

# Modern Slavery Statement

*For financial year ended 30 June 2023*

## Reporting Entity

This modern slavery statement is made on behalf of Arnold Bloch Leibler (ABN 30 331 510 906) pursuant to sections 13 and 16 of the *Modern Slavery Act 2018* (Cth) in respect of the reporting period ending 30 June 2023.

References to “ABL” “we”, “us, “our” is to Arnold Bloch Leibler.

## Our structure and operations

Established seventy years ago, Arnold Bloch Leibler is a leading Australian commercial law firm, operating offices in Melbourne and Sydney with 43 partners and 220 legal and support staff. We are renowned for advising entrepreneurial businesses (ASX-listed, family owned and international) and for our work with private clients. The firm has a small firm feel with a big firm reputation, possessing influence within legal, business and political circles. We recognise that our success is defined by the quality of our people, our clients, our suppliers, and our work.

Our key asset is our people. We have a progressive working environment that supports wellbeing and learning supported by extensive processes which enable us to create a safe, fair and inclusive working environment.

ABL has a zero-tolerance approach to modern slavery and any other exploitative behaviours within our practice and our supply chain. This reflects the firm’s enduring commitment to social justice, which forms a core part of our culture. Our firm was one of the first to establish a dedicated pro bono practice, whose charter is to raise awareness of and to address social injustices — including racial discrimination — as well as to champion Indigenous recognition.

*ABL was one of the original signatories to the National Pro Bono Target in 2008 and each year since then we have met the Target, and from time to time we have even doubled it.*

*We are proud to report that in FY23, at 65 probono hours per lawyer, we nearly doubled the voluntary target of 35 hours per lawyer.*

## Our supply chain

As a professional services firm, our principal activity is the provision of legal services to our clients.

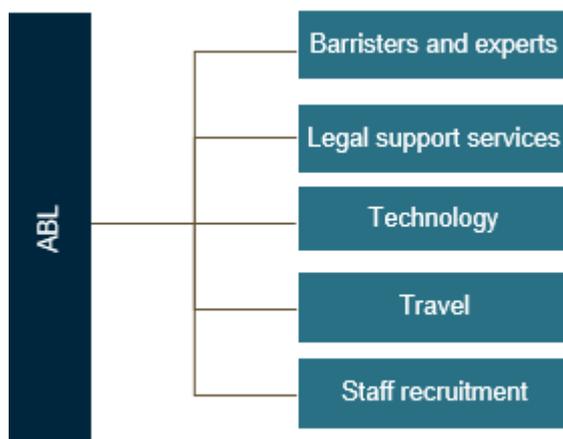
As a law firm, our partners and lawyers are required to meet the standards of professional and ethical behavior under the Australian legal profession legislation and rules. Our firm is also regulated by the professional bodies to which our lawyers belong including the Law Institute of Victoria and the Law Society of NSW.

In the course of our practice, we procure:

- goods and services from third party suppliers for the benefit of the firm; and
- services for specific client engagements.

Our key procurement functions in FY23 are shown diagrammatically below and include the use of:

- barristers and other experts for the purpose of providing professional services to our clients;
- legal support services;
- technology supply and services;
- construction services including furniture and fittings as a result of an office refurbishment;
- travel services including travel and accommodation providers; and
- recruitment firms.



## Description of potential modern slavery risks

Modern Slavery in the professional services sector in which we operate is generally considered to be low risk.

During this reporting period, we reviewed our internal risk assessment completed in the prior reporting period to identify the areas in our business and supply chain that we consider to be low risk and the areas that could potentially pose a higher level of risk of modern slavery practices.

We also considered whether the modern slavery risk in our operations and supply chain could be heightened due to supply involving the following:



Based on our analysis, we identified a small risk that ABL could potentially contribute or be linked to modern slavery practices in the following areas:

- reliance on the technology industry’s sourcing of raw materials, manufacturing and disposal of electronic components.
- legal support services including services provided in relation to catering, security and maintenance.
- renovation services including construction services, and furniture and fittings.
- retaining external professional services firms (eg accounting firms) on behalf of clients, who in turn procure their own suppliers.

### Description of actions taken

For those suppliers identified as having a potentially elevated modern slavery risk based on our risk assessment we:

- asked those suppliers to complete a Modern Slavery Risk Questionnaire;
- sought updated responses to Modern Slavery Risk Questionnaires completed for FY22; or
- where our suppliers either self-reported or were required to report under the Modern Slavery Act, reviewed their Modern Slavery Statements on the Public Register. Over half of our suppliers fall into this category.

We reviewed our suppliers’ Modern Slavery Statements and/or responses to our questionnaire to assess and, if necessary, address the risk of our involvement in modern slavery practices.

Based on those reviews, we have not identified any instances of our direct involvement in modern slavery practices.

Some of our suppliers reported through their own screening for modern slavery risks, a moderate to high modern slavery risk amongst parts of their supply chains. In each instance, the supplier is working through their own processes to address those risks. In summary this includes, but is not limited to:

- rolling programs of due diligence including verification, risk assessments and audits;
- supplier and partner codes of conduct, procurement teams, policies and processes, and remediation;

- modern slavery awareness training; and
- human rights councils, whistleblowing channels, and KPIs.

Key actions from our report for the period ended 30 June 2023:

- **Building awareness**  
continued provision of modern slavery awareness training to personnel responsible for procurement; and
- **Policy and process**  
continued review of our procurement procedures to identify if and where changes may be required to better align with our modern slavery commitments;
- **Due diligence**  
continued to monitor and assess the risk of modern slavery in our operations and supply chain.

We aim to continually improve our approach to assess and manage modern slavery risks including reading the modern slavery statements submitted by our supply chain and learning from their experiences.

#### Assessment of effectiveness

We continue to develop our approach to how we assess and manage modern slavery related issues. We aim to train 100% of our procurement staff on modern slavery and encourage staff to speak up about any modern slavery concerns amongst their suppliers.

#### Consultation

We have considered the potential for ABL to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.

#### Approval

This statement was tabled at a meeting of the partners of Arnold Bloch Leibler on 1 November 2023 and approved by those partners.



Henry Lanzer  
Managing Partner  
Arnold Bloch Leibler  
1 November 2023