

COLIN
BIGGERS
& PAISLEY
LAWYERS

Colin Biggers & Paisley
Modern Slavery Statement

2019/2020

This statement is made pursuant to sections 13 to 16 of the
Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2020.

Reporting entity

This is a joint statement made on behalf of the following entities (jointly referred to in this Statement as **Colin Biggers & Paisley**):

- CBP Lawyers Holdings Limited
- Colin Biggers & Paisley Limited
- Denizo Pty Ltd
- CBP Consulting Pty Ltd
- Quick Convey Pty Limited

The modern slavery risks related to the operation and supply chains of each entity has been identified, addressed and assessed as part of our response.

Colin Biggers & Paisley Limited is the only entity with employees. These employees are highly skilled professional staff employed under employment agreements.

About Colin Biggers & Paisley

Colin Biggers & Paisley is an Australian legal practice that provides legal services to clients in our chosen markets and fields of expertise. We're proud of our history which dates to 1900, when Colin Biggers & Paisley was established. Since then, a lot has changed. In 2012, Colin Biggers & Paisley merged with Melbourne-based insurance firm Monahan + Rowell, and in 2013, merged with Brisbane-based firm Hemming + Hart. Through these mergers and a vision for growth, Colin Biggers & Paisley has expanded to a national legal practice with over 450 employees and offices on the east coast of Australia.

We have built a dynamic culture of innovation, opportunity and balance. It applies to the solutions we create for our clients and the careers we build for our people. Against this focus, we operate to a strategic purpose: to collectively build and secure the future of our clients, colleagues and community. We support this through our values of integrity, balance, respect and loyalty, to ourselves, our clients and the communities to which we belong.

We are proud of our long-standing relationships with many of Australia's most respected and successful companies. We are the lawyers of choice in the construction, property and insurance industries and maintain a strong presence across a wide range of other areas, delivering solutions to clients that cover a broad selection of business sectors and legal applications.

Our exceptional people and an unrelenting commitment to our clients have taken Colin Biggers & Paisley from strength to strength over the last century. We undertake some of the most pro bono hours of any major Australian law firm. We are proud of the impact our practice has on our clients, the law and the community.

We wholeheartedly support the *Modern Slavery Act 2018* (Cth), and its provisions to eradicate modern slavery, wherever it may occur, and to raise public awareness of the issue.

We are committed to achieving the highest standards of professionalism and ethical behaviour in the conduct of our business and our activities. We support and respect the protection of internationally proclaimed human rights and endeavour to make sure that Colin Biggers & Paisley is not complicit in human rights abuses. We are committed to taking steps to ensure that modern slavery plays no part in our own business or our supply chains.



Our Operations and Supply Chain

Colin Biggers & Paisley is a law practice striving to be a pre-eminent and trusted provider of legal services in our chosen markets and fields of expertise. We employ over 450 professional employees who work from offices in Sydney, Melbourne and Brisbane.

We are committed to operating our business lawfully and ethically and only working with suppliers that are aligned with our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery, human trafficking and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

Our supply chains consist primarily of the provision of professional support services to support our partners, lawyers and employees in their work, and office facilities.

Its key components supply us with:



REAL ESTATE:
the offices we work from;



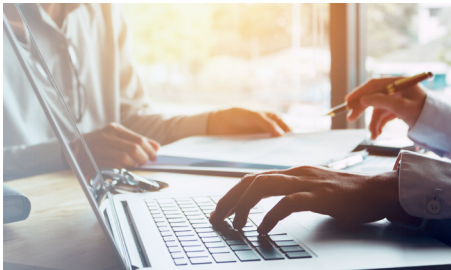
TECHNOLOGY:
the IT hardware and software and print services that support our business;



BUSINESS SERVICES:
the products we buy into in our offices, for example, furniture, stationery and marketing items as well as the services we use in our offices such as catering, security and cleaning;



TRAVEL SERVICES:
organising and booking our travel and accommodation requirements; and



PROFESSIONAL SERVICES:
such as external training services, external consultants and contractors and legal support services.



The majority of our suppliers and the goods and services we procure come from suppliers based in Australia. However, further ongoing analysis of our suppliers is required to identify those suppliers who also have operations outside of Australia. At this stage, our focus and examination is towards our direct suppliers.

Modern Slavery Risk Assessment and Response

We recognise that the process of developing an effective and sustainable monitoring program requires time and resources to ensure proper compliance within our operations and that of our supply chains. Our focus during this reporting period was to build a strong foundation for ongoing reporting, engagement and management of our activities.

We have established a Modern Slavery Working Group (**MSWG**) to guide our processes and provide oversight across the practice. The MSWG includes representatives from the responsible business team, office services and procurement team, and risk and compliance team, and meets regularly to ensure work is progressing and to discuss and resolve issues that may arise. Our MSWG has developed a phased action plan to aid in the implementation of our modern slavery framework. In doing so, the MSWG is continuing to engage with internal teams across the business to identify and engage with all current direct suppliers in our operations and supply chain.

Our initial assessment is the risk of modern slavery occurring in our own operations is very low, as we directly engage highly skilled professional staff under employment agreements.

The main risks of modern slavery occurring falls within our supply chain and the procurement of goods and/or office services. We acknowledge that the expenditure associated with any individual supplier does not necessarily correlate to the risk of modern slavery that may exist. Instead, our initial focus is on our direct suppliers who operate within identified high risk sectors, provide high risk services/products, and potentially have operations or suppliers in high risk countries. Of the goods and services we purchase, the identified high risk areas are :

- IT hardware/software;
- Office cleaning;
- Catering, events and hospitality;
- Branded marketing products;
- Transport and travel services; and
- Office fit-out

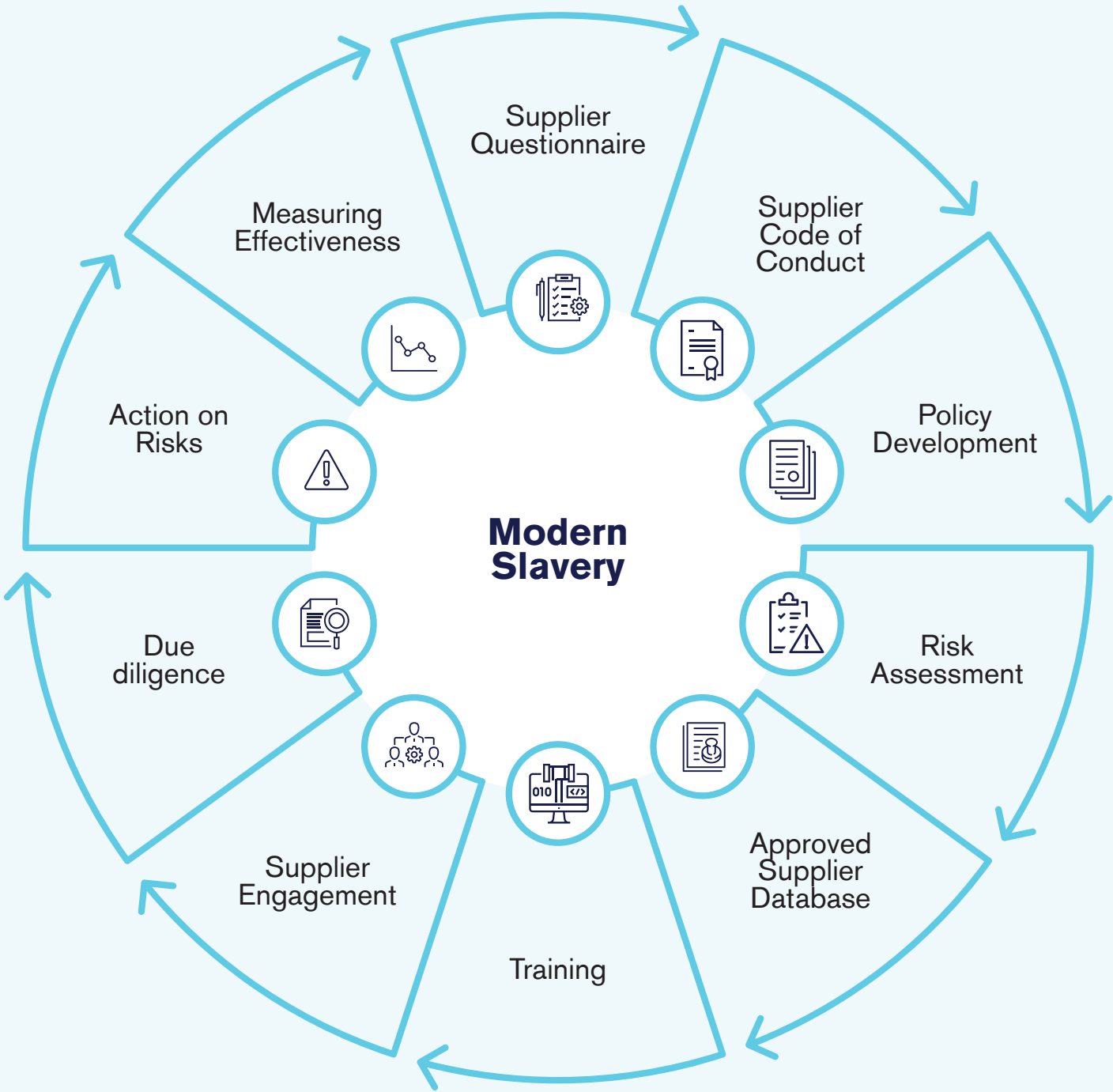
The MSWG will actively engage with suppliers in these areas to assess risks in accordance with our phased action plan. In addition, we have commenced work on developing a broader modern slavery framework to aid with further identifying, assessing and addressing any modern slavery risks in our operations and supply chain. Implementation is targeted for the 2021 financial year.



Colin Biggers & Paisley will continue to publicly communicate our actions and the steps we are taking to address any modern slavery risks in this and future Modern Slavery Statements.

Continuous Improvement

Colin Biggers & Paisley is committed to a program of continuous improvement to ensure that our efforts to identify, assess and address modern slavery are effective. Over this and the coming reporting periods, we will focus on areas of the supply chain in higher risk areas. We will also seek to support suppliers who are not reporting entities to assess and address risks of modern slavery in their supply chain, and to increase understanding of modern slavery across the workforce.



COVID-19 and Vulnerability in a Global Pandemic

We are conscious the global pandemic has led to the exacerbation of a range of human rights and modern slavery risks, and the emergence of new ones as the global labour forces were laid off, businesses dramatically changed the scale of their operations, and job security became increasingly rare. Our MSWG acknowledges that some of our suppliers may be facing significant challenges at this time and will ensure that our engagement is tailored to help with recovery while aligning with our modern slavery expectations.

Approval

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2019* (Cth) and has been reviewed and approved by the principal governing bodies of the following reporting entities:

- CBP Lawyers Holdings Limited on 29 March 2021
- Colin Biggers & Paisley Limited on 29 March 2021
- Denizo Pty Ltd on 29 March 2021
- CBP Consulting Pty Ltd on 29 March 2021
- Quick Convey Pty Limited on 29 March 2021

This statement is signed by Nick Crennan, a responsible member of each of the reporting entities, and Managing Partner of Colin Biggers & Paisley Lawyers.



A stylized, handwritten signature in black ink.

NICK CRENNAN

Managing Partner

Colin Biggers & Paisley



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