

# Modern Slavery Remediation Policy (for Suspected Incidences)



Upon suspicion or receipt of a report concerning modern slavery, employees, workers, contractors, and suppliers must promptly report their concerns along with any pertinent evidence. Ceasefire reserves the right to take appropriate actions based on investigation findings, which may include terminating business relationships with implicated parties, aiding affected individuals, and cooperating with law enforcement agencies. The steps below are designed to provide effective remediation.

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## **Do not attempt to resolve the situation by yourself.**

Trying to deal with the situation without support from other areas of the business, government or trusted partners may lead to further harm to the victim or victims.

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## **Reporting Guidelines**

Reports can be submitted to the General Manager, who will initiate remedial action upon receiving notification as outlined below. They will ensure that all actions are carried out in the best interests of the suspected victim or victims, aiming to prevent further harm and achieve the most favourable outcome possible.

We recognise that removing workers from exploitative situations without adequate support could inadvertently lead to adverse consequences, such as deportation, re-exploitation, blacklisting by employers, or violence from creditors.

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## **Whistleblower Disclosure**

Ceasefire is committed to conducting its business with honesty and integrity. We encourage the reporting of any instances involving suspected unethical, illegal, fraudulent, or undesirable conduct within our business operations. Ceasefire's Whistleblower Policy outlines the conditions under which whistleblowers can make disclosures, the procedures for handling such disclosures, and the protections afforded to whistleblowers.

To facilitate initial disclosures please notify the appropriate supervisor. Individuals may also contact the General Manager directly and confidentially via phone, letter, or email.

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## **Ensure that all actions taken prioritise the welfare and best interests of the suspected victim or victims.**

Ceasefire will take measures to prevent additional harm and strive to secure an optimal outcome for the victim or victims. For instance, immediate removal of workers from exploitative situations without adequate support could unintentionally result in adverse consequences such as deportation, re-exploitation, employer blacklisting, or violence from creditors.

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## **Consider whether additional steps are necessary to verify the occurrence of modern slavery.**

For instance, if allegations of modern slavery surface through unverified media reports, it may be necessary to verify their accuracy. Site Induction Systems include specific questions about Modern Slavery; if any are answered negatively, it raises a red flag for the Head of WHSE. These flags prompt investigation, potentially involving translators to ensure clear understanding, especially where language barriers exist.

Management will take care to avoid alerting suspected offenders or causing unintended consequences for affected workers.

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## Consider whether and how to involve law enforcement.

Modern slavery involves serious crimes and severe harm to victims. In Australia, you should report any suspected situations of modern slavery to the Australian Federal Police. If someone is at risk of immediate harm, management will call Triple Zero (000). This will ensure the situation is properly investigated, any victims are identified and protected and that the perpetrators are held accountable.

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## Respond in a way that is appropriate to the circumstances of the situation.

Each instance of modern slavery is unique, and it's crucial that we tailor our response accordingly for each case. For instance, our approach may differ based on whether the entity was unaware of modern slavery in its operations and supply chains, or if it was knowingly involved in such practices.

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## Recognise that we may not be aware of all the victims involved or the extent of the exploitation.

Ceasefire will take care to ensure that any actions taken do not inadvertently harm other victims who may not yet be known or identified.

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## Evaluate the ramifications of terminating our association with the affected entity.

If modern slavery is identified with one of our suppliers, subcontractors, or other business partners, we typically refrain from abruptly terminating the business relationship. Normally, we only contemplate ending the association if the entity fails to address the issue and there appears to be no realistic prospect of improvement. We will carefully assess and mitigate any adverse consequences that could arise from terminating the relationship.

For instance, ending the relationship could adversely affect other workers in the supply chain who may lose their source of income and face increased vulnerability to exploitation.

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## Continuous improvement

This policy will undergo regular reviews and updates to maintain its effectiveness and alignment with legal standards and best practices. Ceasefire is dedicated to adhering to all applicable laws and regulations concerning modern slavery.

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## Available Support

Help is available for any person experiencing, or at risk of, human trafficking or other forms of modern slavery. The Australian Federal Police can provide advice and refer you to support services. They can be contacted on 131 444. If you have immediate concerns for your safety or the safety of someone else, call Triple Zero (000). If you suspect that another person is experiencing, or is at risk of, human trafficking or modern slavery, call Crime Stoppers on 1800 333 000. For further assistance, please contact the Trafficking and Slavery Safe House on 1300 473 560.

### Slayde Tana

General Manager

A handwritten signature in black ink, appearing to be 'S. Tana', written in a cursive style.