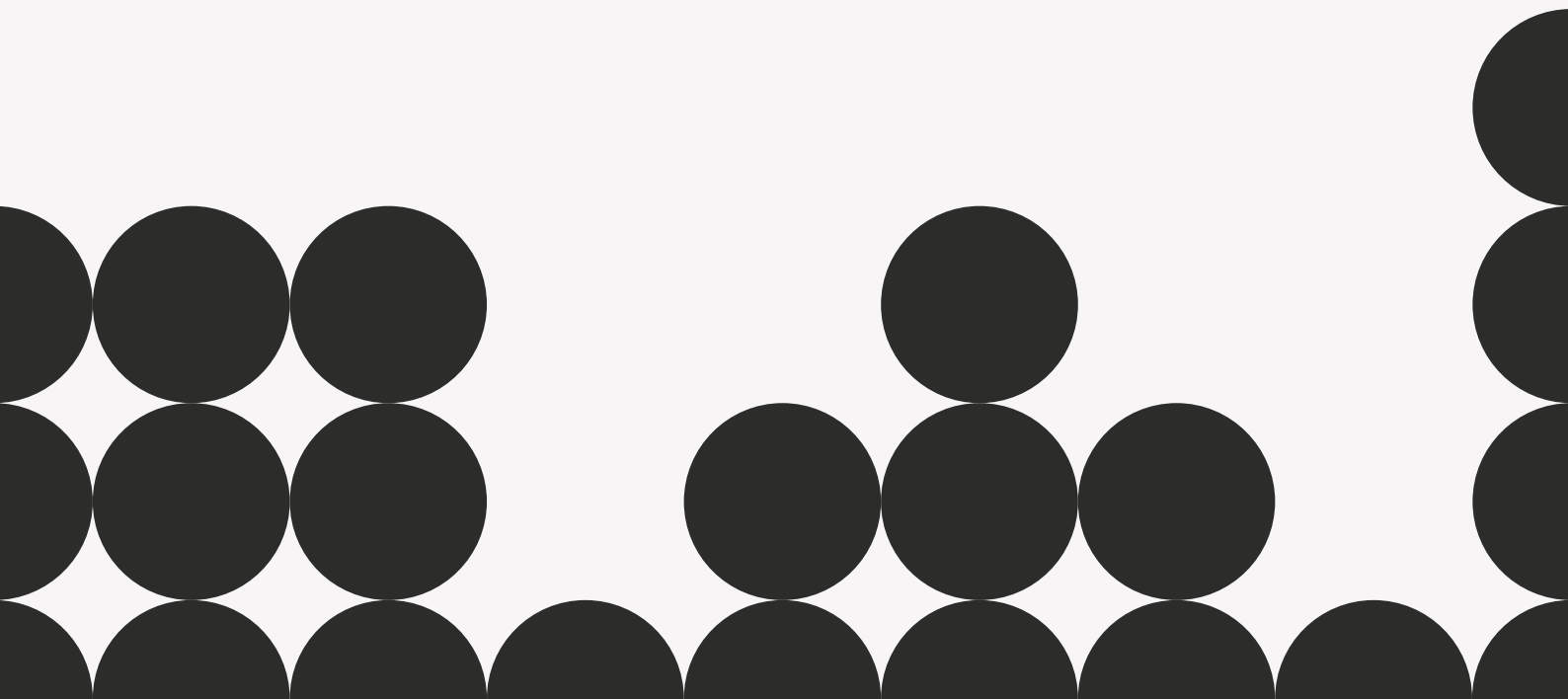


2023/2024

Modern slavery statement

This statement is made pursuant to sections 13 to 16 of the *Modern Slavery Act 2018 (Cth)* (*Modern Slavery Act*) for the financial year ending 30 June 2024.



This statement is made following consultation with each reporting entity and has been reviewed and approved by the Board of Colin Biggers & Paisley as required by section 16(a) of the *Modern Slavery Act*.

Unless otherwise indicated, all information below is for the reporting period from 1 July 2023 to 30 June 2024 (**Reporting Period**).

The headings below reflect the criteria required by the *Modern Slavery Act*.

Reporting entity.

This Modern Slavery Statement is made on behalf of the following entities for the Reporting Period:

- CBP Lawyers Holdings Limited
- Colin Biggers & Paisley Pty Ltd

The reporting entities are referred to collectively in this statement as “**Colin Biggers & Paisley**” (we/us/our).

During the Reporting Period, we actively engaged and consulted with representatives from all of our reporting entities to identify suppliers, to provide updates on the steps being taken to respond to modern slavery requirements, to receive feedback on action implemented, and to outline planned future action.

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

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 particularly known for our insurance, property and construction experience, and have an established reputation in a range of other sectors.

We are proud of our history which dates back 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, and in 2021, merged with Melbourne-based firm Logie-Smith Lanyon. Through these mergers and a vision for growth, Colin Biggers & Paisley has expanded to a national legal practice with almost 500 employees and offices on the east coast of Australia.

Our purpose is to work collectively to build and secure the future of our clients, colleagues and community.

For our clients, that means we're invested and we're loyal. To do our best by them, we invest in people with the right combination of legal, business, interpersonal and critical thinking skills, as well as in the right technology to enable them. When it is needed, our close-knit, expertise-based teams collaborate effectively to identify and solve complex issues.

For each other, that means we value our collegiality, we respect and support one another, and we celebrate diverse contributions.

For our communities, that means we take a socially minded approach to provide active support and service where they are needed most. Our determination to be a responsible business led us to establish the Colin Biggers & Paisley Foundation in 2015. The Colin Biggers & Paisley Foundation comprises pro bono legal services, community partnerships including volunteering, charitable contributions and responsible business practices. We focus our efforts in promoting and protecting the rights of women, children and Aboriginal and Torres Strait Islander peoples.

We undertake some of the most pro bono hours of any major Australian law firm and are striving to be leaders in diversity and inclusion. We are proud of the impact our practice has on our clients, the law and the community.

We wholeheartedly support the *Modern Slavery Act* and its aspirations 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 ensure Colin Biggers & Paisley is not complicit in human rights abuses. We are committed to taking steps to ensure that slavery and human trafficking play no part in our own business or our supply chains.

Our operations and supply chain

Colin Biggers & Paisley's main activity is providing legal services to clients. Colin Biggers & Paisley Pty Limited, is the only entity with employees and has nearly 500 professional staff working from offices in Sydney, Melbourne, and Brisbane. Most of our expenses go towards remuneration.

The risk of modern slavery in our operations is minimal since we directly employ highly skilled professionals under structured employment agreements. Our supply chain includes goods and services essential for supporting our legal and professional services across three Australian states.

There have been no significant changes in our supply chain since the FY2023 reporting period. Most of our supply chain expenditure is allocated to infrastructure, facilities, and other supportive elements necessary for delivering our services. The key components of our supply chain provide us with:



Real estate: the offices we work from including leased office space and associated fit out and equipment;



Business services: the products we buy for 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;



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



Professional services: such as external training services, recruitment providers, external consultants and contractors and legal support services; and



Legal service disbursements: as part of our work with clients, we are often responsible for procuring legal services from third parties on behalf of our clients. This includes services from barristers, other law firms, independent consultants and expert witnesses. These are separate from the services we provide directly to our clients and the costs are typically passed through to clients as disbursements.



Modern slavery risk assessment

There is a low risk of modern slavery occurring in our operations. As a law firm, most of our operations relate to the provision of legal services to commercial clients. The majority of our employees are legal and business service professionals situated in Australia. The 2024 Global Slavery Index ranks Australia **26 out of 27 countries** within the Asia and the Pacific region in terms of prevalence of modern slavery, and **149 out of 160 countries** globally. Australia is among the least vulnerable countries to modern slavery in the Asia Pacific region and globally.

During the reporting period, the Modern Slavery Working Group (MSWG) continued to oversee the assessment of modern slavery risks, comprising representatives from responsible business, office services and procurement, and

risk and compliance. The MSWG employed a risk-based analysis to identify potential areas of modern slavery risk, considering factors such as the type of product or service, sector, geography, the supplier's understanding of modern slavery risks, and any known issues.

The MSWG reviewed a total of 114 suppliers during the reporting period. No actual or suspected cases of modern slavery were identified in our operations or supply chains. Whilst there were no significant changes to our suppliers, most of whom are Australian-based but may source from higher-risk overseas locations, the MSWG maintained its stringent annual review process for suppliers identified as having greater risks of modern slavery in their downstream supply chains.

“ There have been no identified instances of modern slavery, and the analysis has found that most tier one suppliers pose a low risk of modern slavery. ”

The procurement areas that present the greatest risks of modern slavery have remained consistent with previous Modern Slavery Statements and include:



IT hardware/
software



Branded marketing
products



Office
cleaning



Transport and
travel services



Catering, events
and hospitality



Modern slavery risk response – actions to assess and address modern slavery risks

The Colin Biggers & Paisley MSWG conducted modern slavery risk assessments throughout the reporting period. Work undertaken included:

- ongoing engagement with new tier one suppliers;
- analysed responses to our supplier questionnaires;
- engaged directly with suppliers who failed to provide a response or whose responses were assessed as inadequate;
- conducted follow-up engagement with suppliers, including those identified as high risk due to their operations or down-stream supply chains;
- considered the modern slavery statements of suppliers and prospective suppliers (where available) when making procurement decisions;
- reinforced our internal processes through implementing compliance mechanisms for pre-engagement supplier screening and making refresher Modern Slavery training available to all staff online;
- monitored the completion rate and feedback on training modules on modern slavery;
- active member of the Modern Slavery Co-Lab hosted by the Australian Legal Sector Alliance, a collaborative network sharing expertise to improve modern slavery responses within the legal sector;
- attendance at training and webinars to ensure the MSWG is up to date on developments and risk areas of Modern Slavery;
- reviewed our Modern Slavery Policy and Procedures to ensure its effectiveness; and
- continued to make our board and senior management aware of our modern slavery obligations.



Assessing the effectiveness of our actions

The focus of our third year of reporting has been to build upon our previous efforts and continue to develop and refine appropriate steps to minimise our modern slavery risks. We continue to monitor our progress through a process of reviews, oversight and tracking our actions including:

- ensuring sustained engagement with our suppliers, with a continued emphasis on smaller suppliers, to enhance their knowledge and comprehension of modern slavery risks;
- we identified the need for further internal controls in our second Modern Slavery Statement and over the FY2024 reporting period we redesigned our supplier approval process to ensure new suppliers were thoroughly assessed for modern slavery compliance;

- assessing the number of our suppliers who have adopted human rights or modern slavery commitments, whether by agreeing to our Supplier Code of Conduct or otherwise;
- encouraging greater due diligence participation from our suppliers including all new suppliers;
- comparative analysis of responses from high risk supplier responses between the current and preceding periods, with emphasis on identifying changes in their risk profiles;
- identifying and implementing changes in our internal procedures to ensure our people are implementing our modern slavery safeguards consistently.

Our methodology, risk assessment and our supplier due diligence is subject to ongoing scrutiny by our MSWG.

We continue our focus on identifying how the modern slavery risk measures are being adopted across our practice with a particular focus on the level of engagement and responses we are achieving from our suppliers, our modern slavery training modules and ensuring the effective implementation of our policies to combat modern slavery in our supply chains.



Continuous improvement

Colin Biggers & Paisley will continue to build on and improve our modern slavery response in FY25. Some of our key initiatives including:

-  Review and further develop and strengthen our risk assessment process.
-  Develop a social procurement policy that prioritises suppliers who have a demonstrated respect for human rights and the risks associated with modern slavery.
-  Continuing to collaborate with the legal industry to ensure we make a meaningful contribution to the sector and the global effort to address the risks of modern slavery.
-  Explore capacity building activities in our key risk areas including offering training to our suppliers on modern slavery.
-  Assessing third-party providers to assist us to manage our Modern Slavery data and suppliers to better streamline our processes.
-  Conducting Modern Slavery due diligence beyond our tier one suppliers.
-  Monitoring reporting channels for any reported instances of human rights impacts in our operations and supply chains.
-  Continuous review of our policies and procedures to reflect changes and developments relating to modern slavery risks and ensuring we are effectively monitoring and assessing any risks in our operations and with our suppliers.

Consultation and approval

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* and has been reviewed and approved by the principal governing bodies of the following reporting entities:

- CBP Lawyers Holdings Limited on 24 December 2024
- Colin Biggers & Paisley Pty Ltd on 24 December 2024

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



Nick Crennan
Managing Partner

Annexure A

Mandatory criteria

Section 16 mandatory criteria	Page
Identify the reporting entity.	2
Describe the reporting entity's structure, operations and supply chains.	4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	5
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	6
Describe how the reporting entity assesses the effectiveness of these actions.	7
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	2

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