edward Sparrow, interview 27 January 2021.

'In Germany you ... said "That's crispy!": Tobias Krug, interview 17 February 2021.

'When we started ... a bit for clients': Cristina Calvo, interview 23 February 2021.

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'I still remember ... moving to "Blake Dawson"': Liz Broderick, interview 21 December 2020.

'I became team ... you think you are?': Mark Stanbridge, interview 16 February 2021.

'We all have ... misunderstand each other': Cristina Calvo, interview 23 February 2021.

'I think a classic ... what we're used to': Tobias Krug, interview 17 February 2021.

'Continental Europeans, and ... feisty in England': Cristina Calvo, interview 23 February 2021.

'English partners used ... saying things emphatically': Maria José Menéndez, interview 23 February 2021.

'They'd ask us ... We're fine?': Cristina Calvo, interview 23 February 2021.

'We had a ... be blunt and direct': Susan Roy, interview 15 February 2021.

'One of the ... totally different angles': Geoffrey Picton-Turbervill, interview 30 March 2021.

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'There was also ... that confused everybody!': Roger Finbow, interview 2 February 2021.

'I arrived in August ... apologised for that on day one': Mark Speakman, interview 1 April 2021.

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## Chapter 33: Technology

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## Chapter 34: Pro bono

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'If you can't pay ... do it very broadly': Maria José Menéndez, interview 23 February 2021.

'Pro bono was such ... up by a partner': Sarah Morton-Ramwell, interview 8 December 2020.

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## Chapter 35: Leadership

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'The partnership form ... much greater equality': Peter Stapleton, interview 3 December 2020.

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'My experience was ... remain) so passionate': Simon Bromwich, email to the author 30 June 2021.

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'I think we're still ... in the last few years': Ben Tidswell, interview 15 March 2021.

## Part VII: Ashurst now and in the future

### Chapter 36: The firm today

'The firm in 1987 ... who could help': Liz Broderick, interview 21 December 2020.

'I had done a ... and was successful': Liz Broderick, interview 21 December 2020.

'I always found funny ... Legal Technology group': Liz Broderick, interview 21 December 2020.

'"BDW Technology", it ... those exciting things': Mark Stanbridge, interview 16 February 2021.

'When we started to ... your environmental obligations': Liz Broderick, interview 21 December 2020.

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'Including Liz Broderick ... all over the world': Peter Voss, interview 16 February 2021.

'Nick Carson was ... working with that': Liz Broderick, interview 21 December 2020.

'I remember I got ... of the welcome party': Liz Broderick, interview 21 December 2020.

'The firm was starting ... came along after that': Liz Broderick, interview 21 December 2020.

'Dawson Waldron was ... from an online system': Liz Broderick, interview 21 December 2020.

'Gerard Neiditsch was the ... often scheme together, Liz Broderick, email to the author 1 July 2021.

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'I would say our ... make good on that': Ben Tidswell, email to the author 21 June 2021.

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'The single profit ... been a big fan of that': Mark Elsey, interview 16 February 2021.

'We took a somewhat ... and executive teams': Ben Tidswell email to the author 21 June 2021.

'One of the key ... after nearly thirty years': David Jones, interview 2 February 2021.

'When I first joined ... talk about it enough': Helen Burton, interview 16 February 2021.

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'We have a ... We just have to': Mark Stanbridge, interview 16 February 2021.

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'For traditional law ... talking to clients about': Jamie Ng, email to the author 23 July 2021.

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'Being on the board ... proper credit for that': Christina Calvo, email to the author 1 July 2021.

'The Ashurst of 2022 ... challenges into opportunities': Simon Bromwich, email to the author 30 June 2021.

'I feel very proud ... the extraordinary, together': Sarah Sivyour, email to the author 20 July 2021.

### Chapter 37: The essence of Ashurst

'With the merger ... sum of our parts': Sarah Morton-Ramwell, email to the author 27 May 2021.

'When I joined ... for the years to come!': Yann Alix, interview 1 March 2021.

'In our recent work ... ethos and view of life': Mike Polson, interview 1 March 2021.

'I think being entrepreneurial ... plus one equals three': Helen Burton, interview 16 February 2021.

'A client who had ... together like a jigsaw': David Jones, interview 2 February 2021.

'In the 1970s and ... running through the practices': Peter Voss, interview 16 February 2021.

'When you think ... where we are today': Roger Finbow, interview 2 February 2021.

'Creating a culture of ... making this work': Mark Elsey, interview 16 February 2021.

'The fusion with ... been phenomenally successful': Mark Vickers, interview 27 April 2021.

'People like Paul ... pretty well achieve anything': Simon Bromwich, interview 17 February 2021.

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'extraordinary culture of family': Andrew Soundy, interview 10 February 2021.

'Ashurst is a ... very, very quickly': David Jones, interview 2 February 2021.

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'One was lucky ... and the strategic thinking': Geoffrey Green, interview 10 March 2021.

'We were very ... directors running it': Andrew Soundy, interview 10 February 2021.

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