

Modern Slavery Statement 2023

This statement is made pursuant to the *Modern Slavery Act (Cth)* (the **Act) with respect to the financial year ending 30 June 2023.**

Legal Software Holding Pty Limited and its subsidiaries operate the brands set out below under 'Our Organisation' section (collectively referred to in this statement as **LEAP**). LEAP acknowledges that modern slavery unacceptable condition in our current time but one which sadly remains a prevalent issue in the global community. LEAP is committed to maintaining ethical standards of conduct in our business activities and preventing acts of modern slavery from taking place within our supply chain. This statement sets out our approach to preventing modern slavery in our workforce and supply chain.

Our Commitment

At LEAP we continuously improve to be the best. We are committed to maintaining and upholding fair and safe work practices across our businesses and extended networks. We aim to do this by taking action to assess and address modern slavery risks in our operations and supply chain.

Our Organisation

Headquartered in Sydney Australia, LEAP delivers legal technology solutions to the legal industry under the following brands:

- LEAP™
- LEAP Dev
- LawConnect
- Infinitylaw
- Corto
- LawConnect
- LawY
- Easysoft
- By Lawyers
- RapidPay®
- FeeWise
- Softdocs
- Conveyancer
- WealthCounsel
- Practice Evolve
- Settify
- MM Software

These businesses are located in Australia, New Zealand, the United Kingdom, the United States of America, the European Union and Canada and employs a total headcount of approximately 1,800 people, including development, operations, management and support personnel.

Our Supply Chain

We source products and services from a limited range of suppliers to support the provision of our services to our customers and the ongoing operations of our business.

Our supply chain can be broadly categorised as follows:

- information technology services;
- business operations (including facilities management, promotional items and hospitality); and
- human resourcing.

Our suppliers are assessed based merit, quality and commitment to ethical work practices.

Assessing Modern Slavery Risk

We conducted an initial investigation to determine the nature and extent of modern slavery in our supply chain. We undertook a risk-based assessment of those key areas of procurement where modern slavery risks were the greatest, considering types of products and/or services being purchased and the location in which those products and/or services originated.



Within our supply chain we have identified a limited exposure to procurement categories with higher modern slavery risks. This is primarily limited to information technology services and those services that support business operations, including hospitality and promotional items. We are aware that for these categories we have lower visibility in the end-to-end supply chain and therefore cannot completely account for all risks associated with modern slavery practices.

Addressing Risks of Modern Slavery

We have undertaken the following actions to combat modern slavery risks operationally and in our supply chain, as follows:

- conducted due diligence on our operations to identify the nature and the extent of exposure to modern slavery risk. For those medium and high-risk vendors we further reviewed existing supplier agreements to assess existing controls;
- drafted a responsible sourcing policy and associated internal procedures for undertaking modern slavery risk assessment in relation to our suppliers with a view to mitigating any identified risks;
- drafted a supplier operations questionnaire to supplement our internal policies to gather information from suppliers to enable the proper assessment of modern slavery risk prior to procuring goods and/or services;
- request that each new supplier, and any supplier that comes up for renewal, completes the modern slavery questionnaire prior to being approved to provide services to LEAP;
- drafted a 'Supplier Code of Conduct' that sets out standards for our suppliers to adhere to with respect to human rights, workplace rights and anti-bribery and corruption standards. Our expectation is that suppliers will comply with this code when providing any goods and/or services to LEAP.
- created tools and resources to assist the business with assessing and mitigating modern slavery risks and raising any concerns with appropriate personnel; and
- adjusted existing policies covering recruitment and whistleblowing together with our Code of Conduct to consider modern slavery risk mitigation practices. Our Whistleblower Policy, in particular, encourages employees to report concerns or instances of any conduct tantamount to modern slavery.

Our internal policies are reviewed and updated from time to time in accordance with evolving industry practices and in response to changes in legislation.

Evaluation of Effectiveness

To evaluate the effectiveness of our program to address and mitigate risks pertaining to modern slavery we plan to undertake the measures set out in the table below.

We will continue to review and assess our suppliers for risks pertaining to modern slavery and update our policies and procedures to reflect any changes in our supply chain risk profile. We intend on carrying out these assessments through questionnaires, risk assessments and interviews.

Remediation

Continue to assess legacy agreements for supplier-side obligations to mitigate against modern slavery offences and updating terms in due course if relevant obligations are not imposed on suppliers. Additionally, providing suppliers with our Supplier Code of Conduct



Training

and obtaining their agreement to comply with our code. Suppliers who do not agree with our code will be removed as a key supplier, subject to the supplier providing their own code which is the same or substantially similar to LEAP's values.

We deliver appropriate training on responsible sourcing to personnel with procurement responsibilities tailored to the types of goods and/or services they procure.

Appointment of Corporate Social Responsibility Working Group

We established a CSR working group to oversee the CSR program and actively monitor the businesses response to critical issues. At least two members of LEAP's executive team will be present on this working group.

Internal Oversight

This Modern Slavery Statement has been prepared with the input of a range of senior stakeholders and has been endorsed by the board of directors of Legal Software Holding Pty Limited on behalf of LEAP's organisation. While this statement has received board endorsement, the practical day-to-day operation of LEAP's responsible sourcing program, which includes modern slavery mitigation practices, is currently overseen by LEAP's Global Services Legal Team.

This Modern Slavery Statement, updated in 2023, is made pursuant to the Modern Slavery Act 2018 (Cth) and was formally approved by the Board of Directors of Legal Software Holding Pty Limited, via a Director's resolution dated 19 December 2023.

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Tony Ghiazza
Company Secretary of the Board of ATIG and Legal Software Holding Pty Limited
19 December 2023