

MODERN SLAVERY STATEMENT

NOVEMBER 2023



A message from the CEO

Bartier Perry remains committed to respecting human rights and we believe all people should be treated with dignity. In line with two of our firm's values – 'Diversity and Inclusion' and 'Trust', we act with integrity and promote equality for the wellbeing of all. Combatting modern slavery is built into our firm's governance and forms part of our wider ESG program.

Bartier Perry works to create positive social impacts by mitigating human rights related risks and promoting respect for human rights across our business and activities.

It is with pleasure that I present Bartier Perry's third Modern Slavery Statement which covers the 2023 financial year Reporting Period. Key initiatives during the Reporting Period included:

- developing and distributing our supplier questionnaire to a selection of first tier suppliers
- developing and implementing our Human Rights Policy
- adding modern slavery as part of Bartier Perry's Business Risk Register to promote accountability and visibility at senior levels within the firm.

No increased risks of modern slavery were identified in our operations and supply chains during the Reporting Period, with the overall risk of modern slavery continuing to be assessed as very low.

We will continue to focus our efforts on maintaining solid foundations and implementing best practice processes to identify and assess potential operations and supply chain risks. Our approach will necessarily evolve as our firm grows and expands its reach.

We reaffirm our position that there is no place for modern slavery in our supply chain or in our community.



Riana Steyn
Chief Executive
Officer

A stylized blue signature of Riana Steyn.



Andrew Frankland
Director and
Board Chair

A blue cursive signature of Andrew Frankland.

This Modern Slavery Statement was approved by the CEO and Board of Bartier Perry on 30 November 2023.



1. OVERVIEW OF BARTIER PERRY'S MODERN SLAVERY TRACKING

The *Modern Slavery Act 2018* (Cth) requires organisations with consolidated annual revenue of more than \$100 million to submit an annual statement (**Modern Slavery Statement**) describing their actions to identify, assess and address modern slavery risks within their operations and supply chain. Bartier Perry is not required to report under the Act but chooses to do so voluntarily.

This is our third Modern Slavery Statement. This Modern Slavery Statement details information about our modern slavery response during the financial year ended 30 June 2023 (**Reporting Period**).



Bartier Perry chooses to report voluntarily

How are we tracking?

We continue to assess our direct impact in relation to modern slavery practices as low during the Reporting Period. This is consistent with previous years.

Despite this, we understand modern slavery is a pervasive and often-hidden crime that requires sustained vigilance. We continue to develop our risk assessment methodology and implement processes to identify and address areas in our operations and supply chain where modern slavery risk may exist, and review and report on our risks as they evolve.

Our commitment

Bartier Perry remains committed to upholding human rights and acting with integrity for our people and the wider community. Bartier Perry rejects any form of slavery, forced or child labour, and works to ensure that such practices are not present in our business or supply chains.

We continue to develop our due diligence processes to identify and assess the risks of modern slavery practices within our operations and supply chains. In this Reporting Period we have implemented a new Human Rights Policy, added modern slavery to our Business Risk Register and increased our due diligence on our suppliers.



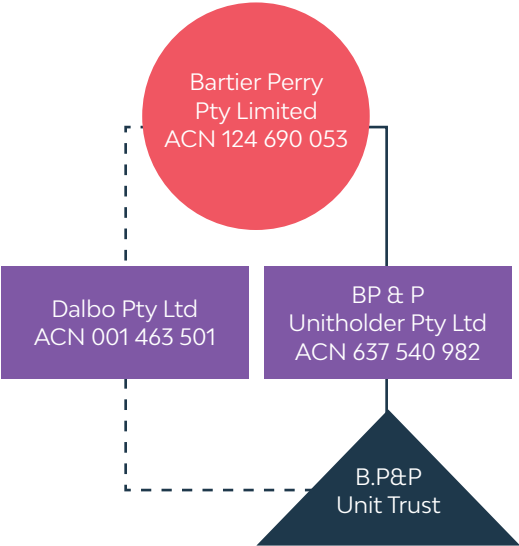
2. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Who are we?

Bartier Perry Pty Limited ACN 124 690 053 is the reporting entity for this Modern Slavery Statement.

We are a commercial law firm based in Sydney with a proud history of more than 80 years.

Bartier Perry is a private company limited by shares. Our structure remained unchanged during the Reporting Period as shown in the adjacent chart.



Based in Sydney, Bartier Perry is a commercial law firm with a **proud history of over 80 years**



214 staff

- Legal staff (partners, lawyers and paralegals)
- Management and support staff

Our operations

Bartier Perry operates out of our offices in the Sydney CBD, New South Wales. Our operations remained unchanged since the last Reporting Period. We continued to directly employ staff in Australia and provide legal services to our clients.

Direct employment of staff

On 30 June 2023 Bartier Perry had a total workforce of 214 employees.

Bartier Perry has over 110 legal staff ranging from Partners to Paralegals and the balance of staff provide management and support services to the practice. During the Reporting Period, all our staff were employed in Australia and in accordance with Australian labour laws.



Provision and delivery of legal services

Bartier Perry provides personalised legal services to a range of clients from small-to-medium size enterprises, large organisations, government agencies to individuals within a variety of industries including:

- education
- information technology and communications
- government (Federal, State and Local)
- fast moving consumer goods
- finance and financial services
- insurance
- property, building and construction
- charities and not-for-profits
- hire and rental
- private equity
- public utilities and essential services.

Everyone at Bartier Perry is provided with the chance to make a difference in our workplace and community. Staff can get involved at many levels to champion or be part of important initiatives such as:



Everyone at Bartier Perry is provided with the chance to make a difference in our workplace and community



PRO BONO SCHEME SUPPORTER 2022



International Women's Day



Our supply chain

The two main categories of goods and services procured during the Reporting Period have remained unchanged from the previous Reporting Periods and include:

1. Products and services provided by our trade suppliers and used by Bartier Perry in delivering our services
2. Products and services provided to Bartier Perry by our non-trade suppliers.

The goods and services procured by Bartier Perry are set out below.

TRADE SUPPLIERS	NON-TRADE SUPPLIERS
Barristers	IT and technology
Hotdocs and precedents	Professional psychological services
Online library services	Marketing
Mediation services	Recruitment services
Electronic signing services	Property and leasing services
	Office operations

Overseas Suppliers

During the Reporting Period, Bartier Perry engaged over 650 suppliers.

Most of the goods and services Bartier Perry procure are from suppliers and contractors based in Australia.

Our overseas supply chain during the Reporting Period included 17 suppliers who were based in Singapore, USA, UK, New Zealand, Turkey, Switzerland, Italy, Germany and France as shown in the map below.

The main products and services procured from overseas during the Reporting Period were software services, analytics, writing services, marketing and recruitment services.



During the Reporting Period, **97% of our suppliers were based in Australia**

Location of our overseas suppliers during the Reporting Period



3. OUR MODERN SLAVERY RISKS

In the FY23 Reporting Period Bartier Perry did not identify any instances of modern slavery harm within its operations and first tier supply chain.

As outlined in our first Modern Slavery Statement (in FY21), given our firm's size we have determined that limiting our modern slavery risk assessment to our operations and first tier suppliers is reasonable. Despite this limitation, we remain steadfast in our efforts to better understand the risks in our operations and supply chain and to identify any other areas representing modern slavery risks.

With the vast majority (97%) of our suppliers being headquartered in Australia, and considering the provision of Bartier Perry's services and that our staff are employed within Australia, it was determined that the risk of modern slavery within our operations and the first tier supply chain remained low.

Bartier Perry's position in relation to modern slavery remains unchanged: practices that constitute modern slavery are serious human rights violations. We know that when multiple modern slavery risks co-exist, this will increase the potential for modern slavery practices to occur. The review and identification of our risk areas form a critical component of our human rights and modern slavery due diligence.

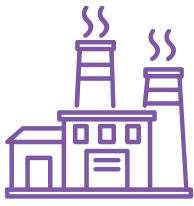
Additionally, we understand that while that risk within our own operations and first tier suppliers remains low (these risks are outlined below), there may be areas within our second and third tier supply chain where the potential for multiple risk factors exists.



Geographic risk level: Low

We continue to view the geographic risk of our suppliers as low given 97% of our direct suppliers are based in Australia. Most of our direct overseas suppliers are based in countries which have a strong rule of law and mechanisms that protect human rights.

We acknowledge that Bartier Perry may be linked to modern slavery practices through our second and third tier suppliers that operate in, or procure goods and services from, nations that report high occurrences of labour and human rights violations and socio-economic factors like poverty and widespread discrimination.



Sector and industry risk level: Low

The sectors that Bartier Perry deals with primarily involve the legal, not-for-profit, finance, education, government and property sectors. These sectors are heavily regulated in Australia and generally allow for reasonable visibility over lower tier suppliers.

We appreciate we may be linked to modern slavery practices further down our supply chain where some of our suppliers operate in, or are connected, to industries that involve low paying, low skilled or hazardous work, such as cleaning industries or are in geographical areas that may have a higher risk of modern slavery.

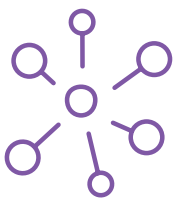


Product and services risk: Low

Bartier Perry's core business remains the provision of legal services to clients. If any of our clients were associated with modern slavery, we could inadvertently be linked to such practises through the provision of our services. This risk could be highlighted where we may not have visibility of a client's business model.

Bartier Perry procures various categories of services including cleaning, electrical, information technology, commercial kitchen appliances, installation and maintenance services in relation to carpets, doors, plants and general maintenance.

The workers in these supply chains may be from vulnerable populations, including workers from migrant, low socioeconomic or culturally and linguistically diverse backgrounds. While we consider the modern slavery risk associated with these products and services to be low in our case, the above factors elevate the risk of modern slavery practices.



Supply chain model risks: Low

We continue to assess our supply chain model risk as low based on available information. We have an expanding supply chain, with over 650 suppliers during the Reporting Period. We acknowledge the size of Bartier Perry relative to our supply chain makes it difficult to identify and monitor modern slavery practices further down our supply chain. This lack of full transparency creates a risk that Bartier Perry may be linked to modern slavery.

We acknowledge that Bartier Perry may be linked to modern slavery practices through its second and third tier suppliers that operate in, or procure goods and services from, nations that report high occurrences of labour and human rights violations and socio-economic factors like poverty and widespread discrimination.

4. OUR ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Due diligence

Bartier Perry remains committed to preventing modern slavery practices in our operations and supply chains.



We continue to develop and implement processes to identify and track modern slavery risks within our operations and supply chains and this remains an ongoing project.

During the Reporting Period, Bartier Perry continued to employ staff within Australia and in accordance with Australian and international labour laws.

Bartier Perry seeks to ensure that we engage only with suppliers who hold the same values as we do in respect of ending modern slavery practices. We continue to review our suppliers on an ongoing basis to identify any modern slavery risks. During the Reporting Period we issued modern slavery questionnaires to a selection of suppliers and looked to include modern slavery clauses in our supplier contracts where possible.



Bartier Perry's Business Risk Register was updated to include modern slavery to promote accountability and visibility at senior levels within the firm. The Business Risk Register is:

- reviewed regularly by the risk owners
- discussed at monthly executive management meetings
- reviewed quarterly by the Business Risk Committee with a report prepared for the Bartier Perry Board.

As our suppliers and supply chains increased during the Reporting Period we continued to expand the development of our supply chain mapping to identify our top suppliers in terms of spend and location. We continue to develop our supply chain mapping to assist us in better assessing our modern slavery risks.



During the Reporting Period, Bartier Perry entered into arrangements for new offices within the Sydney CBD and moved into the new offices in July 2023. Our processes included issuing modern slavery questionnaires to suppliers which covered their modern slavery approach, querying whether they were aware of any modern slavery practices within their own operations and supply chain and what steps they had taken on this issue.

We remain conscious that continuous improvement is at the core of modern slavery due diligence and continue to review and refine our internal processes and methodology to identify how we can better identify, assess and address our modern slavery risks.

OUR ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS (CONT).

Remediation

We introduced our Human Rights Policy and continued to ensure staff were aware of our Whistleblower Policy during the Reporting Period.

Considering our risk profile during the Reporting Period, we consider our current remediation processes are effective. No modern slavery issues were reported to us during the Reporting Period.

If new risks arise or our risk profile changes, we will look to update our remediation processes to appropriately prevent or mitigate harm and its recurrence and to provide an avenue of redress for victims affected by modern slavery practices.



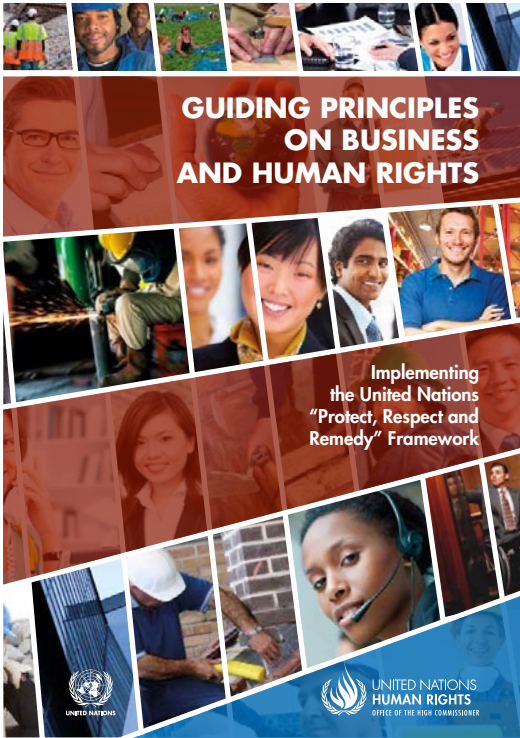
Our Human Rights Policy was introduced



5. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

There has been no significant change since the previous Reporting Periods in relation to our monitoring to assess the effectiveness of our actions. This area continues to require ongoing attention and improvement, particularly as our business grows, we engage new suppliers, and the risks of modern slavery occurring in our supply chain and operations evolve.

We will continue to be guided by the fundamental human rights due diligence principles espoused in the *United Nations Guiding Principles on Business and Human Rights*. As such, the internal reporting processes we will implement to assess the effectiveness of our actions will aim to integrate both appropriate qualitative indicators such as reviews, surveys and audits and quantitative indicators such as key performance indicators.



6. PROCESS OF CONSULTATION

Consultation with our group entities was not necessary in the preparation of our Modern Slavery Statement as our group entities had limited to no trading activities during the Reporting Period.



7. ANY OTHER RELEVANT INFORMATION

Continuous improvement: looking to the future

Bartier Perry remains aware that modern slavery risks are pervasive and even though our risk profile again remained low during the Reporting Period, modern slavery practices and risks may present themselves further down our supply chain within the operations of our second and third tier suppliers.

We continue to recognise that our efforts in combatting modern slavery is an ongoing process which is constantly evolving and requires continuous improvement.

We acknowledge the continued importance of education and helping others to understand the risks of modern slavery. Since the Reporting Period, we made several efforts to raise awareness about the risks of modern slavery practices with our staff, clients and suppliers through:

- implementing a Human Rights Policy
- publishing modern slavery articles online and circulating them to our clients
- our ongoing commitment to ESG which includes identifying risks of modern slavery and our efforts to address those risks
- participating in workshops with others in our industry to discuss modern slavery risks and issues in our industry
- updates and notices published on Bartier Perry’s intranet ‘Birrong’ which inform staff on important issues including modern slavery.

Bartier Perry remains committed to implementing a robust modern slavery framework. An overview of our top priorities for the upcoming Reporting Period are set out below:



For queries relating to this statement:

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of Bartier Perry

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