



**GOVERNANCE**

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# MODERN SLAVERY STATEMENT

*FY2024*

**LANDER  
& ROGERS**

# ABOUT THIS STATEMENT

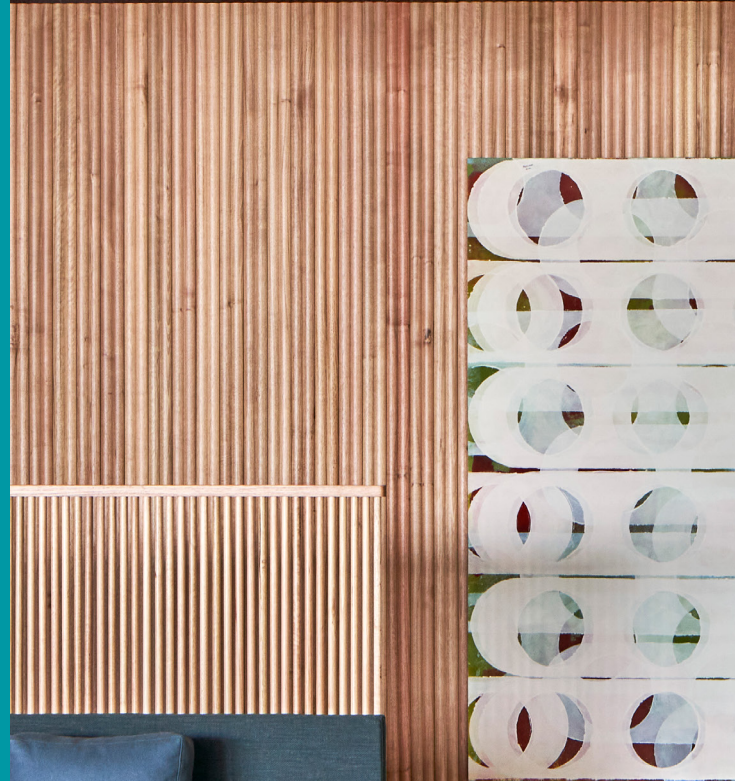
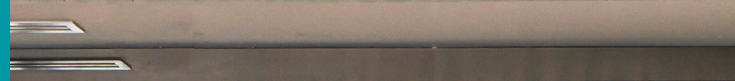
This modern slavery statement is prepared and issued by the Partnership, Lander & Rogers (A Abrahams & Others, ABN 58 207 240 529) in accordance with requirements of the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act) and covers the period 1 July 2023 to 30 June 2024.

In this statement, Lander & Rogers adopts the meaning of modern slavery as defined in the Modern Slavery Act.

This statement details Lander & Rogers' approach to identifying, mitigating and managing the risks of modern slavery across our operations and supply chain.

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**DISCLAIMER** | This statement cannot be regarded as legal advice. Although all care has been taken in preparing the document, readers must not alter their position or refrain from doing so in reliance on it. Where necessary, advice must be sought from competent legal practitioners. Lander & Rogers does not accept or undertake any duty of care relating to any part of this statement.

## INTRODUCTION

*The Global Slavery Index reports that 50 million people were living in modern slavery on any given day in 2021, with women, children and migrants disproportionately affected.*<sup>1</sup>

*Although Australia has among the lowest prevalence of and vulnerability to modern slavery in the world, supported by high government intervention, the Global Slavery Index reports around 41,000 (1.6 per thousand) people living in conditions of modern slavery in Australia.*<sup>2</sup>

### What is modern slavery?

Modern slavery is a common term used to describe extreme labour rights abuses including slavery, servitude, human trafficking and forced or compulsory labour.

In Australia, it is characterised by extreme working conditions such as low or no pay, excessively long hours, and no recreation days. The risk of modern slavery is higher among young and migrant workers and in industries such as agriculture, construction, hospitality, and domestic services.

### Our approach

At Lander & Rogers we value authenticity, connection and innovation, with a strong commitment to protect our people and planet, and care for our clients and community. In doing so, we seek to uphold the highest ethical standards in all that we do in the delivery of legal and business services.

As signatories to the United Nations Global Compact (UNGC) – a voluntary framework for the development, implementation and disclosure of responsible business practices – our activities extend beyond compliance with regulations, to considering how we can meaningfully contribute to upholding human rights.

We align with the Australian Legal Sector Alliance's (AusLSA) [reporting standards](#), including in relation to sustainable procurement and modern slavery.

Lander & Rogers is committed to identifying, assessing and addressing the risk of modern slavery within our business, in all our business dealings and in our supply chain. We strive to contribute to global efforts to eradicate all forms of modern slavery. We regard this as part of our:

- ethical business practices
- commitment to the wellbeing of our people
- commitment to giving back to the community.

### Progress towards change

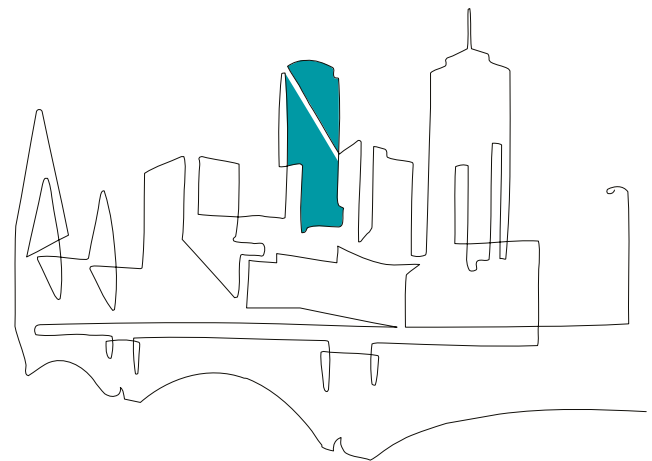
Lander & Rogers has been a UNGC signatory since May 2022.

The firm is one of 611 Australian businesses and thousands globally since 2000 to sign the compact and commit to the initiative's ten universally accepted [principles](#) in the areas of human rights, labour, environment and anti-corruption.

Proudly, signatories include many of our clients and partners such as Wesfarmers, Coles, Bunnings, Lion, QBE, Treasury Wine Estates, Dexu and Mirvac.

As well as reflecting our commitment to operating responsibly and sustainably and prioritising suppliers with a demonstrated respect for human rights, the UNGC offers an exciting opportunity for our people to engage with likeminded professionals and benefit from resources and programs under the framework of 'Connect, Learn, Lead, Communicate'.

This public commitment is a natural progression for Lander & Rogers, reflecting our values of authentic, connected and innovative, and aligning with our commitment to community and environment under our 2025 People and Innovation Strategy.



<sup>1</sup> <https://www.walkfree.org/global-slavery-index/findings/global-findings/>

<sup>2</sup> 2023 Global Slavery Index: <https://www.globalslaveryindex.org/>

## GOVERNANCE

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# FIRM STRUCTURE OPERATIONS AND SUPPLY CHAIN

*Lander & Rogers is a leading independent Australian law firm, comprising approximately 650 people including over 100 partners.*

The reporting entity for the purpose of this statement is our Partnership, Lander & Rogers (A Abrahams & Others, ABN 58 207 240 529).

This statement has been prepared in consultation with all entities that our Partnership owns or controls.

All actions referred to within this statement have been completed by both:

- Lander & Rogers (which operates and markets the legal business in Australia), and
- Lansol Nominees Pty Ltd (ACN 005 232 682), a 100% owned and controlled business services representative.

### Operations

With offices in Melbourne, Sydney and Brisbane, our partners and employees provide professional legal services in Australia.

Our key client sectors are:

- government
- insurance and financial services
- real estate
- retail and supply chain
- technology.

Consistent with our values and culture, we are strongly committed to pro bono and community work, and minimising our impact on the environment.

The professional services sector is among the lowest at risk of engaging in modern slavery. As a business Lander & Rogers has a high level of direct control over its operations.

The firm's core operations are largely delivered by staff employed or engaged in Australia. Lander & Rogers complies with all applicable Australian labour laws regarding working conditions and remuneration, with a range of policies and management practices in place to support operations.

We consider that our supply chain presents a higher risk of modern slavery than our core operations.

In addition to staff, Lander & Rogers engages suppliers from different sectors, such as corporate, real estate, catering, cleaning services, recruitment agencies, professional services, and related service providers.

### Supply chain

Operating in the professional services sector in Australia, Lander & Rogers procures goods and services for the purpose of managing and delivering legal services.

Our supply chain includes:

- real estate and related property management services
- information technology infrastructure and services
- various business services and products (including catering, stationery, and marketing materials)
- professional services (including travel, insurance, accounting and legal).



## GOVERNANCE

# ASSESSING & ADDRESSING RISK

*Lander & Rogers' governance framework is an organised system of controls, mechanisms and processes through which the firm makes decisions in pursuit of our goals and objectives.*

The framework is designed to hold the firm, and our people to account, ensuring our behaviours and objectives are aligned with our values and operate within legal and ethical frameworks. Effective governance is critical in meeting our firm's commitment to eliminating modern slavery in our supply chains.

### Governance

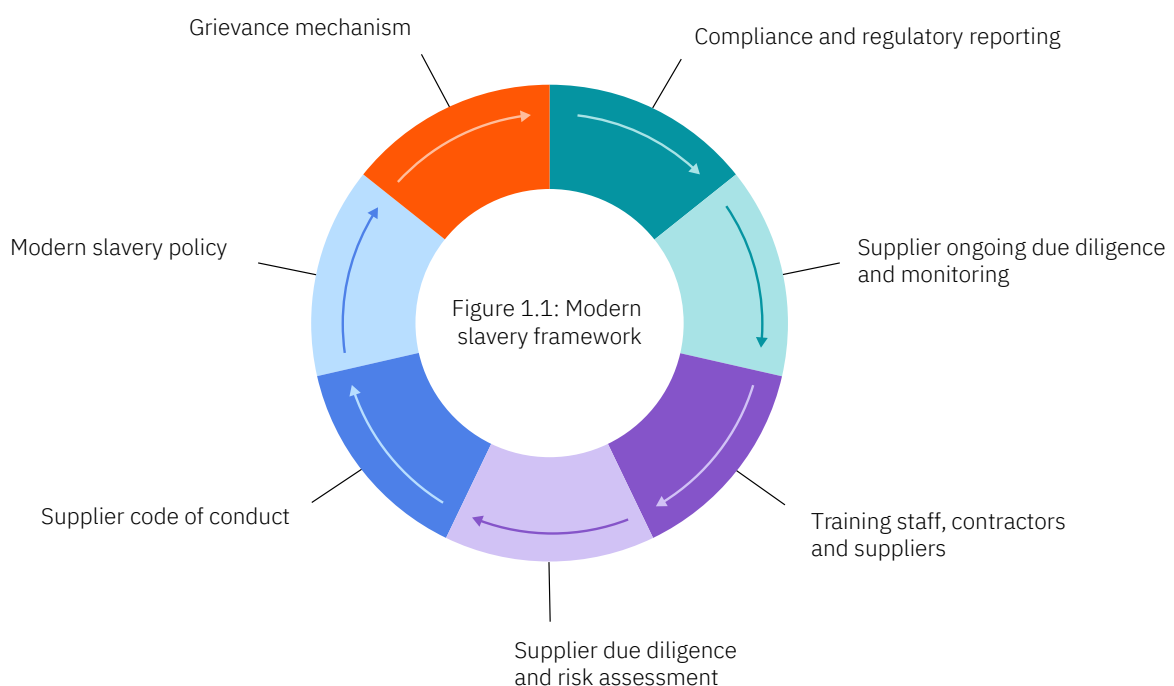
During this reporting period, Lander & Rogers has:

- shared our Supplier Code of Conduct with our suppliers
- delivered bespoke modern slavery training webinars to engage our people
- published information on our intranet page
- built contact protocols into the firm's website to facilitate and support discussions and queries related to modern slavery from third parties.

### Modern slavery framework

Lander & Rogers' modern slavery framework incorporates the following elements:

1. Modern slavery policy
2. Supplier code of conduct
3. Supplier KYC due diligence and risk assessment
4. Training for staff and targeted contractors and suppliers
5. Supplier ongoing due diligence and monitoring
6. Compliance and regulatory reporting
7. Collaborations and partnerships across different sectors
8. Grievance mechanism.



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## Supplier minimum requirements

Lander & Rogers expects all suppliers to comply with all applicable laws, including modern slavery legislation and requirements regarding working conditions and remuneration.

To strengthen and achieve supplier compliance with firm values, this reporting period we continued to share our Supplier Code of Conduct with first-tier suppliers. The Code outlines our expectation that our suppliers should conduct themselves in a manner aligned to our standards and commitments to:

- comply with all applicable laws, industry standards across topics such as labour, and the environment
- avoid slavery in their own supply chains
- disclose any concerns about breaches of our Code by confidential email to us. There were no such disclosures throughout this reporting period.

During this reporting period, Lander & Rogers has:

- checked all our suppliers against sanctions and adverse media lists, to assure ourselves that we are not engaging with suppliers where there is evidence of modern slavery
- proactively followed-up to ensure that we have written acknowledgements from suppliers in the higher risk sectors of catering and technology; and
- built contact protocols into our website to facilitate and support discussions and queries related to modern slavery from third parties

## Staff capability

Raising awareness about modern slavery and ensuring staff are familiar with and able to detect it is important to our firm.

During the reporting period, Lander & Rogers:

- continued providing training to all staff and partners through our AusSLA-approved training webinar on modern slavery.

Our training focuses on raising awareness of how modern slavery impacts *people* and is not just a part of a procurement compliance process.

## Benchmarking

We have benchmarked our training program against other Australian law firms, with a view to setting key performance indicators so that we track our continual improvement and best practice. Proudly, 61% of all our people had completed training by the end of this reporting period.

## Supplier review and consolidation

During the reporting period, Lander & Rogers further mapped its supplier network in accordance with the following criteria and using a third-party tool:

- identifying and documenting suppliers' sector or industry
- the inherent risk(s) attached to each sector or industry
- the products and/or services provided by each supplier
- the geographic region(s) in and from which suppliers provide goods and services to us.

Our tier 1 suppliers are mostly low to very low risk. Aside from our own people, 37% of our general suppliers are other professionals, scientific or technical service providers, regarded as very low risk.

Our supply chain review process has enabled Lander & Rogers to identify suppliers at greater risk of modern slavery in their supply chains.

For our remaining suppliers in higher risk sectors, we issue a more in-depth risk assessment questionnaire. The questionnaire extends to the assessment of tier-two suppliers i.e., questions about Lander & Rogers' suppliers' supply chains.

## Laptops, computer devices and mobile phones

There is a risk of modern slavery in the manufacture and assembly of electronic devices such as laptops, keyboards, mice and headsets commonly used in professional service businesses in jurisdictions that have poor labour conditions and/or use child labour.

This risk of modern slavery in the technology sector may have been exacerbated by increased global demand for equipment to facilitate remote working.

Since the COVID-19 pandemic, flexible working arrangements for staff and contractors have continued.

In order to help assess this risk during the reporting period, for higher risk sectors Lander & Rogers has included questions about tier-two suppliers (our suppliers' supply chains) in its supplier questionnaire.



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Questions and due diligence enquiries are designed to confirm the country from which products are sourced and identify any cases of reported modern slavery misconduct, which can prompt further auditing of suppliers and their supply chains.

## Cleaners and security

We are aware that there is an increased risk of modern slavery among labour hire providers of unskilled workers such as those involved with cleaning and security. According to Australian Border Force, this sector can represent high modern slavery risks because of its characteristics and processes, such as widespread use of low skilled labour or reliance on outsourcing.

Pleasingly, in our supplier due diligence we did not identify any indicators of modern slavery. In addition, each of the firm's cleaning services suppliers submits its own modern slavery statements and works in at least one building that is certified by the Cleaning Accountability Framework.

## Catering

For client entertainment purposes, we often use catering services. There may be a higher risk of modern slavery in our supply chain where it includes:

- fresh produce produced on farms, such as coffee, tea and chocolate, and
- hire of unskilled, migrant labourers.

To address these risks we issue these suppliers with short questionnaires to confirm that they follow all applicable rules and regulations.



### Ethically sourced materials

Lander & Rogers' Melbourne office fit out uses materials sourced via ethical suppliers.

## GOVERNANCE

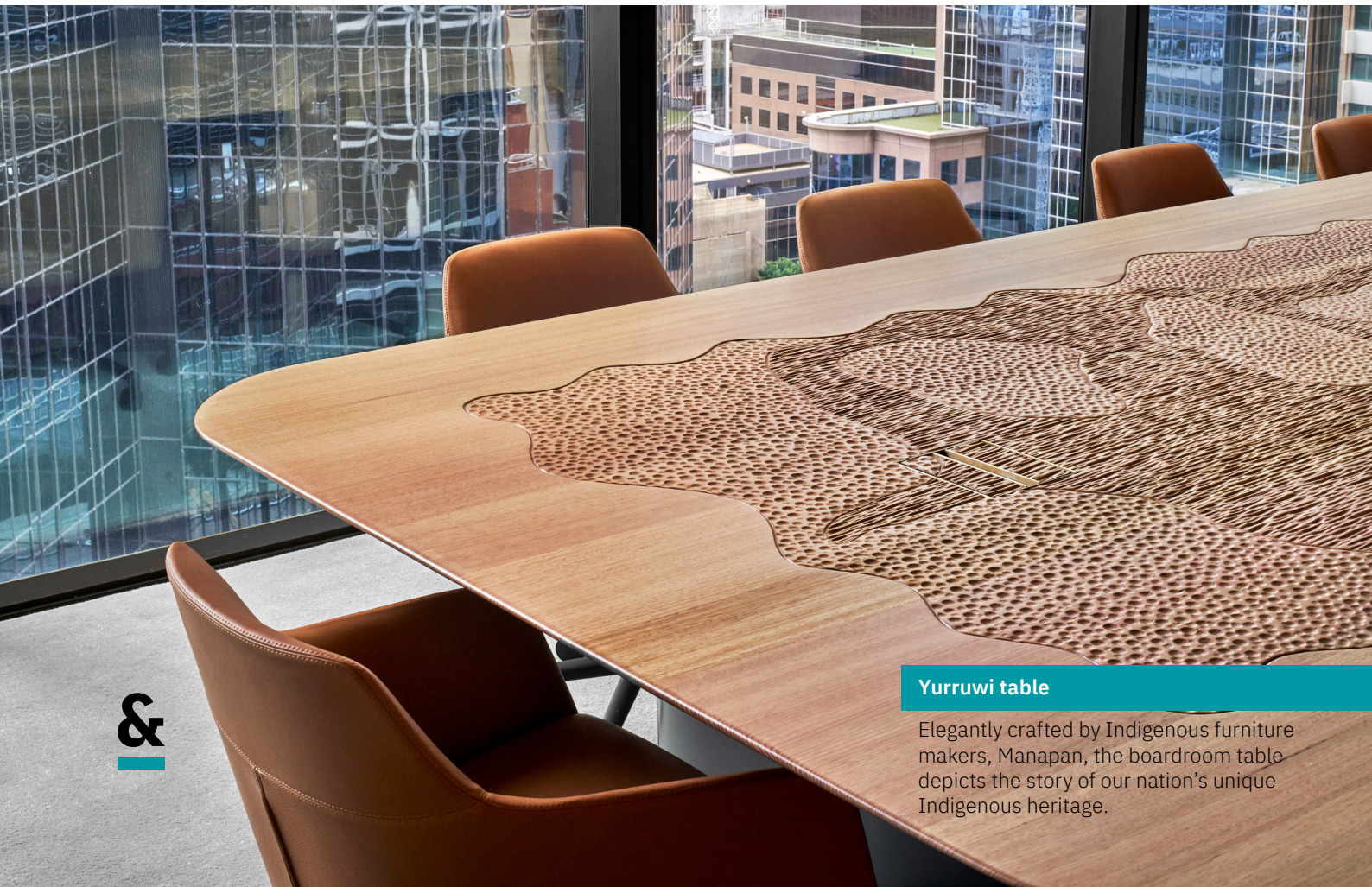
# ASSESSING EFFECTIVENESS

*Global events and uncertainty continue to apply pressure to supply chains. Lander & Rogers monitors and assesses its actions to address modern slavery risks and takes necessary action in response to findings.*

Lander & Rogers' modern slavery framework includes compliance and regulatory reporting to assess the effectiveness of our actions to assess and address risks of modern slavery.

To date, our due diligence has not revealed evidence of modern slavery that requires remediation. However, we remain vigilant. In particular, we collect information and assess risk in relation to:

- the country of origin of suppliers
- the country of operations, materials and resources, and
- the sector or industry where they primarily operate.



### Yurruwi table

Elegantly crafted by Indigenous furniture makers, Manapan, the boardroom table depicts the story of our nation's unique Indigenous heritage.





# WHAT'S NEXT?

*Lander & Rogers continually encourages its people to develop their capabilities in ways that foster meaningful connection, authenticity and innovation.*

### Supplier onboarding

Supplier onboarding is a channel through which the firm can consider and reduce modern slavery risks in its supply chains, with consistent, careful due diligence processes including:

- accounts payable processes to ensure more fulsome supplier data, to facilitate better analysis of our supply chain spend, and
- questions about working hours and entitlements.

The process for choosing an appropriate supplier includes ethical, social, and environmental evaluation with the aim to choose business partners that share the firm's values.

Where appropriate, the firm will consolidate its supply chain while introducing ethical procurement policies and procedures that are robust, adaptable, and inclusive of ethical business processes.

Based on the current risk assessment, Lander & Rogers' primary focus in the next reporting period, will be to benchmark our performance and set future targets.

### Supplier standards

Each new supplier will be assessed against Lander & Rogers' standards and will be expected to adhere to the standards on a continuous basis.

The supplier code of conduct stipulates the level of ethical conduct expected from suppliers with regards to:

- human rights
- labour, including anti-modern slavery
- social and environmental responsibility
- anti-bribery and corruption
- data security, protection and privacy.

### Benchmarking sustainability

As we implement various modern slavery compliance initiatives within our operations, it is important for us to track and analyse activities within our key supplier organisations, so that we can adjust our actions to improve performance against goals, thereby ensuring continuous monitoring and improvement.

In the next reporting period, we plan to collaborate with third party organisations to develop metrics for compliance that align with our values. This will be increasingly necessary to not only maintain ethical standards and comply with legal requirements, but also inform our Board decisions around opportunities and risks.

We will embed tools that check all our suppliers against a Country Risk List, which has been formed from external indices and data such as the Corruption Perception Index and the UK Foreign, Commonwealth and Development Office's Human Rights and Democracy report. Countries on the risk list have a red, amber, green (RAG) status applied, and are considered to pose elevated risks from reputational, geopolitical, economic and social lens. The tool will also automatically ask suppliers to sign up to our Supplier Code of Conduct and play a key role in building a stronger partnership with our suppliers.

We plan to create quarterly management reports on modern slavery and Green House Gas emission intensity across our entire supply chain and provide management with visibility and the ability to assess risk and ESG alignment as our suppliers change over time. These outputs will provide a step change in our performance towards our net zero target and evidence action in addressing modern slavery in our supply chain.

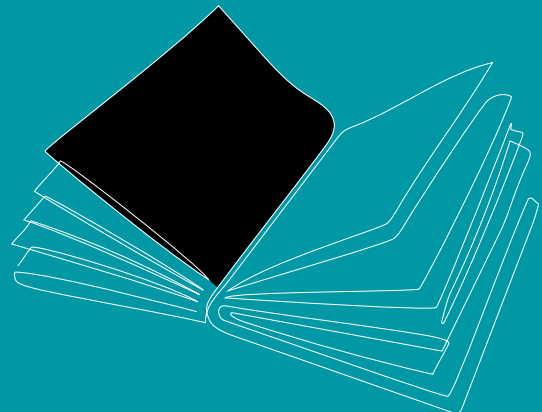
By introducing and embedding sustainability expectations to our purchasing decisions we plan to evolve our procurement function beyond simply buying goods and services, to increasing our influence and impact, creating an integrated and strategically aligned business activity.

By promoting preferred suppliers and evolving our supplier relationships, together we will influence our supply chains to protect and grow long term value in our triple bottom line of people, planet and economic profit.

# STATEMENT ANNEXURE

*This modern slavery statement addresses each of the mandatory criteria in section 16 of the Modern Slavery Act, as outlined below.*

Mandatory criteria	Page number/s
a) Identify the reporting entity.	2
b) Describe the reporting entity's structure, operations and supply chains.	4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns and controls.	4, 6 and 7
d) 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.	5-7
e) Describe how the reporting entity assesses the effectiveness of these actions.	8
f) 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).	4
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	9



## GOVERNANCE

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# STATEMENT ENDORSEMENT

In accordance with section 13 of the Modern Slavery Act, this statement was approved by the Board of A Abrahams & Others T/A Lander & Rogers on 14 November 2024.



**Genevieve Collins**

*Chief Executive Partner*

**Lander & Rogers**

Date: 14 November 2024



# ABOUT US

*Founded in 1946, Lander & Rogers is one of the few remaining truly independent Australian law firms and a leader in legal tech innovation.*

With offices across the eastern seaboard of Australia, Lander & Rogers has grown organically resulting in a unified firm with a strong focus on client and staff care.

We believe legal services involve more than just the law – practical, commercial advice and exceptional client experience are equally important to our clients and to us.

Lander & Rogers advises corporate, government, not-for-profit and private clients in insurance law and litigation, family law, workplace relations & safety, real estate, corporate transactions, digital & technology and commercial disputes.

The firm is global in approach, working closely with a network of leading firms to provide advice to clients, both domestically and abroad. Lander & Rogers is also the exclusive Australian member of the world's leading independent network of law firms, TerraLex.



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