

MODERN SLAVERY STATEMENT 2021/2022

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 2022. This is Colin Biggers & Paisley's third statement under the *Modern Slavery Act*.

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 second reporting period from 1 July 2021 to 30 June 2022 (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 Limited
- Denizo Pty Ltd
- CBP Consulting Pty Ltd
- Quick Convey Pty Limited

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 over 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 principal activity is the provision of legal services to our clients. Colin Biggers & Paisley Limited, as the only entity with employees, employs 500 professional staff who work from offices in Sydney, Melbourne and Brisbane. Our greatest expenditure remains remuneration. The risk of modern slavery occurring in our operations is very low, as we directly engage highly skilled professional staff under employment agreements.

Our supply chain consists of goods and services that support our legal and professional services across three Australian states. There have been no major changes to our supply chain since the FY2021 reporting period. Our supply chain expenditure is predominantly for infrastructure, facilities and other support required to enable the delivery of our services. Its key components supply us with:



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



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



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; and



PROFESSIONAL SERVICES: such as external training services, external consultants and contractors and legal support services.



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

During the reporting period, Colin Biggers & Paisley built on its foundational responses set out in our previous Modern Slavery Statements.

The assessment of modern slavery risks continued to be overseen by our Modern Slavery Working Group (**MSWG**). The MSWG includes representatives from our responsible business team, office services and procurement team, and the risk and compliance team, who met regularly to ensure work was progressing and to discuss and resolve issues that arose.

There were no significant changes to our suppliers in the reporting period. Most of our suppliers remain Australian-based, however, many of these suppliers themselves source goods or services from overseas. Some of these are from locations that may be more at risk of modern slavery. We recognise that the risks may be at the second or third stage removed from the party with which we have contracted. A more stringent and regular review process was implemented for the suppliers where these greater risks of down-stream supply chain modern slavery were identified.

The MSWG used a risk-based analysis of our expenditure to identify particular areas of modern slavery risk. The process involved assessing the risk of each supplier based on:

- the type of product or service provided and procured;
- sector of operation;
- the geography of supply;
- steps taken to understand modern slavery risks within their own operations; and
- any known supplier-specific issues.

Where a supplier had already made public its modern slavery statement, this was reviewed to provide further context. This analysis provided us with priority areas to focus our risk management efforts and due diligence for our suppliers.

No actual or suspected cases of modern slavery were identified over the reporting period in our operations or supply chains.

The procurement areas which continue to present the greatest risks of modern slavery in Colin Biggers & Paisley's procurement activities and provide the greatest leverage to drive positive change with our suppliers remain consistent with our previous Modern Slavery Statements and includes:



IT HARDWARE/ SOFTWARE



OFFICE CLEANING



CATERING, EVENTS AND HOSPITALITY



BRANDED MARKETING PRODUCTS



TRANSPORT AND TRAVEL SERVICES

We have not identified any specific instances of modern slavery and our analysis has found that most tier one suppliers pose a low risk of modern slavery.

MODERN SLAVERY RISK RESPONSE

The Colin Biggers & Paisley MSWG conducted modern slavery risk assessments throughout the reporting period. The risk assessment included the ongoing analysis of our supplier questionnaire responses and engaging closely with those suppliers who did not provide a response or whose responses were assessed as inadequate.

The Colin Biggers & Paisley MSWG conducted modern slavery risk assessments throughout the reporting period. We built upon the foundational work undertaken in previous years including the following work to assess and address risks of modern slavery:

- continued the roll out and review of our supplier questionnaire to all tier one suppliers;
- assessed suppliers against our risk framework and categorised suppliers by risk;
- identified, and engaged with suppliers to obtain clarification or further due diligence after receipt of their Modern Slavery Questionnaire responses;
- followed-up with suppliers 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;
- rolled out a Modern Slavery Online Training module, and procedures to follow when engaging external suppliers, to our induction training of new staff;
- monitored the completion rate and feedback for our training modules on modern slavery;
- identified the need for a rationalisation of suppliers to reduce the number of suppliers we procure goods and services from;
- engaged with others in the legal services industry to consider industry specific responses to modern slavery risks; and
- continued to make our board and senior management aware of our modern slavery obligations.



ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Colin Biggers & Paisley recognises that assessing the effectiveness of our actions to address modern slavery risks in our operations and supply chains is essential. To date, our tier one supplier due diligence and risk assessment has not identified evidence of modern slavery to necessitate action or remediation in our supply chain, however, we remain vigilant.

Colin Biggers & Paisley is committed to the ongoing and evolving process of reviewing and assessing the effectiveness of our actions to identify and address modern slavery risks in our operations and across our supply chain.

MSWG is responsible for assessing the effectiveness of actions taken to identify and address modern slavery. The actions taken to date include:

- continuing to engage with our suppliers, particularly the smaller suppliers, to improve their knowledge and understanding of modern slavery risks;
- comparing high risk supplier responses for the current and previous period for changes in their risk profiles. We have identified some areas to collaborate with our suppliers to further modern slavery awareness and understanding;
- reviewing our policies and procedures to ensure the effective monitoring and assessment of risks in our operations and with our suppliers.

Our methodology, risk assessment and supplier due diligence will be subject to ongoing reviews. A key focus throughout FY23 will be further development and continuous improvement, as discussed below, in key areas including training, due diligence, and ongoing engagement with our suppliers.

Over this and the coming reporting period, we are focusing 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 module and ensuring the effective implementation of our policies to combat modern slavery in our supply chains.

CONTINUOUS IMPROVEMENT

Colin Biggers & Paisley's continuous improvement activities include plans to review, monitor and embed our processes by:



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;



encouraging our suppliers to adopt modern slavery risk programs;



issuing our Modern Slavery Questionnaire beyond tier one suppliers;



assessing the results from the Modern Slavery Questionnaire to ascertain patterns, trends and changes in risk profiles;



continuing engagement with suppliers to monitor their ongoing responses to modern slavery risks within their operations and supply chain;



developing remediation plans in conjunction with our supplier(s) as and when required;



rolling out modern slavery training more broadly within the practice; and



monitoring reporting channels for any reported instances of human rights impacts in our operations and supply chains;



reviewing 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 19 December 2022
- Colin Biggers & Paisley Limited on 19 December 2022
- Denizo Pty Ltd on 19 December 2022
- CBP Consulting Pty Ltd on 19 December 2022
- Quick Convey Pty Limited on 19 December 2022

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
Colin Biggers & Paisley

ANNEXURE A
MANDATORY CRITERIA

SECTION 16 MANDATORY CRITERIA	REPORT PAGE NUMBER/S
Identify the reporting entity.	2
Describe the reporting entity’s structure, operations and supply chains.	3
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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