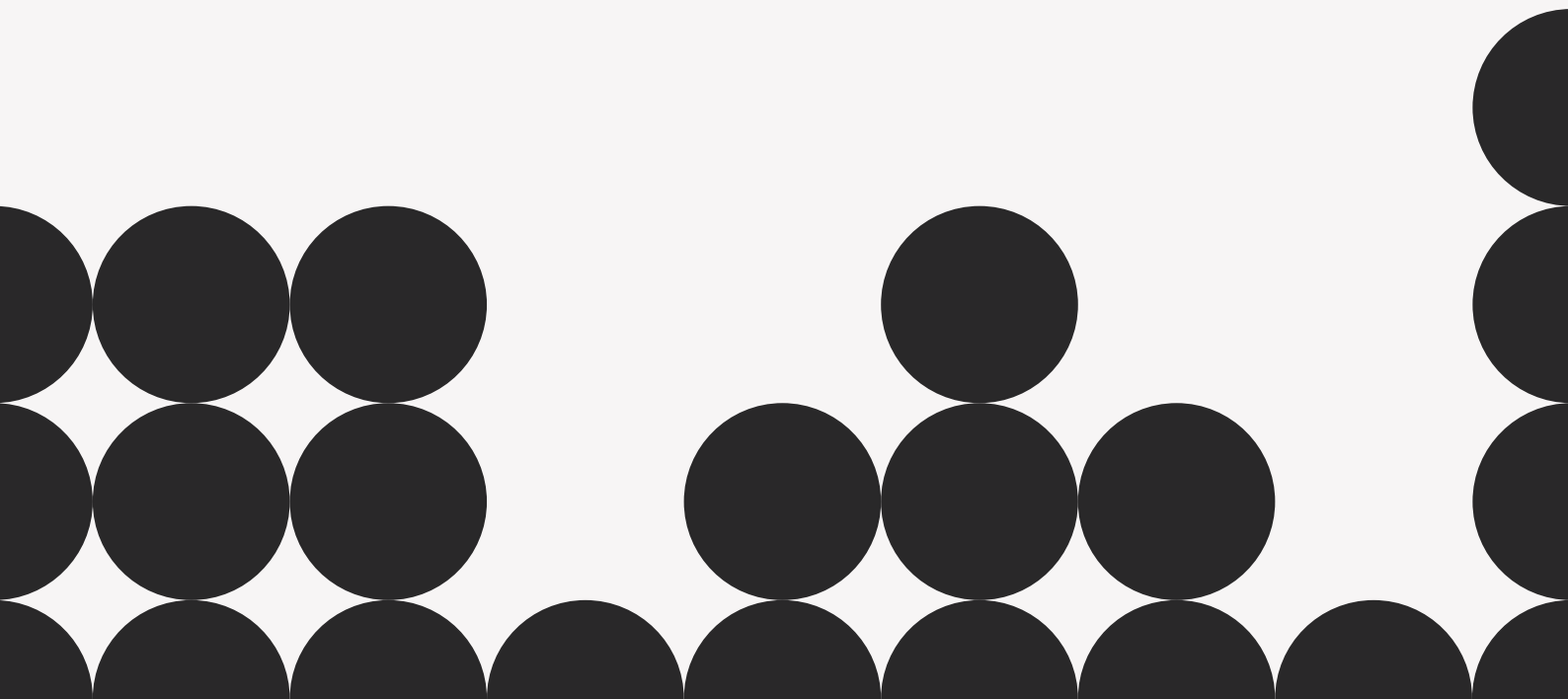


2024/2025

Modern Slavery Statement.

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 2025.



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 reporting period from 1 July 2024 to 30 June 2025 (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 Pty Ltd

The reporting entities are referred to collectively in this statement as “**Colin Biggers & Paisley**” (we/us/our).

Throughout the Reporting Period, we engaged in consultations with representatives from each of our reporting entities for the purpose of identifying, assessing and addressing the risk of modern slavery risks in our operations and supply chains.

The modern slavery risks related to the operation and supply chains of each entity have been identified, addressed and assessed in accordance with our response set out in this statement.

About us.

For 125 years, Colin Biggers & Paisley has provided trusted legal services in Australia.

Celebrating 125 years of legal service is a remarkable achievement. For Colin Biggers & Paisley, it has been a journey of excellence, heralding a future of impact.

We are a national legal practice in industries including insurance, property, construction, transport and logistics, education, aged care, faith-based enterprises and government. Our 500 people across Brisbane, Melbourne and Sydney, including more than 70 partners, are practical, personable and outcome focused.

Colin
Biggers
& Paisley



A journey of excellence. A future of impact.

Our purpose.

Our purpose is to work collectively to build and secure the future of our clients, colleagues and community.

For our clients, that means we are invested and we are 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, particularly through the work of our Colin Biggers & Paisley Foundation.

Our operations and supply chain.

Colin Biggers & Paisley is a provider of legal services, employing nearly 500 employees largely based in Sydney, Melbourne and Brisbane. Employee remuneration accounts for the majority of our expenses. Modern slavery risks in our operations are low as we

employ highly skilled professionals under structured employment agreements that comply with the applicable legislative requirements. Our business operates within a highly regulated environment with a strong focus on professionalism and ethical standards.

Our supply chain, supporting operations in three states, mainly covers infrastructure and facilities, with no major changes since the FY 2023/2024 reporting period.

The key components of our supply chain provide us with:



Facilities: the offices we work from including leased office space and associated fit out and equipment.



Technology: IT hardware, software and print services supporting 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.



Professional services: such as external training services, recruitment providers, external consultants and contractors and legal support services.



Legal service disbursements: as part of our work with clients, we are often responsible for engaging legal services from third parties on behalf of our clients. This includes services from barristers, other law firms, independent consultants and expert witnesses. These expenses are distinct from the services we deliver directly to our clients and they are generally billed to clients as disbursements.

Supplier countries of operation.

Our supplier engagement data shows the vast majority of our direct suppliers are located in Australia. Other disclosed countries of operation are:



Modern slavery risk assessment.

There is a low risk of modern slavery occurring in our operations. As a legal practice, most of our operations relate to the provision of legal services to commercial clients. The majority of our employees are legal and business service professionals situated in Australia. According to the Global Slavery Index, Australia is ranked 25th out of 27 countries in the Asia and Pacific region for the lowest prevalence of modern slavery, and 146th out of 160 countries globally. The report indicates that Australia has a lower vulnerability to modern slavery compared to most other countries in the Asia Pacific region and globally.

During the reporting period, the Modern Slavery Working Group (MSWG) continued to oversee the assessment of modern slavery risks, comprising representatives from responsible business, office services and procurement and risk and compliance. The MSWG employed a risk-based analysis to identify potential areas of modern slavery risk, considering factors such as the type of product or service, sector, geography, the supplier's understanding of modern slavery risks and any known issues.

The MSWG reviewed a total of 126 new suppliers during the reporting period. No actual or suspected cases of modern slavery were identified in our

operations or supply chains. Although our supplier's countries of operation remained mostly unchanged and were primarily Australian-based, the MSWG continued its annual review of existing suppliers who operated in, or sourced products or services from, higher-risk geographical locations, industries or sectors. We also shared our follow-up questionnaire with a number of current locally and internationally based suppliers who met our internal metrics for review. Employing this approach, we continued to work with suppliers to understand if there had been changes to their modern slavery risk profile, and that of their downstream suppliers, since the original engagement and assessment.

The procurement areas that present the greatest risks of modern slavery have remained consistent with previous Modern Slavery Statements and include:



IT hardware/ software



Branded marketing products



Office cleaning



Transport and travel services



Catering, events and hospitality

There have been no identified instances of modern slavery and the analysis has found that most tier one suppliers did not pose a high risk of modern slavery.



Modern slavery risk response
– actions to assess and address modern slavery risks.


- The Colin Biggers & Paisley MSWG conducted modern slavery risk assessments throughout the reporting period. Work included:
- ongoing engagement with new tier one suppliers;
 - reviewed and analysed responses to our supplier questionnaire;
 - engaged directly with suppliers who failed to provide a response or whose responses were assessed as inadequate, either by following up with the listed contact or requesting the information be shared with the correct person in the business to respond;
 - conducted follow-up engagement with suppliers, including those identified as high risk due to their operations or down-stream supply chains or those who were due to review based on own internal review metrics;
 - considered the modern slavery statements of suppliers and prospective suppliers (where available) when making procurement decisions;
 - reinforced our internal processes through implementing compliance mechanisms for pre-engagement supplier screening linked to processing of invoices and continuing to make refresher modern slavery training available to all staff online;
 - attendance at training and webinars to keep the MSWG up to date on developments and risk areas of modern slavery;
 - conducted an assessment of third party modern slavery due diligence providers to assist us to manage, and improve the quality of, our modern slavery supplier data and to better streamline our processes. Deployment and implementation is targeted for the next reporting period;
 - responded to queries from, and worked to align commitments to reducing modern slavery and achieve compliance in our own supply chain;
 - reviewed our Modern Slavery Policy and Procedures with a focus on its effectiveness;
 - reviewed our modern slavery questionnaire to align it with current knowledge around modern slavery risk areas. Deployment of the updated questionnaire is targeted for the next reporting period; and
 - provided updates to our board and senior management regarding our modern slavery obligations, responsibilities and activities.

Assessing the effectiveness of our actions.


- In our sixth year of reporting, we have built on past efforts to further reduce modern slavery risks in our supply chain. We continue to monitor progress through regular reviews, oversight, and tracking our actions, including:
- ongoing engagement with our suppliers, with a continued emphasis on smaller suppliers, to enhance their knowledge and comprehension of modern slavery risks;
 - continuation and reinforcement of the internal controls that have worked well in ensuring documentation and supplier approval processes are followed to assess new suppliers for modern slavery compliance;
 - 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 including all new suppliers;
 - comparative analysis of responses from high risk supplier responses between the current and preceding periods, with emphasis on identifying changes in their risk profiles; and
 - monitoring compliance with our internal procedures for the purposes of consistent implementation of our modern slavery safeguards.
- Our methodology, risk assessment and our supplier due diligence is subject to ongoing scrutiny by our MSWG.
- We continue our focus 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, and levels of completion of our modern slavery training modules.


Continuous improvement.


Colin Biggers & Paisley will continue to build on and improve our modern slavery response in FY26. Some of our key initiatives include:


- 


Continue to assess and investigate to partner with a third party provider to assist us with:


 - managing our suppliers and obtaining more detailed modern slavery data;
 - conducting modern slavery due diligence beyond our tier one suppliers;
 - in partnership, educating our supply chain, especially sole traders and SMEs;
 - provide mechanisms to support employees in considering modern slavery risk in their procurement activities; and
 - further streamline our internal processes.
- 

Continuing to collaborate with the legal industry to make a meaningful contribution to the sector and the global effort to address the risks of modern slavery. This includes ongoing involvement in Australian Legal Sector Alliance modern slavery activities.
- 

Monitoring reporting channels for reported instances of human rights impacts in our operations and supply chains.
- 

Ongoing collaborations with our own clients for the purpose of aligning commitments to reducing modern slavery and achieving compliance in our own supply chain.
- 

Ongoing attendance at training events, and review of research materials, to extend the knowledge of our MSWG.
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Continuous review of our policies and procedures to reflect changes and developments in modern slavery risks and ensure we are effectively monitoring and assessing any risks in our operations and supply chains.
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Review and further develop and strengthen our risk assessment process.

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 2 December 2025

Colin Biggers & Paisley Pty Limited on 2 December 2025

This statement is signed by Andrew Murray, a responsible member of each of the reporting entities, and Managing Partner of Colin Biggers & Paisley.



Dr Andrew Murray
Managing Partner

Annexure A
Mandatory criteria.

We have set out below the page numbers of this statement that address each of the mandatory criteria in section 16 of the Modern Slavery Act.

Section 16 mandatory criteria	Page
Identify the reporting entity.	2
Describe the reporting entity's structure, operations and supply chains.	4
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).	8
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	8

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