



**GOVERNANCE**

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# MODERN SLAVERY STATEMENT

*For Financial Year ending 30 June 2020*

**LANDER  
& ROGERS**

## ABOUT THIS STATEMENT

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This modern slavery statement is prepared and issued by the Partnership, Lander & Rogers (A Abrahams & Others, ABN 58 207 240 529 in accordance with requirements of the Modern Slavery Act 2018 (Cth) (**Modern Slavery Act**) and covers the period 1 July 2019 to 30 June 2020. In this statement, Lander & Rogers adopts the meaning of modern slavery as defined in the Modern Slavery Act.

This statement details Lander & Rogers' approach to identifying, mitigating and managing the risks of modern slavery across our operations and supply chain.



DISCLAIMER | This Statement cannot be regarded as legal advice. Although all care has been taken in preparing this Statement, readers must not alter their position or refrain from doing so in reliance on this Statement. Where necessary, advice must be sought from competent legal practitioners. Lander & Rogers does not accept or undertake any duty of care relating to any part of this Statement.

## INTRODUCTION

*According to a Global Slavery Index study, more than 40 million men, woman and children globally are subject to modern slavery each day, with an estimated 15,000 people living in conditions of modern slavery at any one time in Australia.<sup>1</sup>*

But what is modern slavery? It's a common term used to describe extreme labour rights abuses including slavery, servitude, human trafficking and forced or compulsory labour.

In Australia, it's characterised by extreme working conditions such as low or no pay, excessively long hours and no recreation days. Modern slavery is common among young and migrant workers and in industries such as agriculture, construction, hospitality and domestic services.

At Lander & Rogers we value authenticity, connection and innovation, with a strong commitment to care for our people, clients and community. In doing so, we seek to uphold the highest ethical standards in all that we do in the delivery of legal and business services. We align with the Australian Legal Sector Alliance's (AusLSA) [reporting standards](#), including in relation to sustainable procurement and modern slavery.

Lander & Rogers has a zero-tolerance approach to modern slavery in any form within our business, in all our business dealings and in our supply chain. We strive to contribute to global efforts to eradicate all forms of modern slavery. We regard this as part of our:

- ethical business practices;
- commitment to the wellbeing of our people; and
- commitment to giving back to the community, including partnering with Anti-Slavery Australia, a specialist legal research and policy centre dedicated to the abolition of human trafficking and slavery-like practices, such as forced labour and forced marriage.



<sup>1</sup> Global Slavery Index: <https://www.globalslaveryindex.org/>

## GOVERNANCE

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# FIRM STRUCTURE



*Lander & Rogers is a leading independent Australian law firm, comprising over 500 people including 75 partners and with offices in Melbourne, Sydney and Brisbane. Our partners and employees are engaged and based in Australia. We provide professional legal services in Australia and work closely with international firms that do not have an Australian presence.*

Our key client sectors are Government, Insurance & Financial Services, Real Estate, Retail & Supply Chain and Technology.

Consistent with our values and culture, we are strongly committed to pro bono & community work and minimising our impact on the environment.

### Reporting entity and consultation

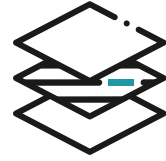
The reporting entity for the purpose of this statement is our Partnership, Lander & Rogers (A Abrahams & Others, ABN 58 207 240 529). Lander & Rogers operates and markets our legal business in Australia through Lansol Nominees Pty Ltd (ACN 005 232 682). This statement and all actions referred to within it have been completed by both Lander & Rogers and business services representatives of Lansol Nominees.

### Supply chain

As a professional services provider, Lander & Rogers procures goods and services for the purpose of managing and delivering legal services. Our supply chain includes real estate and related property management services, information technology infrastructure and services, various business services and products (including, catering, stationery and marketing materials) and professional services (including travel services, insurance, accounting and legal).



# OPERATIONS & SUPPLY CHAIN



*Jurisdictionally, Australia has among the lowest prevalence of, and vulnerability to, modern slavery in the world, supported by high government intervention.<sup>2</sup> As a sector, professional services is also among the lowest at risk of engaging in modern slavery.*

As a business, Lander & Rogers has a high level of direct control over its operations. All staff are engaged or employed in Australia and we comply with all applicable Australian labour laws regarding working conditions and remuneration, with a range of policies and management practices in place to support our operation.

We consider that our supply chain presents a higher risk of modern slavery than our core operations. Informed by factors including those listed in the Global Slavery Index, we have identified the higher risk areas in our supply chain to be information technology hardware, stationery and marketing materials.

### Assessing & addressing risk

#### Supplier minimum requirements

Lander & Rogers expects all suppliers to comply with applicable laws, including modern slavery legislation and laws regarding working conditions and remuneration.

Before entering into a contract with a supplier, if Lander & Rogers has concerns about the risk of modern slavery, it undertakes reasonable due diligence to ensure that the contractor, consultant or supplier:

- does not employ children;
- pays their employees applicable, lawful wages; and
- has safe working conditions.

#### Supplier notification and assistance

Under Lander & Rogers' Procurement Policy, we expect contractors to adopt and uphold the same or greater level of standard in relation to modern slavery, and take reasonable measures to ensure awareness of this requirement. This expectation is communicated to contractors, consultants and suppliers and is published on Lander & Rogers' website.

In the reporting period, Lander & Rogers' partners and employees were invited to attend modern slavery awareness and action training, and collaborative events with the firm's pro bono partners to better understand the risks of modern slavery and ethical standards in the Australian legal services sector.

#### Supplier review

In the reporting period, Lander & Rogers undertook a review of key suppliers to the firm to identify and assess the level of risk against factors including those identified in the Global Modern Slavery index.

Under the oversight of Finance and Risk, representatives from key business functions including subject-matter experts from the firm's Workplace Relations & Safety practice group provide input into:

- understanding and assessing existing risk levels
- documenting current control mechanisms, and
- developing future plans, including further supplier due diligence, training for key stakeholders and developing Lander & Rogers' relationships with anti-slavery organisations.

To date, our requirements of suppliers and due diligence have not identified evidence of modern slavery to indicate a need for action or remediation in our supply chain.

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<sup>2</sup> Global Slavery Index: <https://www.globalslaveryindex.org/2018/data/maps/#prevalence>

# ASSESSING EFFECTIVENESS

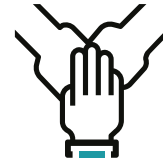


*Based on the risk assessment conducted in the reporting period, our focus in the next reporting period is on consolidating our supply chain and further auditing key suppliers to obtain information on the risk of modern slavery, including forced labour, in their own supply chains.*

Lander & Rogers will continue to monitor and assess its actions to address modern slavery risks and take necessary action in response to findings.



# APPROVAL OF STATEMENT



*In accordance with section 13 of the Modern Slavery Act, this statement was approved by the Board of A Abrahams & Others T/A Lander & Rogers on 18 March 2021.*



A handwritten signature in black ink, appearing to read 'G. Collins'. The signature is fluid and cursive, written over a white background.

**Genevieve Collins**

*Chief Executive Partner*

**Lander & Rogers**

# ABOUT US

*Founded in 1946, Lander & Rogers is one of the few remaining truly independent Australian law firms and is a leader in legal tech innovation.*

With offices across the eastern seaboard of Australia, Lander & Rogers has grown organically resulting in a unified firm with a strong focus on client and staff care.

We believe legal services involve more than just the law – practical, commercial advice and exceptional client experience are equally important to our clients and to us.

Lander & Rogers advises corporate, government, not-for-profit and private clients in insurance law and litigation, family law, workplace relations & safety, real estate, corporate transactions, digital & technology and commercial disputes.

The firm is global in approach, working closely with a network of best of breed firms to provide advice to clients, both domestically and abroad. Lander & Rogers is also the exclusive Australian member of the world's leading independent network of law firms, TerraLex.



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