



---

# Thomson Geer

Lawyers

Advice | Transactions | Disputes

# Modern Slavery Statement

---

**FY 2024**

## Reporting Entity

The *Modern Slavery Act 2018 (Act)* requires reporting entities subject to the Act, to produce an annual modern slavery statement.

This statement outlines how we, and our third party supply chain, will ensure compliance with the requirements of the Act.

This modern slavery statement covers the following entities:

- Thomson Geer (a Partnership) ABN 21 442 367 363
- Thomson Geer Services Pty Ltd ABN 74 727 422 472
- TG Legal + Technology Pty Ltd ABN 34 657 374 902

## Structure and Operations

Thomson Geer (TG) is a major Australian corporate law firm. We are trusted by companies, governments and institutions to act for their commercial and legal interests. With more than 700 people, including over 150 partners, operating out of our offices in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, we are one of the 10 largest firms operating in Australia. Thomson Geer is a full service firm and many of the firm's practitioners are acknowledged as leading lawyers in their fields.

The firm structure is a partnership with a Chief Executive Partner (CEP) and Board, all of whom are ultimately accountable to the partners, the owners of the firm. A National Executive Team report to the CEP.

Lawyers and professional staff are employed by the partnership. Our shared services function and administrative staff are employed by a services trust, Thomson Geer Services Pty Ltd.

TG has also assisted a range of clients in developing their business' approach to modern slavery and provides ongoing advice to clients.

TG is a professional services practice, with our core business activity being the provision of legal services to our clients.

TG's operations are based in Australia but we provide legal services to a variety of clients based both in Australia and overseas. As a full service commercial firm, we are able to call on expertise in a wide variety of practice areas and seek to provide our clients with comprehensive solutions for all their legal needs.

Our team undertaking institutional high volume work operates as **TG Legal + Technology Pty Ltd**. In practice the team acts as a division of the firm and responsibility for risk and compliance systems remains with Thomson Geer, the Partnership under a service agreement.

## Risk Management and Due Diligence

Our supply chain consists predominantly of goods and services procured for the purpose of enabling our people to deliver legal services to our clients.

The goods and services TG procures include:

- cleaning;
- computer hardware, software, and software development services;
- accounting and audit;
- hospitality and catering;
- recruitment;
- marketing and merchandise;
- equipment supply;
- couriers and postage;
- travel and taxis;
- training at Registered Training Organisations;
- insurance;
- telecommunications; and
- parking.

We also procure the following on behalf of our clients:

- barristers;
- document management and eDiscovery; and
- data rooms

Due to the nature of our business and our third party suppliers, TG has a lower risk profile than companies in many other industries. However, we recognise that through our third party supplier and distribution chains, there is a risk of being exposed to modern slavery practices.

A review of our suppliers show they primarily fall into the following categories which are at low risk for modern slavery:

- large Australian organisations that are required to comply with the Modern Slavery Act and have submitted Modern Slavery Statements in accordance with that Act; and
- small, local organisations whose primary business activities are providing services wholly within Australia.

## Our Approach to Modern Slavery

TG is committed to safeguarding human rights across our operations and seeks to only work with suppliers that share the same values. We recognise our responsibility in acting in accordance with the applicable modern slavery laws.

We expect our business partners and third party suppliers to have zero tolerance for any form of exploitation in their business operations or through any part of their own supply chain. TG did not identify any instances of modern slavery during the reporting period.

### Our Staff

TG has no modern slavery practices within its own operations. We have a dedicated human resources team with representatives on the ground in each of our offices. We also regularly seek advice from our own large team of employment law specialist lawyers regarding applicable minimum entitlements for our staff. We comply with relevant Australian workplace laws, including those that deal with employment conditions and safety, and other community expectations and ethical standards. We are committed to creating and maintaining an inclusive and safe environment for all staff members, which includes treating workers with dignity and respect, and providing a workplace free from discrimination and harassment.

We aim to achieve this through our policies on Discrimination, Harassment and Bullying and Work Health and Safety, as well as through providing annual training to our staff. TG has also included modern slavery as a topic in its compulsory continuing professional development sessions, which all professional staff are required to attend.

We do not have any employees outside of Australia.

### Our Supply Chain

Our Modern Slavery Policy was reviewed and updated to ensure it remained relevant and effective. The policy applies to any person or entity working for or on behalf of, or providing services to or doing business with, TG in any capacity, including all suppliers, employees, officers, contractors, subcontractors and consultants.

The policy sets out:

- our requirements for suppliers in relation to their treatment of workers and compliance with labour laws and standards;
- how we aim to address risks of modern slavery;
- the consequences of breaching the policy; and
- how concerns about modern slavery can be reported to TG.

We have developed and implemented internal processes and controls to assist us in identifying and managing the risk that modern slavery may be taking place in our business or third party supplier chain.

These processes and controls include:

- Risk assessments to determine potential modern slavery risks in third party supplier chains and distribution networks.
- Reviewing and if relevant amending, internal policies to ensure that modern slavery requirements are considered and included.
- Delivering training to relevant staff in modern slavery requirements.
- Ensuring due diligence is conducted on material third party supply chains.
- Taking steps to address any potential modern slavery risks identified.
- Undertaking assurance activities to monitor adherence to the modern slavery requirements.
- Escalation processes in the event that modern slavery risks are identified.
- Governance and reporting processes to facilitate the preparation of an annual Modern Slavery Statement that meets the requirements of the Act, which is supported by appropriate assurance.

Approved by the Board of the Partnership of Thomson Geer and signed with authority of both the Board of the Partnership and the Partnership by:



Adrian Tembel  
Chief Executive Partner  
17 December 2024