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# Modern Slavery Statement

FINANCIAL YEAR 2024/2025





Barry Nilsson (BN) is dedicated to acting with the highest ethical standards and integrity in all that we do. We are deeply committed not just to the outcomes we achieve, but also how we achieve them. At the core of our values is an unwavering commitment to human rights, and we have zero tolerance for modern slavery in any form.

Modern slavery is a global and complex human rights issue affecting both governments and businesses. It encompasses exploitative practices such as debt bondage, servitude, child labour, forced labour, and human trafficking. With over 40 million people estimated to be victims worldwide, it is an urgent challenge that demands our attention. As a reporting entity under the Modern Slavery Act 2018 (Cth), we fully embrace our responsibility to combat this issue. We recognise the vital role organisations like ours play in preventing worker exploitation and protecting vulnerable individuals.

While we are pleased to report that no instances of modern slavery have been identified within our operations, we are committed to continuous improvement. Our focus remains on strengthening our systems and controls to prevent and address modern slavery risks effectively, ensuring we uphold this commitment in the years ahead.

## Reporting entity

BN Law Limited, trading as Barry Nilsson Lawyers (ABN 22 621 026 864), is a single reporting entity pursuant to the *Modern Slavery Act 2018* (Cth).

This is BN's first Modern Slavery Statement and covers the reporting year 1 July 2023 to 30 June 2024.

## Structure, operations and supply chain

BN is an Australian unlisted public company limited by shares operating a legal services business. We employ approximately 450 lawyers, business services and administrative professionals and operate from six Australian offices located in Brisbane, Sydney, Melbourne, Hobart, Adelaide and Perth.

Our predominantly Australian supply chain supports the delivery of legal services through the provision of:

- **Offices:** including our leased office spaces and the associated fit outs.
- **Technology:** hardware, software and equipment such as laptops.
- **Business Support Services:** including telecommunication and accounting services, and office related products such as stationary.
- **Travel & Hospitality:** including flights, accommodation and restaurants.

## Modern slavery risk

No actual or suspected cases of modern slavery were identified over the reporting period in our operations or supply chains.

We acknowledge that there is however a risk of modern slavery in any business, which we have assessed for the reporting year as relatively low.

## Operations

BN's operational risk is considered relatively low by virtue of its engagement of professional and highly skilled employees, formal employment contracts, and the inclusion of policies and practices which support employees in raising workplace concerns.

We are committed to complying with all applicable laws relating to the recruitment, engagement and employment of staff and to ensuring that our people are paid in accordance with relevant legal industry awards in Australia. We are subject to an annual external audit to ensure compliance with relevant legislation and salaries are benchmarked against the industry.

## Supply chain

BN has long-standing relationships with many of its suppliers and it expects its suppliers to adopt the same high standards that we adhere to as a responsible business. We place an emphasis on value rather than price alone, and we do not make any demands which may lead suppliers to violating human rights, including modern slavery.

### Independent risk assessment

BN's supply chain was assessed using Fair Supply's modern slavery risk intelligence platform which provides a full value chain assessment across comprehensive global slavery prevalence data sets and global supply chain mapping. Risk was assessed based on the geographical location and the supplier's industry and sector in which they operate, relative to the economic value. Each supplier is assigned a risk rating based on the estimated intensity of forced labour in its supply chain and supply mapping is undertaken to Tier 10 suppliers.

### Supplier risk ratings

The risk assessment was undertaken across all Tier 1 suppliers in financial year 2024, other than legal creditors. 387 suppliers were assessed, all of which were rated as low risk (91%) or moderate-low risk (9%). No suppliers were assessed as moderate, moderate-high or high risk.

We sought additional information about risk management and practices from our highest 50% of suppliers by risk contribution, with those suppliers' modern slavery practices being rated as 'advanced', the highest available rating on the platform.

### Our supplier risk profile FY24



### Geographical risk

All direct suppliers are located within countries with a low risk of modern slavery, with the majority being based in Australia (99% by economic value). Under the most recent Global Slavery Index, Australia is rated as one of the least prevalent and vulnerable countries to modern slavery globally. However, we acknowledge that there is a geographical risk of modern slavery through subsequent tier suppliers based in other countries.

### Industry and sector risks

The highest risk of modern slavery in our supply chain relates to suppliers in the construction, business services and hotel and restaurant industries (and in the similar Australian sectors).

We sought additional information from our fit out contractor, which had the majority risk contribution across all sectors. Our supplier's modern slavery practices was rated as 'advanced', the highest available rating on the platform.

## Actions to assess risk

### Due diligence

BN's modern slavery risk minimisation strategy and framework was formed in consultation with modern slavery consultants, Fair Supply, and includes:

- Comprehensive supplier risk mapping for suppliers across Tiers 1 to 10.
- Analysis of modern slavery risk and materiality.
- Assigning suppliers a risk rating.
- Implementing modern slavery questionnaires with suppliers identified as having an elevated risk due to their operations or down-stream supply chains.
- Delivering modern slavery training, tailored to our organisation and supply chain, to identify and address modern slavery risk.
- Delivering additional comprehensive modern slavery training for our people which implement our modern slavery framework.
- Implementing policies including Responsible Procurement Policy, Supplier Management Policy and Whistleblower Policy. These set out the expectations for suppliers to minimise and mitigate risks of modern slavery, require the adoption of fair and ethical workplace practices and provide an avenue for reporting breaches.
- Developing additional modern slavery specific policies and procedures including Modern Slavery Policy, Modern Slavery Grievance Policy and Modern Slavery Supplier Code of Conduct.
- Collaboration with Australian law firms and modern slavery experts as part of the Modern Slavery Co-Lab hosted by the Australian Legal Alliance Sector.

### Effectiveness of actions

BN is committed to reviewing and assessing the effectiveness of our actions to identify and address modern slavery risks in our operations and across our supply chain, as well as to continual improvement in our modern slavery risk framework.

The effectiveness of our actions will be monitored and recorded, including:

- The number and percentage of our people involved in operations and supply chain trained in identifying and addressing modern slavery.
- The extent of training undertaken including topics covered.

- The supplier risk contribution screened.
- The number of modern slavery questionnaires completed.
- The number and percentage of our suppliers by value that have agreed to our Modern Slavery Supplier Code of Conduct and/or incorporated modern slavery risk provisions into the contract.
- The number of recorded modern slavery incidents, the type of human rights issue raised and the outcome.

Our methodology, risk assessment and supplier due diligence will be subject to ongoing reviews as we strive for continuous improvement.

## Consultation and statement approval

In accordance with Section 13(2) of the *Modern Slavery Act 2018* (Cth), this Statement was approved by the Board of BN Law Ltd on 21 November 2024. The Board is the principal governing body of BN Law Ltd for the purposes of approving this Statement.

The Board has authorised Peter Murdoch, Chairperson of the Board, to sign this Statement.



*Peter Murdoch*

Principal & Chairperson of the Board

