

Modern Slavery Statement

For financial year ended 30 June 2024

Reporting Entity

This modern slavery statement is made on behalf of Arnold Bloch Leibler (ABN 30 331 510 906) pursuant to sections 13 and 16 of the *Modern Slavery Act 2018* (Cth) in respect of the reporting period ending 30 June 2024.

References to “ABL” “we”, “us, “our” is to Arnold Bloch Leibler.

Our structure and operations

Established in 1953, Arnold Bloch Leibler is a leading Australian commercial law firm, operating offices in Melbourne and Sydney with 45 partners and 220 legal and support staff. We are renowned for advising entrepreneurial businesses (ASX-listed, family owned and international) and for our work with private clients. The firm has a small firm feel with a big firm reputation, possessing influence within legal, business and political circles. We recognise that our success is defined by the quality of our people, our clients, our suppliers, and our work.

Our principal activity is the provision of legal services to our clients.

Our key asset is our people. We have a progressive working environment that supports wellbeing and learning supported by extensive processes which enable us to create a safe, fair and inclusive working environment.

ABL does not tolerate modern slavery and any other exploitative behaviours within our practice and our supply chain. This reflects the firm’s enduring commitment to social justice, which forms a core part of our culture. Our firm was one of the first to establish a dedicated pro bono practice, whose charter is to raise awareness of and to address social injustices — including racial discrimination — as well as to champion Indigenous recognition.

ABL was one of the original signatories to the National Pro Bono Target in 2008 and each year since then we have met the Target, and from time to time we have even doubled it.

We are proud to report that in FY24, at over 96 pro bono hours per lawyer, we were the highest pro bono performing law firm in Australia.

Our supply chain

In the course of our practice, we procure:

- goods and services from third party suppliers for the benefit of the firm; and
- services for specific client engagements.

Our key procurement categories (based on spend) in 2024 were:

- professional services, (including barristers and experts engaged to provide professional services to our clients);
- technology and related services;
- travel and accommodation services; and
- recruitment services.

The majority of our direct suppliers are Australian based.

Identifying potential modern slavery risks

(a) Operations

We have considered the potential for modern slavery to exist in our operations and have assessed the overall risk to be low. Modern Slavery in the professional services sector in which we operate is generally considered to be low risk. All of our partners and employees are located in Australia. We comply with all applicable employment legislation and have written terms of employment for all employees.

As a law firm, our partners and lawyers are required to meet the standards of professional and ethical behavior under the Australian legal profession legislation and rules. Our firm is also regulated by the professional bodies to which our lawyers belong including the Law Institute of Victoria and the Law Society of NSW.

(b) Supply Chain

We adopt a risk-based approach to assessing the potential risks of modern slavery practices in our supply chain.

We undertake a risk assessment of our suppliers based on:

Geographic Risks

We assess whether there is a higher risk of modern slavery in the location where the production or service is sourced from.

We use the Global Slavery Index to assess geographic risk.



Sector and Industry Risks

We assess whether there is a higher risk of modern slavery in the particular sector or industry.

Certain industries are recognised as higher risk globally, including cleaning, hospitality, construction, manufacturing, agriculture and fishing.



Product and Services Risks

We assess whether there is a higher risk of modern slavery associated with the particular good or service.

The Global Slavery Index provides a list of products that have a higher risk of modern slavery.



Entity Risks

We assess the nature of the entity and its supply chain.

More complex and opaque supply chains or entities which rely on temporary or outsourced labor can carry a greater risk of modern slavery.



This risk assessment takes into account publicly available information, including (where available) the supplier's own Modern Slavery statement.

More than 60% of our suppliers submit a Modern Slavery Statement pursuant to the *Modern Slavery Act 2018* (Cth).

Each supplier is allocated a risk score across each of these categories which are then combined to arrive at an overall risk score for each supplier. During this reporting period, this initial risk assessment resulted in all but one of our suppliers being assessed as either low risk or medium risk. This assessment reflects the fact that our suppliers are located in Australia or other low risk jurisdictions, and also the nature of the products and services that we acquire, being primarily professional and knowledge-based services.

Notwithstanding the outcome of our risk assessment, we recognize that the following procurement categories within our supply chain have a higher inherent risk of modern slavery practices:

- Information and communications technology (ICT) - due to the sourcing of raw materials, manufacturing in higher risk jurisdictions and disposal of electronic components.
- Facilities management services (eg cleaning, waste management and recycling services) - due the potential for vulnerable workers to be involved in these activities and more limited transparency where these services are indirectly provided through third parties including building managers.
- Hospitality and catering services - due to the potential for vulnerable workers to be involved in these activities.

- Outsourced business support services (including other professional services we retain) who in turn procure their own suppliers - due to the reduced visibility and control over the practices of these third parties.

Actions taken to assess and address modern slavery risks

During the period ended 30 June 2024 we continued to take the following actions to address the risks of modern slavery:

- **Building awareness**
continued provision of modern slavery awareness training to personnel responsible for procurement;
- **Policy and process**
continued review of our procurement procedures to identify if and where changes may be required to better align with our modern slavery commitments. In the reporting period we introduced a new risk assessment process, based on the Risk Screening Tool in the Australian Government procurement toolkit; and
- **Due diligence**
continued to monitor and assess the risk of modern slavery in our operations and supply chain.

We aim to continually improve our approach to assess and manage modern slavery risks including reading the modern slavery statements submitted by our supply chain and learning from their experiences.

Assessing the effectiveness of our actions

We continue to consider the potential for ABL to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.

We recognise that this is an ongoing process and will continue to build on our approach so that we can review the effectiveness of our actions.

No instances of modern slavery were identified during the reporting period.

Approval

This statement was tabled at a meeting of the partners of Arnold Bloch Leibler on 11 November 2024. This Statement was approved by the Partners in their role as the principal governing body of ABL.



Henry Lanzer
Managing Partner
Arnold Bloch Leibler
11 November 2024