

Message from our Managing Partner

At Piper Alderman we aim to reflect our values of **Collaboration** and **Collegiality**, **Respect**, **Innovation** and **Forward Thinking**, and **Dedication** in everything we do. Through these values, Piper Alderman is committed to contributing to positive change in the community and the economy more generally. Combatting modern slavery and championing human rights is essential to continuing awareness and growth in a rapidly evolving society.

We are happy to conclude that Piper Alderman has not identified any instances of modern slavery during this reporting period. We aim to maintain this trajectory and facilitate initiatives which seek to address modern slavery risks in the future.

This Modern Slavery Statement covers the 7 criterion to be addressed, in accordance with section 16(1) of the *Modern Slavery Act 2018* (Cth):

- a. Identify the reporting entity; and
- b. Describe the structure, operations and supply chain of the reporting entity, and any entities that the reporting entity owns or controls; and
- c. Describe the risks of modern slavery in the operations and supply chain of the reporting entity, and any entities that the reporting entity owns or controls; and
- d. Describe actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes; and
- e. Describe how the reporting entity assesses the effectiveness of such actions; and
- f. Describe the process of consultation with:
 1. any entities that the reporting entity owns or controls; and
 2. in the case of a reporting entity covered by a statement under section 14; and
- g. Include any other information that the reporting entity considers relevant.

Criterion 1. Identify the reporting entity

This statement is public on behalf of Piper Alderman, as a reporting entity pursuant to the *Modern Slavery Act 2018* (Cth) and in respect of the financial year that ended on 30 June 2024. Piper Alderman was established in Adelaide in 1988, when Aldermans and Piper Bakewell & Piper merged. Following its establishment, Piper Alderman expanded its offices to Sydney in 1998, Melbourne in 2000, Brisbane in 2004, and Perth in 2021. Mergers have occurred with other firms, including Adelaide-based firm Watsons Lawyers in 2016 and Melbourne-based firm, Norton Gledhill, in 2017.

Piper Alderman has grown to become a successful and highly-regarded law firm across Australia. Piper Alderman prides itself on developing long lasting, flexible and meaningful relationships with our clients. Piper Alderman offers legal services across a range of practice areas. These include:

- banking and finance
- blockchain
- class actions
- corporate and commercial
- dispute resolution and litigation
- employment and labour

- estate and succession planning
- intellectual property and technology
- international
- mergers and acquisitions
- planning and environment
- projects and construction
- property and development
- restructuring and insolvency
- taxation.

Piper Alderman values community service and has established a strong culture of ethical decision-making and social responsibility, with a dedicated effort to providing pro bono services across all levels of the firm. We aim to achieve the highest standard of ethical behaviour in everything we do. We are committed to opposing modern slavery in all its forms, with a zero tolerance approach within the business and our supply chain. We endeavour to uphold our obligations under the *Modern Slavery Act 2018* (Cth), and advocate for more ethical practices across the sector to create a uniformly compliant and proactive industry.

Criterion 2. Structure, Operations and Supply Chain

Structure

Piper Alderman is an independent Australian law firm which proudly provides legal services to clients across a select range of practice areas. Piper Alderman operates as a partnership, with 90 partners and 365 employees. Piper Alderman is connected to Piper Alderman Management Pty Ltd, which is a service entity providing support services to Piper Alderman. However, to avoid doubt, Piper Alderman Management Pty Ltd is not a reporting entity and this Statement is a single modern slavery statement for the purposes of the *Modern Slavery Act 2018* (Cth).

Operations

Piper Alderman works with clients across Australia and internationally to deliver optimum legal and commercial solutions. There are approximately 308 professional staff who work across the offices in Adelaide, Sydney, Melbourne, Brisbane and Perth, all of whom are governed by the laws of Australia. Approximately 84% of Piper Alderman's workforce are permanent employees, 15% are casual workers, and less than 1% are contractors. The vast majority of our resources are directed out to the provision of legal services.

We are committed to operating our business lawfully and ethically, working with suppliers that are aligned with our values. Therefore, it is an expectation that our suppliers operate in accordance with modern slavery obligations.

Our supply chain includes:

1. Real Estate
2. Information Technology
3. Business Services
4. Cleaning Services
5. Hospitality and Food Services
6. Postal Courier Pick-up and Delivery Services
7. Travel Services
8. Recruitment Services
9. Professional Services
10. Legal Service Disbursements.

During the reporting period, Piper Alderman worked with 452 suppliers. Most of the goods and services supplied to Piper Alderman are from suppliers and contractors based in Australia, with some overseas suppliers or suppliers with parent companies in Europe and the United States of America. Piper Alderman also acknowledges that some of its suppliers source goods or services from overseas. Piper Alderman endeavours to regularly review its suppliers to eliminate, to the extent possible, the modern slavery risks posed by these suppliers.



Criterion 3. Risks of Modern Slavery in operations and supply chain

Despite research conducted on best practices to prevent modern slavery, culminating in guidelines such as the United Nations Guiding Principles on Business and Human Rights, modern slavery remains a prominent concern. As reported in the Global Estimates of Modern Slavery 2022 report, modern slavery is a global phenomenon, the recognition of which has increased since 2016. Piper Alderman is committed to, as far as practicable, facilitating the reversal of this trend. In doing so, Piper Alderman conducted a thorough modern slavery risk assessment, as detailed below.

Piper Alderman conducted a preliminary analysis assessing current risks of modern slavery within our operations and supply chain. This involved distributing a survey to 1st tier suppliers, from whom we directly receive services and with whom we liaise with, requesting information on their compliance with modern slavery obligations. Various indicators were used to inform Piper Alderman's assessment of modern slavery risks throughout our operations and supply chain. These indicators include:

1. the supplier's reporting requirements under the Modern Slavery Act 2018 (Cth);
2. the supplier's visibility of their organisational supply chain;
3. the supplier's policies in place to address modern slavery and other relevant actions or initiatives;
4. training provided to the supplier's staff to identify, assess and respond to risks of modern slavery; and
5. the supplier's efforts to identify, prevent and mitigate risks specific to modern slavery.

Collectively, the responses to this survey form an important basis for Piper Alderman's risk assessment and anti-modern slavery initiatives. Through our investigations, Piper Alderman has not found any instances of modern slavery in its operations or supply chain.

Piper Alderman operates within the legal sector, with our core business being the provision of legal services to clients.

Piper Alderman did not identify any entity-specific risks, with half of the respondents indicating that they have policies in place which address modern slavery. Those who do not have any policies to address modern slavery in place are typically not required to, as they do not have suppliers outside of Australia.

Further, these suppliers often have high visibility and safeguards in place with respect to their supply chains, or are in the process of developing a Modern Slavery Statement. Nonetheless, despite failing to identify any instances of modern slavery, Piper Alderman acknowledges that some direct suppliers operate in industries that pose higher modern slavery risks.

Also, Piper Alderman does not have complete visibility over whether there are risks of modern slavery through 2nd and 3rd tier services and products obtained, but endeavours to contract with reputable suppliers who source responsibly and are averse to modern slavery.

Criterion 4. Actions taken

In developing an effective approach to modern slavery, Piper Alderman has, and will continue to, focus on the following initiatives:

1. conducting due diligence with respect to prospective suppliers;
2. undertaking assessments, including the provision and analysis of supplier surveys, to identify modern slavery risks ;
3. ensuring compliance with modern slavery obligations under the Modern Slavery Act 2018 (Cth);
4. providing training to our staff with respect to modern slavery and workplace behaviours;
5. ensuring compliance with workplace obligations under the *Fair Work Act 2009* (Cth); and
6. ongoing engagement with the legal services industry to understand best practice concerning modern slavery initiatives.

Actions in Relation to Piper Alderman's Supply Chain

As previously discussed, Piper Alderman distributed a supplier survey to 452 suppliers. The responses to this survey are being utilised as a basis for Piper Alderman's approach to modern slavery risks throughout the supply chain. In addition, Piper Alderman maintains firm policies and codes of conduct with respect to procurement decisions, ensuring the ethical and sustainable sourcing of goods and services. In combination, these actions aim to eliminate, to the extent possible, modern slavery risks throughout the supply chain.

Actions in Relation to Piper Alderman's Operations

To ensure Piper Alderman's ongoing commitment to anti-modern slavery practices, we have established roles and responsibilities to oversee modern slavery initiatives. This delegation is inclusive of those responsible for the training and education of Piper Alderman staff, as well as the formation and enforcement of relevant policies. We have a zero tolerance approach to modern slavery, and our policies are guided by this commitment.

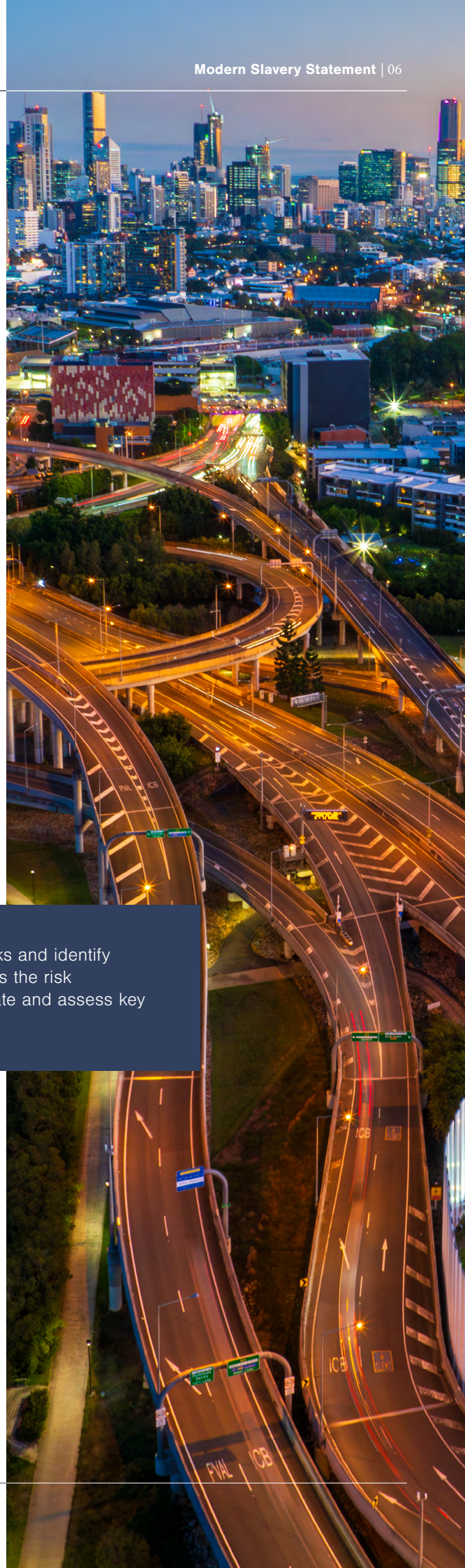


Criterion 5. Assessing effectiveness of actions taken

As part of our commitment to anti-modern slavery practices, Piper Alderman intends to regularly assess the effectiveness of initiatives taken. This assessment will ensure that the anti-modern slavery program has regard to best practice and continues to produce positive outcomes.

To assess the effectiveness of actions taken with respect to suppliers, Piper Alderman will monitor the number of suppliers who respond to the supplier surveys to indicate the effectiveness of supplier assessments. Piper Alderman will similarly monitor the number of suppliers who implement anti-modern slavery initiatives, including those who adopt modern slavery clauses in their contracts with Piper Alderman. To assess the effectiveness of actions taken with respect to operations, Piper Alderman will regularly review internal policies.

Piper Alderman will regularly conduct assessments of modern slavery risks and identify gaps that need to be addressed within its operations and supply chain. As the risk environment is subject to change, Piper Alderman will continue to formulate and assess key performance indicators as necessary.



Criterion 6. Consultation process

Consultation and Approval

The Piper Alderman partnership developed this statement in consultation with Piper Alderman Management Pty Ltd and Piper Alderman Finance Pty Ltd. Reference to Piper Alderman's operations and supply chain is inclusive of the operations and supply chain of Piper Alderman Management Pty Ltd and Piper Alderman Finance Pty Ltd. All of Piper Alderman's associated entities have been made aware of the Act's requirements, the policy set by the Piper Alderman partnership and the actions required to address the modern slavery risks in Piper Alderman's operations and supply chain. As part of the development of this statement, a Modern Slavery Working Group was established to inform and contribute to the development of the statements. Senior leaders with knowledge of the operations and supply chain of each of the associated entities were actively engaged and consulted to identify, assess, and address the modern slavery risks in Piper Alderman's operations and supply chain to assist with preparing this statement. Piper Alderman Management Pty Ltd and Piper Alderman Finance Pty Ltd are not reporting entities for the purposes of the *Modern Slavery Act 2018* (Cth). Regardless, the directors of each entity were also given the opportunity to consider and provide comments on the statement prior to publication.

This statement was approved by Tony Britten-Jones, in his capacity as Managing Partner (principal governing body), under the Delegation of Authority provided in the Piper Alderman Partnership Heads of Agreement, and in his capacity as Director of both companies under the Delegation of Authority provided by the Board of each company, on 1 September 2024.



Tony Britten-Jones
Managing Partner

Date: 1 September 2024



Criterion 7. Any other relevant information

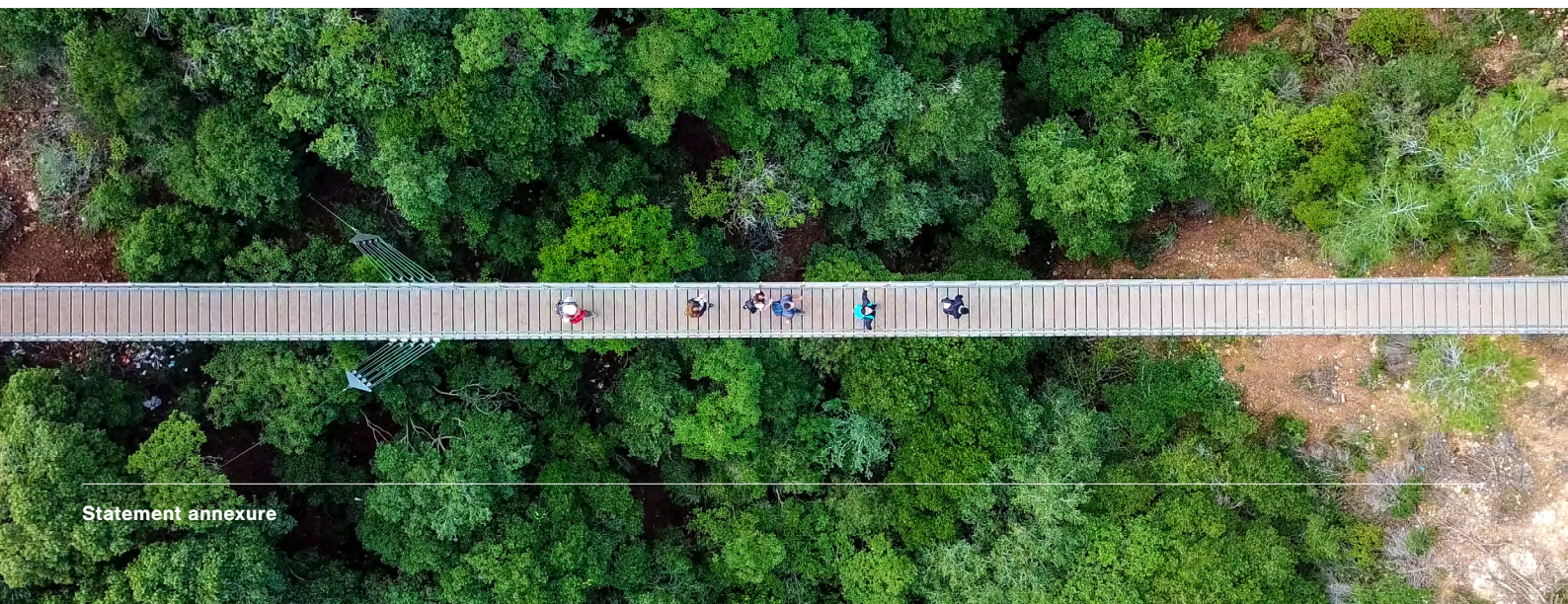
We endeavour continuously to improve our approach to reducing modern slavery risks and plan to consider more robust modern slavery prevention practices in subsequent reporting periods.

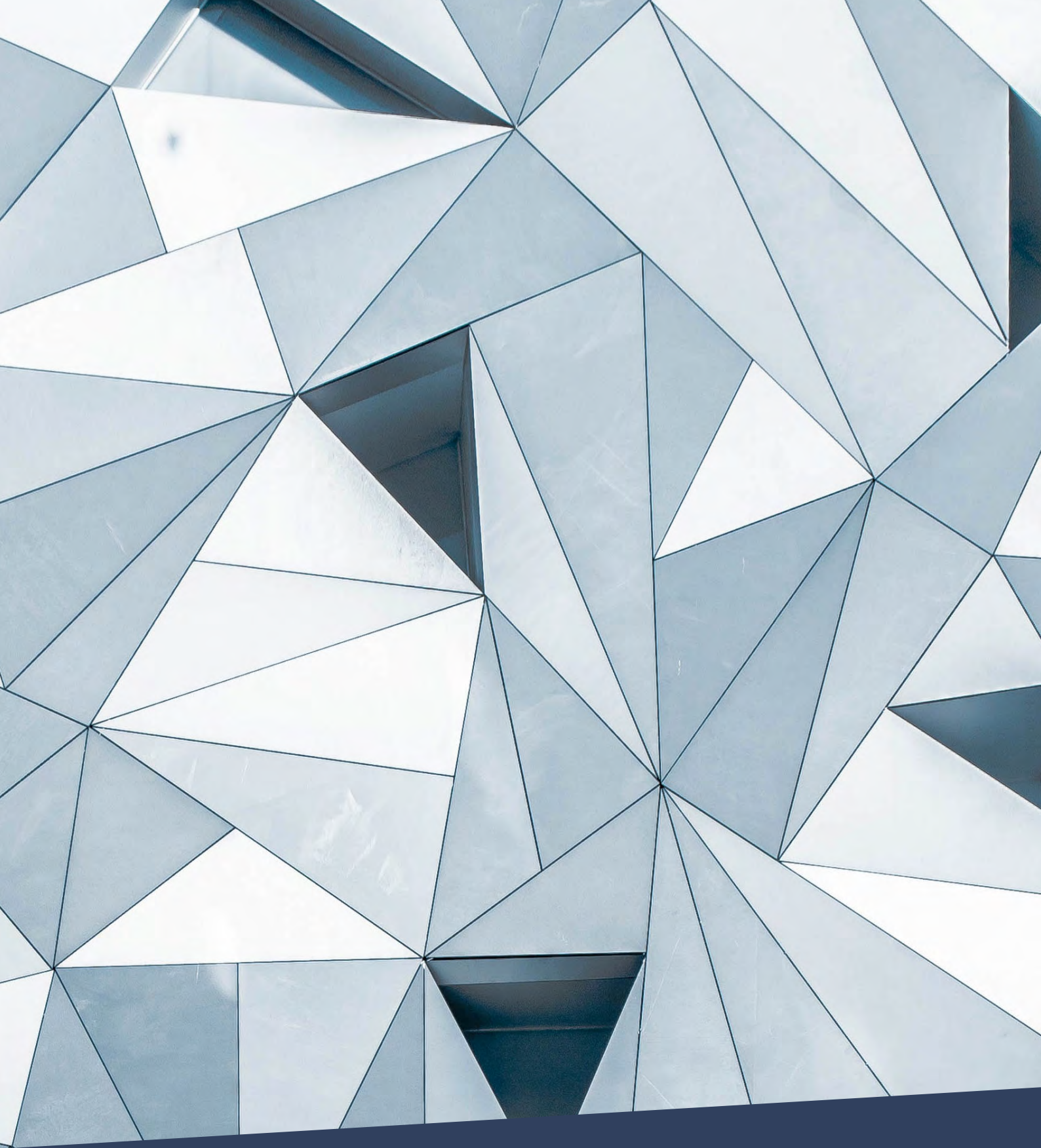


Statement annexure.

Modern Slavery Act 2018 (Cth) section 16(1)

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Adelaide

Level 16
70 Franklin Street
Adelaide SA 5000

T + 61 8 8205 3333
F + 61 8 8205 3300

Brisbane

Level 26
Riparian Plaza
71 Eagle Street
Brisbane QLD 4000

T + 61 7 3220 7777
F + 61 7 3220 7700

Melbourne

Level 23
459 Collins Street
Melbourne VIC 3000

T + 61 3 8665 5555
F + 61 3 8665 5500

Perth

Level 27
Exchange Tower
2 The Esplanade
Perth WA 6000

T + 61 8 9219 3600
F + 61 8 9219 3601

Sydney

Level 23
Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

T + 61 2 9253 9999
F + 61 2 9253 9900

