

# MODERN SLAVERY STATEMENT



**CEASEFIRE**  
PASSIVE FIRE PROTECTION

We acknowledge the Traditional Custodians of Country across Australia and honour their connection to land, water, and community. We pay our respects to Elders past, present, and emerging.



Modern Slavery poses a complex global challenge. At Ceasefire, we acknowledge its impact in Australia. We recognise that the construction industry, on a global scale, has a supply chain particularly susceptible to forced labour, often sourcing raw materials from regions known for human rights violations.



## Our Commitment

**We are dedicated to preventing harm and addressing the risks of modern slavery within our operations and supply chains, thereby combating the growing incidence of human rights violations reported globally.**

Our approach is proactive, aligned with our vision and values. We prioritise awareness-building, and the implementation of policies and processes that guide us in respecting, protecting, and fulfilling human rights and fundamental freedoms.

Setting clear expectations for our supply chain, we support our suppliers and subcontractors in enhancing their capabilities to address human rights issues. Through inclusive supplier relationship management, we foster ongoing due diligence and compliance efforts. This statement outlines our initiatives to manage these risks transparently. It reflects our collaborative efforts with partners to eliminate situations where individuals are exploited through coercion, threats, or deception, thereby safeguarding their freedom.

In cases where modern slavery risks extend beyond our direct control, Ceasefire will leverage its influence to engage suppliers and partners, in improving their practices. Our leadership drives effective responses to critical challenges through training, awareness campaigns, and enhanced collaboration. By clarifying our values and promoting understanding of modern slavery, we aim to embed policies that bring about meaningful change.

Slayde Tana

**General Manager**



# Structure Operations & Supply Chain

## About Us

Ceasefire is a privately-owned Australian company established by Slayde Tana and Robert Simpson in 2016. The Ceasefire brand stands for certainty, forming the solid foundation upon which our business was built and enabling us to grow into one of Australia's most trusted Passive Fire Protection applicators. We provide a safe pair of hands with the experience, scale, and stability to deliver to even the most complex projects.

Combining our financial strength with a personal business service philosophy, we offer the confidence, trust, and communication needed for an enjoyable journey and collaborative success. As a trusted delivery partner, we believe in driving change, one project at a time.

Our environmental, social, and governance (ESG) strategy is firmly rooted in Ceasefire's organisational purpose and principle-driven culture, fostering a strong culture of Zero Harm and ensuring every team member returns home safe every day. We are committed to mental health and wellbeing.

## Environmental, Social, and Governance (ESG)

Our approach to environmental, social, and governance (ESG) issues at Ceasefire is deeply ingrained in our organisational purpose and values. We prioritise a culture of Zero Harm, ensuring the safety and wellbeing of every team member every day, with a strong commitment to mental health. By embedding ESG goals into Ceasefire's business operations and decision-making processes, we aim to contribute to a more sustainable and socially responsible world. Our ESG Strategy aligns with our purpose of Connecting People & Spaces, guiding us to uphold accountability, sustainability, and inclusivity throughout our operations.

A crucial aspect of our ESG strategy involves addressing modern slavery risks within our business operations and supply chain. This proactive management approach involves close collaboration with suppliers, subcontractors, and clients who share concerns about ethical procurement practices. This is particularly important in industries characterized by extensive and intricate supply chains, where transparency into the operations of lower-tier suppliers can be limited.



## Why Ceasefire?

Our expertise in passive fire protection encompasses a comprehensive understanding of fire safety principles, building codes, and industry standards. We specialize in the design, installation, and maintenance of passive fire systems, including fire-rated walls, doors, floors, and penetrations. Our team is trained to assess fire risks, develop tailored solutions, and ensure compliance with relevant regulations. With 20+ years of experience in the field, we are committed to providing reliable, cost-effective, and efficient passive fire protection solutions to safeguard lives and properties. All while delivering exceptional client service at every stage of the project.

## Environmental, Social, and Governance

By integrating ESG goals into Ceasefire's business operations and decision-making, we contribute to a more sustainable and socially responsible world. Our ESG strategy, underpinned by our purpose of Connecting People & Spaces, supports us in maintaining an accountable, sustainable, and inclusive company.

Modern slavery is a core part of Ceasefire's strategy. Addressing modern slavery risks in our business operations and supply chain requires proactive management with our suppliers and subcontractors, as well as with clients who are increasingly concerned about ethical procurement. This is especially relevant in a sector known for its long and complex supply chains, where there is often less visibility over the operations of lower-tier suppliers.

Reducing our greenhouse gas emissions in our operations and value chain

Safe and healthy workplace that prioritises worker wellbeing and service quality

Reducing our impact on nature through nature-positive initiatives

Embedding a diverse and inclusive workforce and processes

Reducing our waste and water usage through renewable, circular, and green building initiatives

Maintaining strong relationships and building resilience within our communities



## Organisational Structure

Our expertise in passive fire protection encompasses a comprehensive understanding of fire safety principles, building codes, and industry standards, enabling us to provide tailored solutions that meet the unique needs of each project. With over 20 years of experience in the field, we have honed our skills and knowledge, positioning ourselves as trusted leaders in the industry. Our commitment to excellence drives us to deliver reliable, cost-effective, and efficient passive fire protection solutions that not only safeguard lives and properties but also enhance overall safety and compliance within various environments.

We believe that effective fire protection goes beyond mere compliance; it involves a proactive approach to risk assessment and management. Our team is dedicated to staying up-to-date with the latest advancements in fire safety technologies and methodologies, ensuring that we incorporate the best practices into our projects. By collaborating closely with architects, builders, and facility managers, we aim to create integrated fire protection systems that seamlessly fit into the overall design and functionality of buildings.

Furthermore, we understand the importance of educating our clients about the value and necessity of passive fire protection. We provide ongoing support and guidance throughout the lifecycle of a project, from initial consultation to implementation and beyond. Our goal is to foster a culture of safety that empowers our clients to make informed decisions and prioritize fire safety in their planning and operations. As we continue to grow and evolve, we remain steadfast in our mission to protect lives and properties through innovative and effective passive fire protection solutions.

## Our Divisions/Services



### Service Penetrations

We provide an extensive range of services to resolve any potential penetration through the services. They are applied with the utmost safety being considered.



### Vermiculite Ceilings

We provide Vermiculite Ceilings with all safety considered. We understand the application of Vermiculite can be a potential health risk, so we have taken measures to ensure our technicians are equipped adequately to prevent risk to their health.



### Structural Steel

We provide Vermiculite Spray to steel members. Our technicians have been equipped with protection against potential dust hazards and are also capable of isolating the dust created from the works being produced.



### Slab and Wall FRL Upgrades

We provide FRL upgrades to all types of Walls and Slabs following the specifications of all clients, we can identify all types of hazards and risks.



### Fire Barriers

We can cater for all types of works in all types of situations and environments to ensure our technicians are safe.



### Duct Fire Protection

We apply Duct Fire Protection in many various ways. When applying Vermiculite, we take into consideration the substrate, surface, environment and implications it may have in individuals working in our general area.



### Registers & Inspections

We provide documentation and inspections to allow clients to maintain their passive fire protection properly and safely. Passive fire protection will need to be maintained.

## Our People

Ceasefire has a large team of qualified personnel, primarily across the Sydney region, reflecting our commitment to building a robust and diverse workforce. Our dedicated team members fill a variety of roles within the organization, including project managers, operations managers, field technicians, account administrators, and site managers, each contributing their unique skills and perspectives to our mission.

At Ceasefire, we firmly attribute our success to our people, whose hard work and dedication drive our initiatives forward. We have intentionally fostered a culture that values focused and passionate individuals who collaborate closely to address and manage our human rights due diligence processes. This includes the critical work of identifying and mitigating modern slavery risks, ensuring that we operate ethically and responsibly. Our team's commitment to these values not only enhances our organizational integrity but also reinforces our dedication to making a positive impact in the communities we serve. As we look to the future, we remain committed to nurturing this culture and empowering our employees to continue striving for excellence in all that we do.



## Environmental, Social & Governance



The team at Ceasefire is dedicated to upholding and promoting international human rights standards both within our organization and across our sphere of influence. Through ongoing efforts to integrate best practices, our understanding of how to safeguard human rights continues to evolve.

Our leadership takes ultimate responsibility and is deeply committed to combating modern slavery within our organization. By setting strategic goals aimed at protecting and respecting human rights, our leaders have ingrained this commitment into our corporate culture and day-to-day operations.

## Human Rights & Our People

Ceasefire involves all employees in the mission to eliminate modern slavery through raising awareness, encouraging vigilance, and establishing reporting channels. Engaging our workforce in this fight cultivates a more vigilant and ethical environment, fostering a culture of responsibility and accountability across our organization.

Our employees are at the heart of our sphere of influence. Our dedicated teams, including safety personnel, play crucial roles in implementing and monitoring modern slavery policies. They ensure our workforce is well-informed about these policies, trained to identify any issues, and equipped to report concerns promptly.

## Supply Chain Management

Ceasefire collaborates directly with various suppliers across Australia. We acknowledge that these suppliers often source products and services from sub-suppliers both domestically and internationally.

Selecting suppliers from our preferred list and throughout the tender and procurement process, we place significant emphasis on modern slavery due diligence management. This is especially critical given the supply chain complexities inherent in the construction sector.

Our dedicated team in quality, compliance, and procurement are qualified to identify and mitigate risks within our supply chain. They work diligently to ensure that all suppliers adhere to ethical and equitable labour practices. Addressing the risks associated with modern slavery is a key priority throughout our supply chain management efforts.

## Critical Components in The Supply Chain

- 1. Planning:** is the first and perhaps the most critical component of supply chain management. It involves developing a strategy to meet customer demand while optimizing cost-effectiveness and efficiency.
- 2. Sourcing:** Sourcing or procurement is another vital component of supply chain management. It involves selecting suppliers, maintaining relationships, negotiating contracts, and ensuring the timely delivery of raw materials and services.
- 3. Production:** The production component involves transforming raw materials into finished goods. This process entails ordering raw materials, overseeing manufacturing operations, testing faulty products for quality, packaging, and scheduling shipments.
- 4. Delivery:** Delivery, or logistics or distribution, is a significant aspect of supply chain management. The delivery process includes logistics planning, order coordination, picking and packing products, scheduling deliveries, and managing invoicing.
- 5. Returns:** Managing product returns, or reverse logistics, is crucial to supply chain management. This process involves collecting the return of products from customers, assessing product conditions, authorizing returns, coordinating replacement shipments, and processing refunds.



**Ongoing Operational Supply Chain – Overhead Costs**



## Identified Risks

We acknowledge modern slavery as a severe crime and a violation of human rights, encompassing practices such as slavery, human trafficking, servitude, forced labour, debt bondage, child labour, and exploitation in conditions akin to slavery. These practices involve depriving individuals of their liberty for personal or commercial gain.

At present, the risks within our operations are assessed to be moderately low. Our employees are hired in compliance with Australian Employment Law. We maintain well-established policies that govern our daily operations, ensure adherence to laws and regulations, guide decision-making processes, and optimize internal workflows.

In the Australian construction supply chain, modern slavery risks can emerge at various stages and may be more prevalent in sectors deemed high-risk due to a variety of factors. This understanding shapes our approach to managing risks within our sector and supply chain:

---

Forced Labour in the production of raw materials.

---

Exploitation of migrant workers, particularly those with temporary visas, language barriers, lack of awareness of their rights, and potential legal status issues.

---

Labour-hire and Recruitment Agencies if they engage in exploitative labour practices or fail to verify workers' rights adequately. Subcontractors may use third-party agencies that they don't adequately vet.

---

Subcontractors and sub-tier suppliers where visibility and oversight are reduced.

---

Complex and global supply chains.

---

Inadequate due diligence in procurement.

---

Lack of worker empowerment and grievance mechanisms.

---

Inadequate training and awareness.

---

Inadequate legal compliance.

---

Certain sectors within the construction supply chain are generally considered to have higher modern slavery risks due to factors such as the nature of the work, labour intensity, subcontracting practices, and reliance on vulnerable worker populations. While the risks can vary, the following sectors are often identified as having elevated risks of modern slavery:

---

Cleaning and Maintenance services.

---

General structural trades.

---

Addressing the risks of modern slavery in these sectors necessitates a holistic strategy. This includes conducting rigorous due diligence and risk assessments, empowering workers, and fostering collaboration throughout the supply chain. Businesses can leverage industry initiatives, adopt ethical sourcing practices, and engage with stakeholders to collectively combat modern slavery in the construction supply chain.



## Actions Taken

When it comes to addressing the challenges posed by modern slavery in practice, the global and intricate nature of these risks can present significant hurdles.

Many of the well-recognised modern slavery risks transcend geographical boundaries or fall outside direct control. Despite this, Ceasefire utilises levers, controls, policies, and governance frameworks that are within its direct control, enabling a direct contribution to address these global risks. We remain steadfast in our commitment to uphold continuous compliance with modern slavery standards, continually refining our policies, procedures, and practices to ensure ethical and responsible business conduct.

Ceasefire has instituted due diligence processes to mitigate identified risks and is actively engaged in ongoing improvement efforts. Monitoring subcontractor practices and implementing awareness and training programs are integral parts of our strategy to prevent modern slavery.

## Modern Slavery Policy

Ceasefire's Modern Slavery Policy underscores our unwavering zero-tolerance approach towards modern slavery and serves as the foundation for our annual Modern Slavery Statement. This policy articulates Ceasefire's expectations for all individuals associated with the Company, including employees, suppliers, consultants, contractors, subcontractors, and anyone else acting on behalf of the Company. It affirms our dedication to ethical business conduct and safeguarding international human rights throughout our operations and broader sphere of influence.

## Supplier Code of Conduct

Ceasefire's Supplier Code of Conduct, known as The Code, outlines a comprehensive set of guidelines and expectations aimed at ensuring ethical, responsible, and sustainable practices throughout our supply chain. The Code mandates that our suppliers demonstrate a steadfast commitment to human rights, fair employment practices, and ethical engagement. It requires suppliers to take proactive measures to prevent any involvement or complicity in labour or human rights abuses within their own operations and throughout their supply chains.

The Code is detailed and specific in its requirements, covering areas such as risk assessments, fair labour practices, freedom of association, safe working conditions, and reasonable working hours. It stipulates that workers must be informed of their rights and provides for a grievance system that ensures complaints are handled fairly and promptly without fear of retaliation. Suppliers are also required to ensure that third-party recruitment agencies comply with Australian laws.

Additionally, we expect our suppliers to actively promote awareness and education on modern slavery issues and maintain transparency in their supply chains. The full text of our Supplier Code of Conduct is accessible on our website at [ceasefire.com.au](https://ceasefire.com.au)





## Modern Slavery Remediation Policy (for a suspected incidence of modern slavery)

This policy outlines the procedures for addressing suspicions or reports of suspected modern slavery. Any employee, worker, contractor, supplier, or other stakeholders who suspect modern slavery must promptly report their concerns along with any supporting evidence. The policy details the actions Taylor may take upon investigation, which may include terminating business relationships with implicated parties, aiding affected individuals, and cooperating with relevant authorities.

Confidential reporting mechanisms are established under this policy to enable employees and stakeholders to report potential cases of modern slavery securely and confidentially.

## Supporting Suppliers

We assist our small suppliers through awareness and capacity-building programs, advocate for fair payment practices, and conduct due diligence on all suppliers, regardless of their scale, to mitigate risks. Whenever possible, we collaborate with suppliers to integrate measures that protect against potential modern slavery risks and monitor progress together. This collaborative partnership fosters mutual learning between suppliers and our procurement team regarding government supply chain risks and effective management strategies.

## Whistleblower Policy

Ceasefire is dedicated to conducting business with the highest standards of honesty and integrity. We actively encourage the reporting of any suspected unethical, illegal, fraudulent, or otherwise undesirable conduct related to our operations. Our Whistleblower Policy outlines the circumstances under which individuals can make disclosures, the procedures Ceasefire will adhere to in handling these disclosures, and the protections afforded to whistleblowers.

The Company supports the disclosure of information that indicates misconduct, improper situations, or violations of legislation, including breaches of the Modern Slavery Act 2018 (Cth).



## Assessing the Effectiveness of Our Actions

Our team meets regularly and is dedicated to continuous improvement. We consistently evaluate our risks and current actions for effectiveness, focusing on minimising the risks of modern slavery within our operations and supply chains. Our goal is to eliminate or mitigate these risks through an ongoing strategy of monitoring, assessment, and refinement.

To date, we have no reported incidents. However, if any arise, we recognize the importance of analysing them to understand their root causes and assess the effectiveness of our response mechanisms. This includes evaluating the timeliness and appropriateness of the actions taken in response to these incidents.

We foster a culture of continuous improvement by leveraging assessment findings to pinpoint areas for enhancement. We develop strategies to address any shortcomings and refine our existing processes, thereby strengthening our organization's approach to preventing modern slavery.

Through our annual policy review, we ensure compliance with relevant laws and regulations concerning modern slavery. We also regularly update our policies and procedures to reflect any changes in legislation.

We have implemented a Modern Slavery Policy for our employees that outlines key issues and appropriate responses, including a process for raising concerns internally.

Employment policies that safeguard our employees from unfair treatment and promote a fair, inclusive workplace.

Strong recruitment processes that comply with relevant employment laws.

Quarterly reviews of market-related pay and awards.

A Health & Wellbeing Policy and initiatives designed to support our employees' physical and mental health, as well as their lifestyle choices.

By systematically evaluating these aspects, we gain valuable insights into the effectiveness of our efforts to combat modern slavery. This assessment process is crucial for refining our strategies, enhancing performance, and demonstrating our genuine commitment to eradicating modern slavery.

**Slayde Tana**

General Manager





# **CEASEFIRE**

PASSIVE FIRE PROTECTION

Ceasefire PFP  
Suite 651, Level 6, 150 George Street  
Parramatta NSW 2150

**P** 1300 929 288  
**W** [Ceasefire.com.au](http://Ceasefire.com.au)