



Modern Slavery Statement

Reporting Entity

Jones Day is a global law firm and single global partnership, formed under the laws of Ohio in the United States of America. This is Jones Day's fifth Modern Slavery Statement. It is made on behalf of the Jones Day partnership pursuant to section 16 of the *Modern Slavery Act 2018* (Cth) and constitutes our Modern Slavery Statement for the period ending 31 December 2025. The entity giving this Statement does not own or control other relevant entities.

The foundational values of Jones Day include Integrity, both individually and institutionally, and a sense of Personal Accountability, for every decision, judgment, and action on behalf of the Firm.

Within the Jones Day partnership, this includes taking steps to ensure that we combat the risk of modern slavery practices in our supply chains.

Commitment to Combatting Modern Slavery

Jones Day is dedicated to combatting human trafficking and modern slavery around the world, including both labour trafficking and sex trafficking. In 2016, Jones Day launched an Anti-Human Trafficking Task Force to focus on developing specific solutions to the global problem of trafficking of both adults and children.

The task force is responsible for guiding the Firm's major Anti-Human Trafficking Initiatives, which are described below:

1. Cross-functional Clinics offering financial and job readiness skill workshops
2. International Compendium of Trafficking and Modern Slavery Laws
3. Post-Disaster and Pre-Event Community Outreach
4. Combatting Online Sexual Exploitation of Children
5. Health Care Initiatives
6. Rule of Law Training and Research

Structure, Operations, and Supply Chains

Jones Day is a single global partnership with 2,500 lawyers in 40 offices across five continents. Our four offices in Australia (Sydney, Melbourne, Brisbane, and Perth) operate as a seamless unit and service client needs nationally. For this Modern Slavery Statement we have considered the supply chains in our Australian-based operations, building upon the work undertaken in connection with our previous Statements.

As a provider of legal services, our business has relatively straightforward and low-risk supply chains.

Our major suppliers can be categorised as:

- **Facilities** (including cleaning, security, and other services)
- **Office supplies**
- **Technology suppliers** (including hardware and software)
- **Outsourced services** (including document production and electronic hosting)
- **Professional services** (including auditors, accountants, barristers, bankers, insurers, and recruitment agencies)

The Risks to Jones Day's Supply Chain

The key risks in each area of our supply chain are:

- **Technology** – The greatest risk involved with our technology supply chain is that the majority of suppliers are based overseas and parts and services may be procured through many layers of contracting.
- **Facilities** – Services associated with our office facilities pose the greatest modern slavery risk. Services such as cleaning and security can be engaged through multiple levels of contracting and generally employ low-skilled workers.
- **Office supplies** – The majority of office supplies purchased by the Firm are produced in other jurisdictions and our office suppliers procure items from a vast number of third-party suppliers.
- **Hospitality/food and beverage** – We hire hotel rooms, event spaces, and procure food and beverage for meetings. These services may employ low-skilled workers and supplies may be produced in other jurisdictions.
- **Outsourced services** – The key risk involved with our outsourced services is that some of our service providers may engage staff in low-cost jurisdictions to provide labour.

Actions Taken to Address Risks

The primary way we manage our supply chain risk is to deal with significant and reputable suppliers, many of whom are also subject to modern slavery laws, both in Australia and internationally.

When dealing with a new supplier and/or when we renew our supplier agreements, we endeavour to ask them to confirm what steps they take to ensure that their own supply chains are slavery-free. We have focused on introducing standardised contractual clauses into our supply contracts which prohibit modern slavery or human trafficking. Where we assess that an individual supplier could be at higher risk for supply chain issues, we may carry out additional diligence or impose additional contractual requirements on that supplier to ensure that any supply of services to us should be slavery-free.

We issue a survey to each significant supplier seeking information about their supply chain, their approach to managing modern slavery risks, and compliance with the Modern Slavery Act.

Internally we arrange training for relevant staff to ensure that anyone who engages third-party suppliers has a thorough understanding of our policies on preventing modern slavery and our requirements when contracting with suppliers.

How We Assess the Effectiveness of the Actions We Are Taking

We continue to develop systems to assess the effectiveness of the measures we are taking to identify and manage modern slavery risks. These systems focus on matters such as:

- The number of new contracts where Modern Slavery considerations were included.
- The number of suppliers who have confirmed compliance with the provisions of the Modern Slavery Act and completed our Modern Slavery Questionnaire.
- Completion by relevant staff of Modern Slavery awareness training.

Governing Body Approval

The Jones Day partnership is governed by its partners, with levels of authority delegated to various individuals within the partnership. Authority to sign this Modern Slavery Statement on behalf of the partners has been delegated to Michael R. Shumaker, the Firm Administrative Partner.

This Modern Slavery Statement has been approved by the partners of Jones Day on 22 December 2025.



Michael R. Shumaker
Firm Administrative Partner

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