



# MODERN SLAVERY STATEMENT

*FY2021*

**LANDER  
& ROGERS**

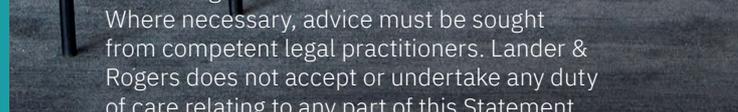
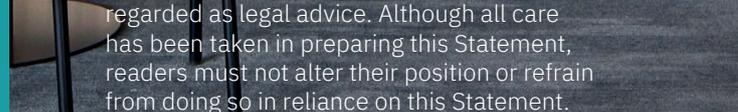
# ABOUT THIS STATEMENT

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 2020 to 30 June 2021. 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.

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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

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*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>*

### 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.

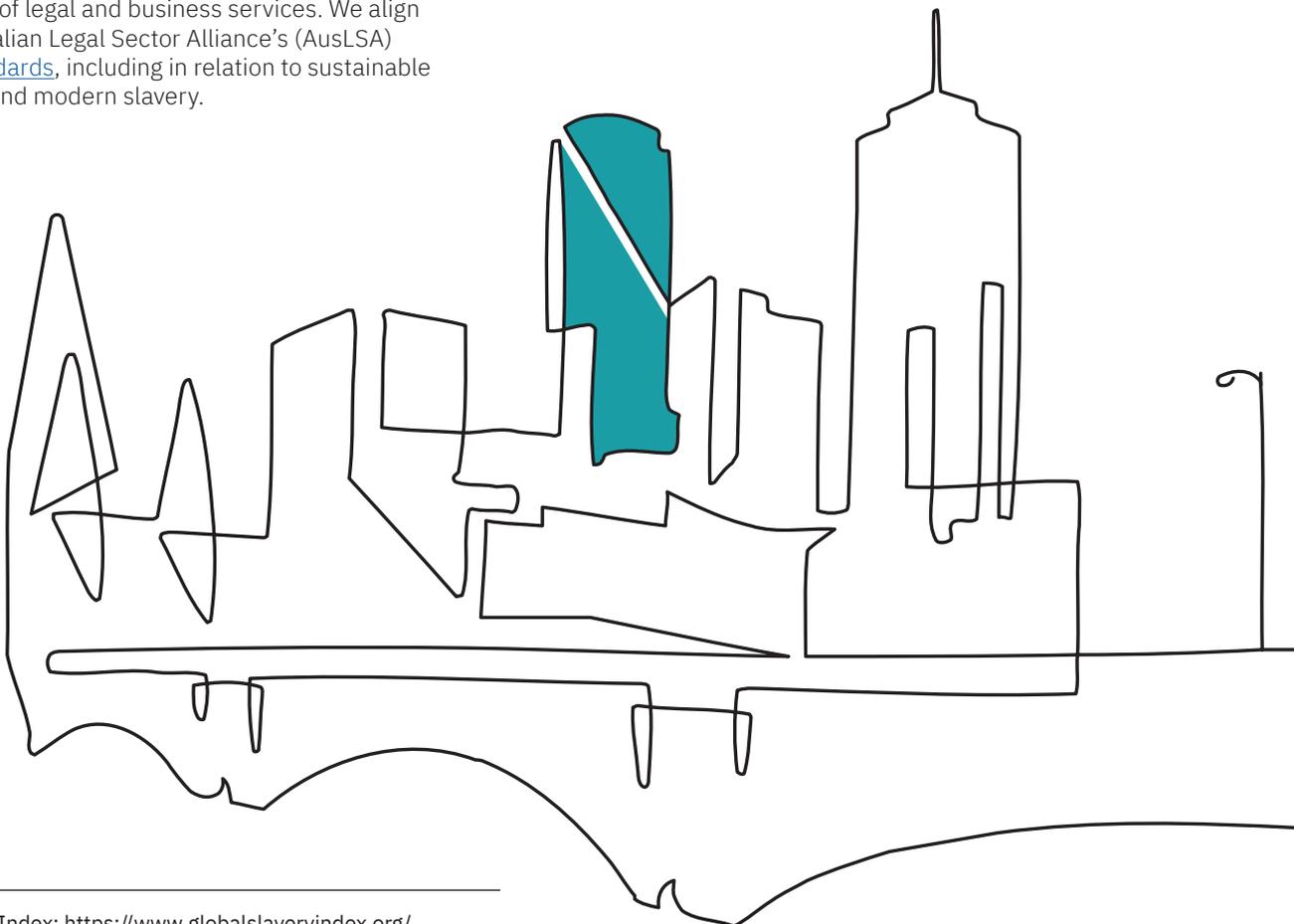
### Our approach

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.

As part of this commitment, Lander & Rogers has partnered 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.



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<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 80 partners. 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).

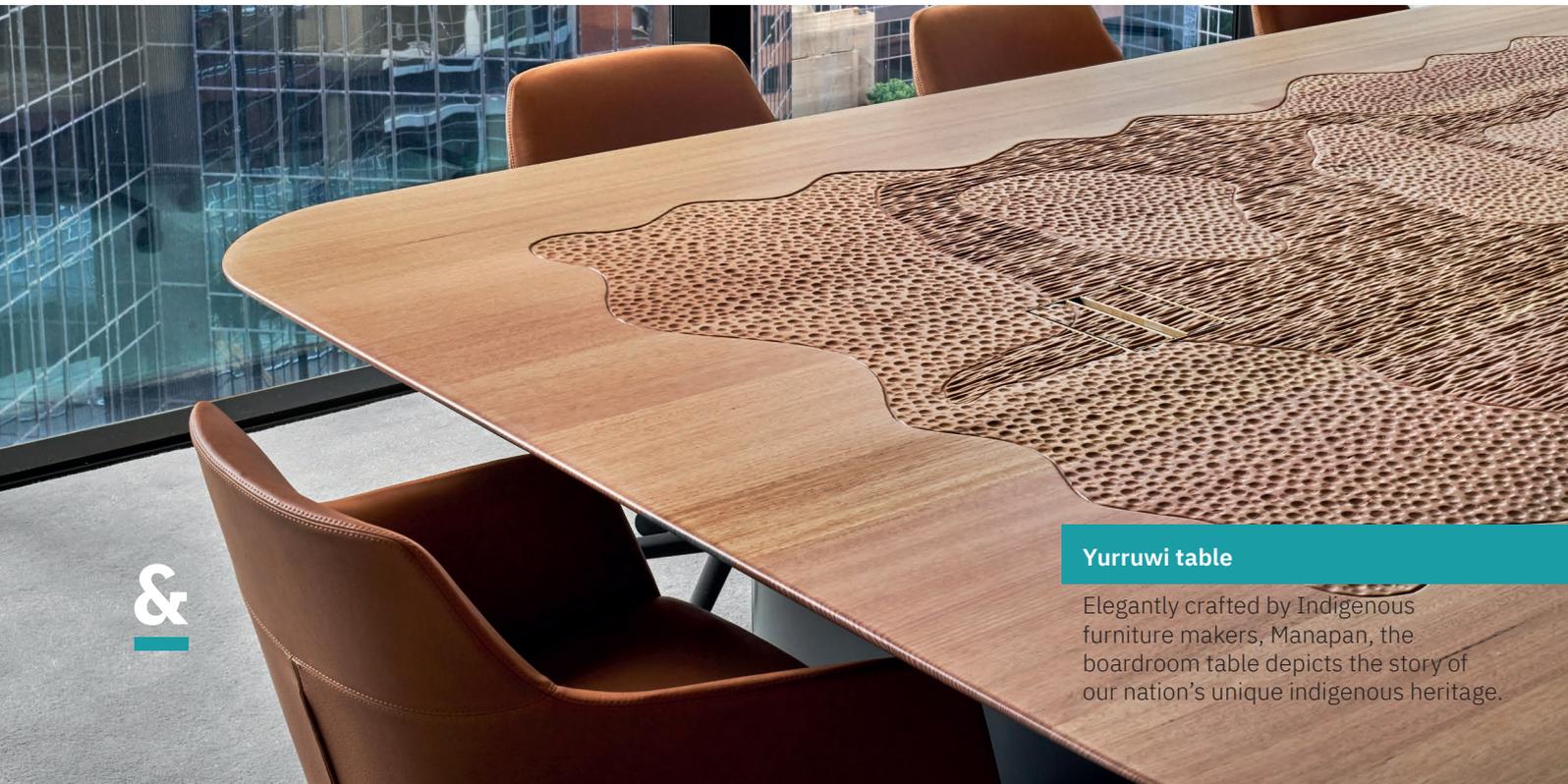
Lander & Rogers operates and markets our legal business in Australia through Lansol Nominees Pty Ltd (ACN 005 232 682). This statement and all actions referred to within it have been completed by both Lander & Rogers and business services representatives of Lansol Nominees.

### 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).



#### Yurruwi table

Elegantly crafted by Indigenous furniture makers, Manapan, the boardroom table depicts the story of our nation's unique indigenous heritage.



# OPERATIONS & SUPPLY CHAIN

*Jurisdictionally, Australia has among the lowest prevalence of, and vulnerability to, modern slavery in the world, supported by high government intervention. 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.

For our core operations, the majority of our suppliers are staff and consultants whom we engage or retain in Australia. We comply with all applicable Australian labour laws regarding their working conditions and remuneration, with a range of policies and management practices in place to support our operation.

In addition, we use approximately 386 suppliers in the corporate, office & industrial and retail sectors.



## GOVERNANCE

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# ASSESSING & ADDRESSING RISK

### Governance

During the reporting period, Lander & Rogers reviewed its governance, risk and compliance frameworks and appointed a Modern Slavery working group. Overseen by Lander & Rogers' Chief Finance Officer, the group includes the firm's Chief People Officer, practice group leader for Workplace and Employment Law, Head of Client Engagement, and partner of Pro Bono and Community. The working group's role is to implement and improve Lander & Rogers' compliance with modern slavery.

### 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 new 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.

### Staff capability

In the reporting period Lander & Rogers' partners and employees were invited to attend modern slavery awareness and action training to better understand the risks of modern slavery and ethical standards in the Australian legal services sector. The extended COVID-19 shutdowns in Melbourne meant that we were unable to arrange face-to-face activities with our client and pro bono partners in 2020. We are planning to facilitate online discussion with clients and possibly pro bono partners in the next reporting period.

### Supplier review and consolidation

In the reporting period, Lander & Rogers undertook a review of 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, the Modern Slavery working group provided input into:

- understanding and assessing existing risk levels
- documenting current control mechanisms, and
- developing future plans, including training for key stakeholders.

Based on the Modern Slavery Index analysis, we learned that one of the 'top five' products at risk of modern slavery in G20 countries is:

#### Laptops, computer devices and mobile phones

The electronics industry, with complex supply chains, has one of the highest risks of modern slavery.

Electronic devices like laptops, keyboards, mice and headsets commonly used in professional service businesses may be manufactured and assembled in factories in higher risk jurisdictions where there is increased risk of poor labour conditions or even child labour.

This risk may have been exacerbated by increased global demand for equipment to facilitate remote working during COVID-19 shutdowns.

Given this increased risk, in the reporting period we have reviewed and consolidated our supply chain to just three technology hardware suppliers. The review included obtaining suppliers' Modern Slavery Statements and/or responses to questions about what action the organisations are taking to identify and reduce or prevent modern slavery in their own business and supply chains.

In future reporting periods, we will be seeking added assurances, including specifics of factory locations, case studies and evidence of site visits/audits.



# ASSESSING EFFECTIVENESS

*With the COVID-19 pandemic, there is less job security than ever before across global markets and supply chains. As turbulence continues, Lander & Rogers will continue to monitor and assess its actions to address modern slavery risks and take necessary action in response to findings.*

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

During the reporting period, we commenced reviewing the Modern Slavery Statements of our key technology hardware and real estate service providers, to better understand the potential downstream risks to our suppliers brought about by their suppliers (tier two suppliers).

### Cleaners

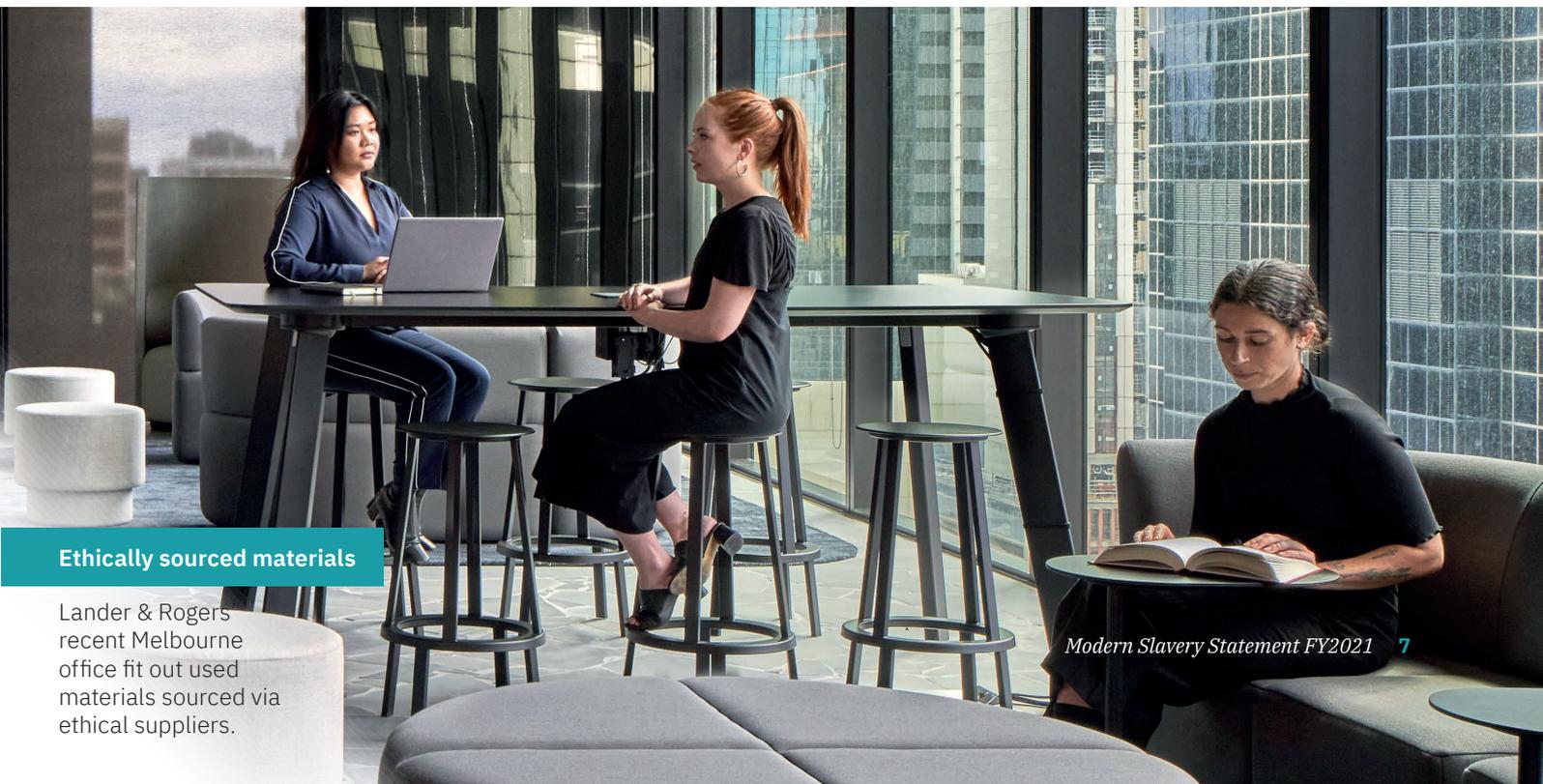
We are aware that there is an increased risk of modern slavery among labour hire providers of unskilled workers such as those involved with cleaning. This risk may be exacerbated by labour shortages and short lead times for more COVID-19 safe cleaning regimes.

### Personal protective equipment (PPE)

As global demand for personal protective equipment has increased in response to COVID-19, there are reports of manufactories relying on forced and bonded labour recruited from impoverished countries.

### Timber

The Modern Slavery Index analysis identifies timber as one of the top five products at risk of modern slavery in G20 countries. The risk is higher where the timber originates from South American and South-East Asian countries like Indonesia. Since the 2020 fit out and furnishing of our Melbourne office premises involved significant quantities of timber supplied to us via our real estate providers, we ensured materials were ethically sourced, including Italian and locally grown Australian timbers.



### Ethically sourced materials

Lander & Rogers recent Melbourne office fit out used materials sourced via ethical suppliers.

# WHAT'S NEXT?

*We continually encourage our people to develop their capabilities in ways that foster meaningful connection, authenticity and innovation.*

Based on the risk assessment conducted in the reporting period, our primary focus in the next reporting period will be:

- extending capability across the organisation
- innovating to develop a more centralised procurement processes. We plan to ensure that, while onboarding new suppliers, we consistently obtain their Modern Slavery Statements and/or other information on the risk of modern slavery, including forced labour, in their own supply chains.

Supplier onboarding is a channel through which we can consider and reduce modern slavery risks in our supply chains, with consistent, careful due diligence processes.

Each new supplier will self-assess and be audited against our standards. They will need to adhere to the standards on a continuous basis, as a condition of their supply agreement.

As we develop our framework and procedures, additional training will be provided to ensure that responsible due diligence is embedded in not just our processes but our way of thinking.



## GOVERNANCE

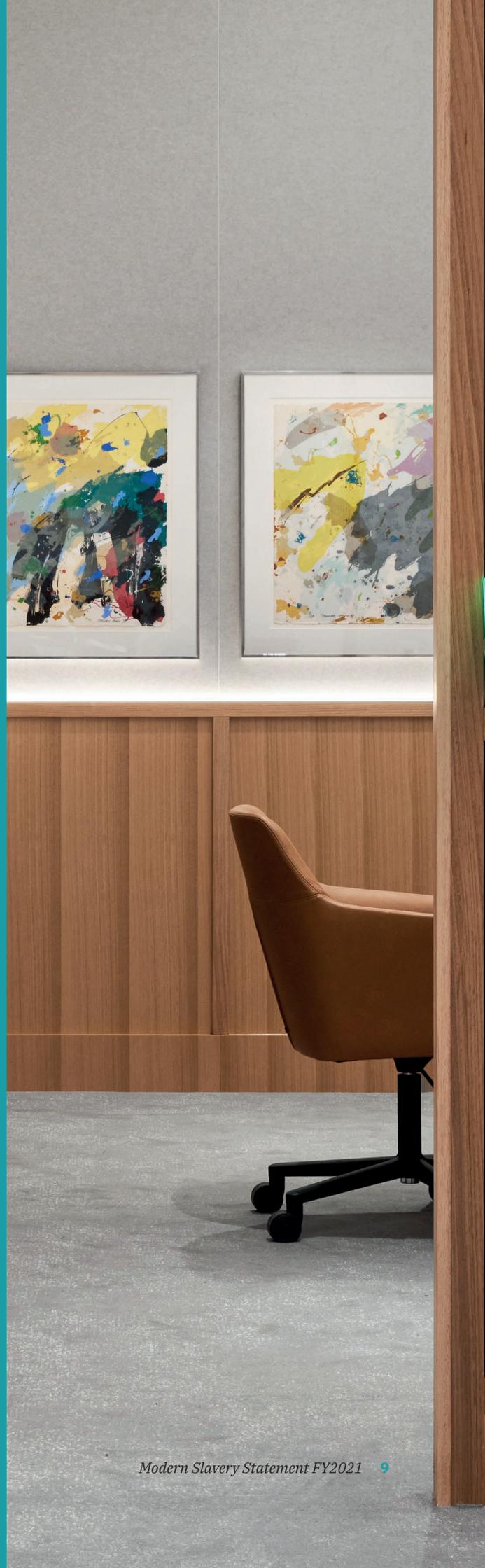
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# STATEMENT APPROVAL

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 15 July 2021.



**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 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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