

**Dwyer Vlahos Legal is a boutique legal firm based in Melbourne and we have not formally submitted this Statement to Australian Border Force as we are not required to do so. However, we are committed to understanding modern slavery principles and to the eradication of slavery, human trafficking and exploitation in our supply chains, or in any part of our legal services business.**

### **Partner statement**

At Dwyer Vlahos Legal we believe that freedom from slavery is a fundamental human right. We acknowledge the suffering, anguish and affliction which modern slavery, human trafficking and exploitation causes. We recognise that all businesses have a responsibility to be aware as to whether modern slavery, human trafficking and exploitation is occurring within their supply chains.

Dwyer Vlahos Legal has a zero tolerance to modern slavery, human trafficking and human rights violations both within our business and our chain of suppliers.

### **Our business**

Dwyer Vlahos Legal is an Australian boutique law firm that assists various businesses, organisations, and individuals throughout Australia by delivering cost effective, practical and accurate legal services and advice in various practice areas. Our key areas are:

- Family Law;
- Banking and Finance;
- Commercial & Commercial Litigation;
- Entertainment Law & Intellectual Property;
- Conveyance & Property;
- Insurance & Negligence;
- Wills & Estate Planning.

Our core operations involve the employment of staff in our Melbourne office to provide legal services and solutions to our clients. Our staff and our suppliers are engaged and retained in Australia and we abide by all industrial laws and regulations in the operation of our business. Further, we retain a high level of control over our business operations and we have assessed the risk of modern slavery in our business as minimal.

Our suppliers include the purchase of goods (including stationery and office supplies), office services (such as cleaning), professional services such as accounting and auditors, banking, IT software and equipment (including computers and laptops, monitors and accessories). We are committed to utmost ethical and professional standards in the employment of staff and in the provision of our legal services.

Corporate social responsibility is a part of our culture; we are an equal opportunity employer with two female directors and a diverse staff, our corporate vision focuses on equal opportunity of employment, clients, people and the community. We expect the same level of commitment from our suppliers and business partners.

### **Relevant policies**

Dwyer Vlahos Legal is committed to ensuring we do not benefit from any external supplier who may engage in human trafficking, slavery or exploitation and to continue to develop our understanding and improvement in this area.

### **Our approach**

Our working practices respect and uphold human rights for our directors, business partners and employees.

We have developed a plan to enable us to identify the risks of modern slavery, human trafficking and exploitation within our business and our supply chain by:

- Committing to purchase goods or services only from business that commit to compliance with the principles set out in the *Modern Slavery Act 2018*.
- Seeking to incorporate modern slavery clauses in supplier agreements with new suppliers and where possible seeking to vary current supplier agreements when they are eligible for renewal;
- Undertaking due diligence on our main suppliers by exploring relevant public business information (such as the Modern Slavery Statements Register);
- Investigating new suppliers to satisfy ourselves that they are committed to modern slavery, human trafficking and exploitation principles and incorporating a commitment to such principles in terms of engagement.
- Our directors and senior staff involved in procurement are committed to understand developments in this area and to continue improving in our practices.
- We are currently looking into having our legal staff stay abreast of key developments in this area by incorporating the same as a regular topic in our continuing development program from 2022.

### **Director Approval**

This statement has been approved by Dwyer Vlahos Legal Directors:



Aggie Vlahos  
Director  
**Dwyer Vlahos Legal**



Caitlin Eileen Bowden  
Director  
**Dwyer Vlahos Legal**