



Pitcher Partners Advisors Proprietary Limited

Modern slavery statement



Contents

01	Our purpose and commitment
02	Our structure and operations
04	Our supply chains
05	Risk assessment
07	Our due diligence
09	Monitoring, compliance and remediation programs
11	Assessing the effectiveness of our actions
12	Process of consultation
13	In the community
14	Future steps
15	Statement summary

Our purpose and commitment

This statement sets out the actions taken by Pitcher Partners Melbourne (ABN 27 975 255 196) to address the risks of modern slavery in our operations and supply chains pursuant to section 13 of the Modern Slavery Act 2018. This Statement has been prepared in accordance with the requirements in the Modern Slavery Act 2018 (Cth) for the reporting period 1 July 2023 to 30 June 2024.

We are pleased to report that we have not identified any instances of modern slavery within our supply chain in this reporting period and will continue to monitor our suppliers for possible instances.


This statement outlines the steps that Pitcher Partners Melbourne has taken to identify, assess and address the risk of modern slavery within our supply chain during this reporting period, and represents our ongoing commitment to conduct our business to the highest ethical standards of our profession.

Pitcher Partners Melbourne is guided by the principles of unity, integrity, and care, putting people and our community at the heart of everything we do. We recognise that modern slavery is a global challenge, occurring in any sector or industry, and at any point in a supply chain. As part of our commitment to our community, we take responsibility for the prevention and management of any risk of modern slavery within our business, and support efforts to mitigate these risks in the wider Australian market.

As part of our annual review of our modern slavery due diligence processes, we have continued to be proactive in identifying potential risks of modern slavery within our supply chains, building upon our foundation of responsible procurement practices and effective risk management. During this reporting period, we continue to implement a supplier due diligence processes and firm-wide compulsory modern slavery awareness training for all new staff members as part of the induction training program with Pitcher Partners Melbourne.

Our values

Our values reflect what is important to us at Pitcher Partners Melbourne. As a firm we value:

Our values					
	Energy	Care	Courage	Honesty	One firm
	Find a way and make it happen	Put people at the heart of everything we do	Make brave choices and challenge the status quo	Build trust and do what is right	Work and lead as one team



Our structure and *operations*

Our network

Pitcher Partners Melbourne is a member of the Pitcher Partners National Association, an award-winning association of independent accounting firms. Each firm within the Association operates as a separate independent business and is responsible for its compliance with the Modern Slavery Act 2018 (if applicable).

National association

Pitcher Partners Melbourne is a member of the National Association of Pitcher Partners firms. The association of independent accounting firms includes Sydney, Perth, Adelaide, Brisbane, and Newcastle.

Pitcher Partners firms are separate legal entities. Membership to the National Association does not make any firm responsible for activities conducted by another member firm.

Pitcher Partners Melbourne

Pitcher Partners is an established and respected professional accounting practice based in Melbourne. It was formed in November 1991.

Today, the firm provides a traditional range of accounting services including, but not limited to, compliance accounting, general business advice, tax advisory, audit, internal audit, investment advisory, superannuation, insolvency, corporate finance, data analysis, credit and lending service and consulting.

Services may be provided to clients from across Australia or overseas, however services are predominantly provided to smaller listed public companies or unlisted public companies, privately owned businesses, high net wealth individuals and a range of government, semi-government and not for profit organisations from across Victoria.

Our structure

Pitcher Partners Melbourne is an independent accounting firm, operating as a partnership. The services at Pitcher Partners Melbourne are provided through the partnership and its related or associated entities which may be trusts or trustee companies. Services such as general tax consulting, compliance and advisory services are provided through Pitcher Partners Advisors Proprietary Limited, while audit and insolvency work are provided under the partnership. Most practice areas at Pitcher Partners Melbourne, such as our Investment Services practice, and our Corporate Finance practice, provide services through trustee company entities owned and controlled by Pitcher Partners Melbourne.

Other trustee company entities that we provide services through, include Pitcher Partners Investment Services Pty Ltd, Pitcher Partners Corporate Pty Ltd, Pitcher Partners Finance Pty Ltd, Pitcher Partners Legal Pty Ltd and Pitcher Partners Consulting Pty Ltd. All of the aforementioned entities are wholly owned and controlled by Pitcher Partners Melbourne but for the purposes of the Modern Slavery Act 2018, are not reporting entities themselves.

Our operations – Pitcher Partners Melbourne



790

total number of people

Including

54 Partners

86 Directors

150 Managers



*Audit and
assurance*



Business advisory



*Business recovery
and insolvency*



Consulting



*Corporate
finance*



*Estate
planning*



3

total number of offices

Docklands VIC 3008

Scoresby VIC 3179

Geelong VIC 3220



*Investment
advisory*



*Private business and
family advisory*



*Risk
services*



Superannuation



Taxation



Data analytics



Our supply *chains*

As a professional services provider, our activities are primarily focused on the provision of accounting, compliance, advisory and audit and assurance services to our clients. To provide these services and support our operations, we utilise various third-party products and services.

Pitcher Partners Melbourne is committed to supporting Australian businesses, and the services we procure are predominantly domestically operated and based, however we also utilise a limited number of overseas based suppliers to support our operations including back office and administrative functions. Some processes we outsource include tasks such as document storage, some bookkeeping and account preparation and elements of IT support. Over this reporting period, there were minimal changes to our supply chain activities.

We are supported by suppliers within the key areas:

- Professional Services: Including consulting, accounting, advertising and marketing, and legal services.
- Recruitment: Including human resource consulting and talent management.
- IT and Communications: Including computer hardware, computer software, cloud services, virtual data room services, virtual document exchange services, printers, audio/visual equipment and services, mobile phones, and wide area network and internet connection.
- Operations: Including records management and storage, stationery, security, general insurances, subscriptions, courier and postal services.
- Entertainment and Hospitality: Including events management and in-house and external event catering.
- Property: Covering premises leasing, our office building upgrades and fit outs, workspace design, office furniture and facilities, property maintenance and cleaning, property insurances, and utilities.

All significant goods and functions that are sourced non-domestically, are subject to our stringent ethical risk assessment and screening processes which are further described in this statement below.

Procurement of capitalised expenditure items such as portable devices (i.e., mobile phones, tablets and smart watches) and Working from Home equipment are from reputable vendors, which are required to have policies and procedures in place to combat modern slavery within their own supply chain and workplace.

Pitcher Partners Melbourne, in consultation with our clients, may also appoint another firm within the National Association as an independent contractor to provide support in an engagement.

In addition to contracted labour, Pitcher Partners Melbourne also engages with regulatory bodies, banks, credit providers, registries, fund managers, legal advisors, and brokers on behalf of our clients as part of our services.

Risk *assessment*

Over this reporting period, we have not identified any major changes in the risk profile of Pitcher Partners Melbourne's supply chains.

In assessing the risks of Modern Slavery in our supply chains, we have referenced tools and resources such as the Global Slavery Index, Annual Trafficking in Persons Report and the UN Guiding Principles on Business and Human Rights to determine and analyse the key factors and indicators of modern slavery risk that may be present in our operations and supply chains.

We continue to review and update existing policies and procedures to make sure they align with our risk management methodology for identifying and dealing with Modern Slavery risks.

Modern slavery risk areas

In consideration of our services, operations and supply chains and the general risks involved in the Accounting industry, we have scoped the following as potential areas where vulnerability to modern slavery risk may exist:

Geographical risk

With reference to the 2018 Global Slavery Index ("GSI"), we recognise the country-level prevalence of modern slavery and how specific countries are at a higher risk of being impacted by modern slavery activity than others. Though the suppliers we procure are predominantly domestically based, we do outsource some administrative functions to businesses whose operations are based in countries listed as at a medium-level vulnerability to modern slavery.

The firm outsources certain functions to a global outsourcing company based in India. The outsourced firm is a recognised employer partner of CPA Australia. We recognise the inherent risks of outsourcing to certain countries and have reviewed and revised our procurement policies to take into consideration country-specific risks and have put in place a system to continue to assess, monitor, mitigate and remediate these risks. Pitcher Partners Melbourne has conducted several site visits of the Indian outsourced provider and consideration is given to working conditions and modern slavery risks. Pitcher Partners Melbourne also require a tailored questionnaire response and evidence to be provided by the provider; to help ensure they have appropriate measures in place to mitigate any risk of legal non-compliance.

Pitcher Partners Melbourne also require the provider to respond to direct queries and supplier specific modern slavery information to enable us to assess whether they have appropriate measures in place to mitigate any risk of legal non-compliance.

We believe that the suppliers that we source from both foreign and domestic regions are reputable, and compliant with International Human Rights standards as concluded from due diligence completed this financial year.

Industry risk

The business advisory and accounting profession are generally at low risk of Modern Slavery activity. Additionally, as our operations are situated within Australia, our employees are protected by Australian workplace laws and have access to an array of grievance mechanisms, available both internally and externally.

To support our operations, however, we may procure services such as cleaning and building maintenance services. We recognise that these industries are at higher risk of unfair or unsafe working conditions. Labour rights are a key indicator of Modern Slavery and we have considered this when screening new suppliers and determining an appropriate due diligence approach. We have assessed our primary cleaning supplier in consideration of modern slavery risks.

Through our due diligence procedures, we are satisfied that the provider has demonstrated extensive policies and practices to mitigate threats of modern slavery activity within their own supply chains, as well as a commitment to actively prevent and manage modern slavery risk within their own supply chains, as outlined in their own modern slavery statement submission.



Supply chain risk

Provision of Investment Advisory Services

Pitcher Partner Melbourne's service offering includes the provision of investment advisory services. We recognise that these services have some inherent risk of being linked to modern slavery through the activities of other entities we may recommend clients invest in.

As there is a limit to the oversight we have on these companies (both domestically and internationally), there is a potential risk of investments being placed in companies who engage in forced labour hire or other modern slavery activity. However, we establish approved product lists and constantly monitor the markets for factors which may negatively impact the performance of our client's portfolios, including reputational risk. Our investment services practice has established a Responsible Investment Charter and is a member of the Responsible Investment Association of Australasia (RIAA). Ethical, Social and Governance (ESG) factors are important considerations in our investment analysis.

IT hardware and peripherals

We use various technology hardware as part of our day-to-day work, including laptops, monitors, headsets, keyboards and other IT peripherals. There is a potential risk of being directly linked to modern slavery when we use suppliers that rely on offshore and/or complex supply chains over which we have limited visibility. This risk is heightened when goods are made by base-skilled workers on a demand basis. To limit this risk, Pitcher Partners conducts formal engagements with reputable IT and technology suppliers.

Stationery and branded merchandise products

From time to time, we may buy stationery and branded merchandise for use in marketing campaigns or related initiatives. There is a potential risk of contributing to modern slavery when we use suppliers that rely on offshore supply chains over which we have limited visibility. This risk may be heightened when goods are made by base-skilled workers on a demand basis or under pressure of unreasonable deadlines. This risk is considered low as Pitcher Partners uses very little branded merchandise in its marketing campaigns or related initiatives. The supplier of most of our merchandise procures goods from suppliers that are accredited by BSCI (Business Social Compliance Initiative) and/or SMETA (Sedex Members Ethical Trade Audit).

Building maintenance and cleaning services

Pitcher Partners Melbourne engages with a large highly reputable provider of consolidated property services across Australia, including for the government, retail, commercial and industrial sectors. The provider also publishes its own Modern Slavery Statement in compliance with the Modern Slavery Act 2018. Pitcher Partners continues to monitor the activities of the provider and has determined that the modern slavery risk is relatively low.

Entity risk

Some entities may be at higher risk of modern slavery due to poor governance structures, a record of treating workers poorly or a track record of human rights violations. We have not identified any entity risks at Pitcher Partners Melbourne.

Our due *diligence*

Supplier due diligence

Over this reporting period, we have not identified any matters that indicate any material deficiencies with Pitcher Partners Melbourne suppliers' due diligence processes. Pitcher Partners Melbourne continues to review and update its Modern Slavery due diligence processes. Modern slavery compliance training is incorporated in our induction program. We have also updated the Supplier Questionnaire requiring new suppliers to respond to a series of questions where the supplier does not have its own formal modern slavery policy or statement, and a formal risk assessment be conducted based on the supplier's response to the questionnaire, resulting in a risk rating assigned to each supplier.

In reviewing a sample of suppliers, we confirmed compliance with our modern slavery policies and processes, including consistent usage of the Supplier Questionnaire. We continue to build a more structured program of supplier review and make improvements to the engagement step in our due diligence program.



Screening

Our screening procedure involves a risk assessment by the procurement team taking into consideration key modern slavery risk factors such as the types of goods purchased or services provided, the country of operations, their supply chain complexity, and the reputation of the supplier.

As a result of the review, all proposed suppliers are assigned a risk-level of low, medium, or high risk. Pitcher Partners Melbourne will not engage with any supplier that has been categorised as a high risk of modern slavery, nor any supplier which has a documented record of modern slavery breaches. Suppliers that are graded as medium risk may be subjected to an enhanced due diligence program depending on the circumstances. Pitcher Partners Melbourne may request a supplier to take remedial action to mitigate any modern slavery risk in their business before engaging.



Engaging

We require contractual clauses covering modern slavery in third-party supplier contracts. This includes a standardised clause that we may insert into contracts or agreements which allows Pitcher Partners Melbourne to hold suppliers legally responsible for compliance with Modern Slavery laws as well as establishing a standard for how we want our suppliers to manage modern slavery risks in their own supply chains.



Monitoring

Pitcher Partners Melbourne maintains a register of all third-party suppliers who are subject to enhanced due diligence by Pitcher Partners.

Where we are alerted of a potential modern slavery breach situation, we may, after further investigation and direct enquiry with the supplier:

- Recommend actions to remediate or mitigate the modern slavery risk to an acceptable level and oversee that our recommendations have been implemented; or
- Terminate the engagement

Our procurement process

Pitcher Partners Melbourne has established a procurement process within our Finance Team to oversee all new and existing supplier engagements. A Procurement Policy has also been implemented which guides our Finance Team in assessing and managing modern slavery risks. The persons responsible for procurement have been provided with internal training to be able to effectively assess suppliers for modern slavery risks, as well as be able to recommend mitigation actions when these risks are detected.

Investigation and enquiry procedures may include on-site inspection of a supplier's operations, vendor self-assessment questionnaires, and/or review of their policies and records.



Client acceptance and continuance

The integrity of our client base is of utmost importance and therefore Pitcher Partners Melbourne mandates policies around the acceptance of new clients and the continuance of existing client relationships and engagements. Our client integrity policies and new client acceptance procedures are designed to provide Pitcher Partners Melbourne reasonable assurance that not only are we complying with our legal obligations as an accounting firm, but also not contributing to or being complicit in any modern slavery activity that may be conducted by a client.

All clients are subject to a preliminary assessment which considers a range of factors, including the legitimacy and purpose of the business and its transactions, their country of operations, the size of their operations, and the potential reputational, ethical or moral risks of engaging with the client. A full analysis of client integrity is essential prior to acceptance or continuance of any client. Where the risk is deemed too high, or circumstances have arisen to cause us to question the ongoing relationship, Pitcher Partners Melbourne may not accept the engagement or may resign from an existing engagement.

Pitcher Partners Investment Services Pty Ltd provides 'designated services' in its capacity as Australian Financial Services Licence holder and as such is subject to obligations under the Anti-Money Laundering and Counter-Terrorism Financing Act 2006. As per the licensee's AML/CTF policy, all clients receiving designated financial services are subject to source of funds analysis and ongoing due diligence, which enables the licensee to appropriately identify, mitigate and manage the risk of Pitcher Partners Investment Services facilitating money laundering or terrorism financing.

Our people

Pitcher Partners' Melbourne strives to create a safe working environment free of undue duress of any kind.

The firm's stringent recruitment and employment practices reflect this expectation, and as a result, it has been determined that the risk of Pitcher Partners Melbourne actively participating in or contributing to modern slavery through our employment practices is low. This is achieved by:


- Contracts of employment
- Remuneration and benefits
- Recruitment process (including reference checks and police checks)
- Secondment programs
- Ongoing training and development
- Suite of leave benefits and flexible work arrangements designed to achieve a work-life balance
- Performance management framework
- Policies, procedures and employment programs (including graduate intake)
- 'OkToSay' Whistleblower program
- Mental Health First Aid Officers and associated support
- Employee wellbeing and assistance programs and resources provided through an external partner



Monitoring, compliance and remediation programs

Governance and policies

Pitcher Partners Melbourne adheres to the policies and procedures outlined in the National Quality Management Manual (“NQMM”) with the objective of maintaining the quality of work and the reputation and status of the firm. The NQMM includes policies and procedures that address some of the risks of Modern Slavery such as:

 Ethical requirements of Partners and employees	 Acceptance and continuance of client relationships
 Grievance mechanisms	 Whistleblowing
 Anti-bribery and corruption	 Monitoring programs
 Human Resources	

Pitcher Partners is also bound by standards issued by the Accounting Professional & Ethical Standards Board (APESB), the NOCLAR (Responding to non-compliance with laws and regulations) framework, and various professional bodies’ Codes of Ethics. Under the NOCLAR framework, we are obligated to report any observed instances of non-compliance with laws and regulations by our clients, including the prevalence of any modern slavery activity, to the relevant client stakeholders or authorities.

Pitcher Partners have updated existing procedures and policies to be in line with the Auditing Standard ASQM 1 and 2 published by the Auditing and Assurance Standards Board (AASB), and the APES 320 Quality Control for Firms published by Accounting Professional & Ethical Standards Board (APESB). The System of Quality Management enhances the framework for performing our engagements in an ethical and transparent manner and further strengthens our commitment to mitigate modern slavery risks in our supply chains.

Other laws and regulations that Pitcher Partners Melbourne is bound by that assist in mitigating Modern Slavery risk includes:

- The Fair Work Act 2009
- Anti-Money Laundering and Counter-Terrorism Financing Act 2006
- Whistleblowing protections under the Part 9.4AAA of the Corporations Act 2001;
- APES 110 Code of Ethics for Professional Accountants
- Financial Planners and Advisers Code of Ethics 2019



Whistleblower policy

In addition to the firm's general policies, under Pitcher Partners Melbourne's Whistleblower Policy, Partners, Executive Directors, employees, associates, suppliers and family members of the aforementioned are encouraged to report any instances of unlawful, unethical or undesirable conduct, including conduct amounting to modern slavery. All Partners and employees are provided full training on the protections they are entitled to in making a protected disclosure.

To enable Partners and employees to report any observed instances of misconduct in a confidential manner, including concerns of modern slavery and human rights abuses, Pitcher Partners Melbourne has also engaged the services of an external and independent reporting Whistleblowing hotline provider. Pitcher Partners Melbourne's Whistleblower Policy requires that every disclosure is investigated and treated with strict confidence.

Training

Pitcher Partners Melbourne requires Modern Slavery awareness training to be completed by all new starters firmwide. This training provides foundational information about Modern Slavery and the key risks and signals to look out for when engaging with our clients and suppliers.

Our procurement team has previously been provided with enhanced training and resources to be able to effectively assess supply chains and the workplace for modern slavery and human rights risks.

All existing Partners and employees have also been trained on our National Quality Management Manual policies so that they are aware of the Firm's legal, ethical, and moral obligations as an accounting firm. This training is extended to all new employees through the internal induction program. This training includes:

- Our obligations under APES 110 Code of Ethics for Professional Accountants
- Our obligations under the NOCLAR (noncompliance with laws and regulations) framework
- Our Client Acceptance and Continuance Policies
- Our Whistleblower Policy

Assessing the effectiveness of *our actions*

Pitcher Partners Melbourne monitors the effectiveness of our actions, addressing modern slavery risk through the following key performance indicators and reviews:

1

The number of supplier contracts entered into with our modern slavery contractual clause (or similar) are recorded. Ongoing reviews may be conducted for material suppliers, including obtaining and reviewing any modern slavery statement and reporting (if applicable).

2

Completion of modern slavery training is tracked and monitored.

3

Employees are surveyed on their opinions on Pitcher Partners' workplace culture and conditions. We monitor our areas of development and remediate areas of decline.

4

A yearly compliance review is conducted on the procurement process to check compliance with established policies and procedures addressing modern slavery risk including compliance with the firm's review/due diligence program.

We assess the effectiveness of our actions in identifying and managing modern slavery risks by tracking our actions and outcomes. Based on the results of the abovementioned processes we continue to adapt and strengthen our actions to improve our response to modern slavery.

Over the course of the year, several policies outlined in the National Quality Management Manual, including policies that consider elements of modern slavery risks, have been reviewed, evaluated and updated. We have also updated our supplier (new vendors) questionnaires, to enable our Finance Team to assess the risk of modern slavery more effectively.

As a result of our annual internal compliance review, several recommendations have been proposed to further improve our modern slavery due diligence policies and procedures. The Risk and Compliance Team and the firm's Risk Committee continue to monitor our policies addressing modern slavery risk, so they remain current and effective.

The Risk and Compliance team undertake an annual evaluation of the effectiveness of the Modern Slavery Program and report the outcomes to the firm's Risk Committee for consideration and possible action.



Process of *consultation*

In the development of this statement, we actively engaged and consulted with key stakeholders across practice areas at Pitcher Partners Melbourne (entity structure outlined under 'Our Structure' – pg. 4). Each practice area at Pitcher Partners Melbourne maintains its own Risk Register and is required to consider a broad range of risks, including, where relevant, modern slavery risks associated with supply chain activities. These Registers are reviewed and updated annually. With reference to these Risk Registers, and in consultation with key stakeholders across all service entities at Pitcher Partners Melbourne, we have assessed the risk of modern slavery within our businesses and supply chains and have adapted due diligence and remediation procedures and controls to combat these risks. These assessments, procedures and controls have been outlined in this statement.



In the *community*

The Pitcher Partners Charitable Committee was established to provide the governance structure to the Melbourne firm's community-based projects and initiatives on behalf of the Pitcher Partners Melbourne.

Pitcher Partners people are empowered to donate both their time and expertise through a range of initiatives including pro bono and low bono work. At Pitcher Partners Melbourne, we also take Corporate Social Responsibility seriously by providing financial support to a range of social causes. Our vision is to earn and maintain a legacy of meaningful impact in all the communities in which we operate, and we are proud of our efforts in raising funds to achieve this.

Some of the organisations and initiatives that we support are:

Fareshare	St Kilda
Gatehouse	Lighthouse
Foundation	Koorie Academy
Basketball	

We recognise that exploitation is structural and systemic, and we seek to effectively contribute to tackling this by driving and investing in project and enterprise initiatives, undertaking fundraising activities, and donating money and resources to worthwhile organisations, including those that help combat and address the root causes of Modern Slavery.

Pitcher Partners Charitable Fund

The Pitcher Partners Charitable Fund established by Pitcher Partners Melbourne in 2014 as a vehicle to build capital to provide the funds to support aspiring individuals in obtaining qualifications in accounting and related professions. The scholarships are currently administered in conjunction with Deakin University to whom we are most grateful. Up to three scholarships are made available each year with successful candidates being selected by a panel involving three partners from Pitcher Partners.



Volunteering time

Lending a helping hand



Fund raising

Raising much needed funds
for positive causes



Pro bono work

Extending our expertise



Awareness and engagement

Driving the conversation
and inspiring action



Donating goods

Delivering supplies and
essentials to those in need



Financial support

Sharing our valuable resources



Future steps

Pitcher Partners Melbourne is committed to minimising the risk of modern slavery in its operations and supply chains and will continue to take appropriate actions in future reporting periods. Actions which Pitcher Partner Melbourne will take in the next reporting period, financial year 2024/2025, include:

- Maintain ongoing reviews of Pitcher Partner Melbourne's suppliers, their Modern Slavery Statements and the actions that they are taking to reduce their own risks.
- Explore options which may assist Pitcher Partner Melbourne to broaden the scope of its supplier risk assessment.
- Further embed and communicate the requirements of the Supplier Questionnaire Form within the process for engaging all new suppliers.
- Review Pitcher Partner Melbourne's Supplier Questionnaire Form and process, to ensure it remains both relevant and effective.
- Further embed and communicate the requirements of standard modern slavery contractual clauses to be inserted into contracts or agreements with third-party suppliers.
- Review and update the internal policies if improvements are required.
- Communicate to key stakeholders the obligation to comply with Pitcher Partner Melbourne's Procurement Policy.
- Monitor for evolving modern slavery risks and consider emerging practices to address these risks
- Risk and Compliance team to continue to assess the firm's modern slavery activities to evaluate Pitcher Partner Melbourne's compliance with the Modern Slavery Act 2018 (Cth).

This statement was approved by the Partners of Pitcher Partners Melbourne in their role as the principal governing body at a General Partners meeting on 20th of November 2024, in accordance with Section 13 of the Modern Slavery Act 2018 (Cth).

Signed,



B J Britten

Managing Partner, Pitcher Partners Melbourne

20th November 2024

Statement *summary*

Modern Slavery Act requirement	Actions taken	Pitcher Partners Modern Slavery Statement
1. Identify the reporting entity	Identified the reporting entity as the Partnership at Pitcher Partners Melbourne (J.L BEAUMONT & Others, ABN 27 975 255 196)	Our purpose and commitment <i>Page 1</i>
2. Describe our structure, operations, and supply chains	Outlined Pitcher Partners Melbourne's corporate structure, staff numbers, offices, services, and supply chains.	Our structure and operations <i>Page 2–4</i>
3. Describe the risks of modern slavery practices in our operations and supply chains	Modern slavery risk assessed against four key areas: geographical risk, sector and industry risk, products and services risk and entity risk.	Risk Assessment <i>Page 5–6</i>
4. Describe the actions we have taken to assess risk, including due diligence and remediation processes	Implemented supply chain and client due diligence procedures, as well as complementary monitoring and compliance programs, such as Modern Slavery training, and a Whistleblower Policy.	Our due diligence; Monitoring, compliance and remediation programs <i>Page 7–10</i>
5. Describe how we assess the effectiveness of our actions	KPIs, yearly reviews and surveys utilised to assess effectiveness. Policies and procedures updated based on outcomes.	Assessing the effectiveness of our actions <i>Page 11</i>
6. Describe the process of consultation with any entities we own or control	Consulted with key stakeholders in each practice area/associated entity at Pitcher Partners Melbourne.	Process of consultation <i>Page 12</i>
7. Other relevant information	Established charitable initiatives and projects, including those that help address the root causes of Modern Slavery.	In the community <i>Page 13</i>

Making
business
personal

We're ready to help you thrive

Since day one we've been helping businesses, families and individuals intelligently frame their goals and make the most of their potential.

Today, we're one of the largest accounting, audit and business advisory firms in Australia. We work with middle market businesses, from family-run companies to renowned industry leaders and iconic brands. And help families and individuals manage their wealth across generations.

If you've got ambition, we're the team you want on your side.

Local knowledge, national footprint

Pitcher Partners is a national association of six independent accounting, audit and business advisory practices.

You'll find our firms in Adelaide, Brisbane, Melbourne, Newcastle and Hunter, Perth and Sydney. Each firm has a unique character, with a strong connection to the local community. Supported by our combined resources, we deliver Australia's most personalised and responsive assurance and advisory services.

And if you're thinking beyond the border, we can support your global operations and ambitions through the Baker Tilly International network.

We'll always make it personal

At the heart of Pitcher Partners is the idea that business is never just business. We're known for the dedication we give to building great relationships, and it's been that way from the start. People first.

Everything we do is grounded in communication and collaboration. We're here for that frank, refreshing and always informed discussion that leads to new ideas and better decisions. And we're here for you. Whatever your goals, we can get there together.

Pitcher Partners. Making business *personal*.

Adelaide | Brisbane | Melbourne | Newcastle | Perth | Sydney