



# Modern Slavery Statement 2020

## MODERN SLAVERY ACT STATEMENT 2020

*Reporting period: July 2019 to June 2020*

The Board of Directors of CEA Technologies Pty Limited and CEA Research and Development Pty Limited ('CEA') make this Modern Slavery Act Statement in accordance with, and in support of, the *Modern Slavery Act 2018* (Cth) (the 'Act').

CEA understands Modern Slavery is a term used to explain serious exploitation, including but not limited to trafficking in persons, slavery, servitude, forced and compulsory labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services. Modern Slavery is a crime, a violation of fundamental human rights and involves the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

CEA recognises the global nature of Modern Slavery and is committed to:

- identifying, managing and addressing any incidence of Modern Slavery in its supply chain and operations;
- implementing and enforcing effective mechanisms and controls to drive the effective and efficient identification of incidents of Modern Slavery in its supply chain and operations; and
- complying with its reporting obligations under the Modern Slavery Act.

CEA respects and supports the dignity, well-being and human rights of its employees and all persons engaged in its supply chain. CEA supports the United Nations Sustainable Development Goals, and notes 'Goal 8: decent work and economic growth' which includes a commitment to working to eradicate the many forms of modern slavery that exist globally.



Approved by the Board of Directors

CEA Technologies Pty Limited and CEA Research and Development  
and signed by Mark Foster, Chief Executive Officer



## **COMPANY STRUCTURE, OPERATIONS AND SUPPLY CHAIN**

CEA is a majority owned private Australian company specialising in the design, development, manufacture and through life support of radar and communications technologies. The company was founded in 1983 and has grown on the basis of commitment to technological innovation and successful product development.

CEA has its headquarters in Canberra with design and manufacturing facilities in Canberra, Adelaide and Melbourne sites. Support facilities are located in Perth, Brisbane and Newcastle resulting in the employment of over 450 staff across the country

Globally CEA has a range of supplier relationships to support its manufacturing capability. The supply chain involves over 100 unique providers of products ranging from simple processed primary raw materials to complex assembled components. Additionally, CEA's operations include engagement with a diverse range of service providers and contractors.

Wherever possible CEA strives to maintain, its production and supply chain within Australia.

## **RISKS OF MODERN SLAVERY PRACTICES IN CEA'S OPERATIONS & SUPPLY CHAINS**

Due to the number of suppliers, diversity in products and the origin of materials, CEA recognises there is a risk of Modern Slavery practices existing within its supply chain.

Therefore, CEA has undertaken a preliminary risk review of its supply chain balanced against two key risk indicators with respect to the existence of Modern Slavery practices:

### **1. Country of Origin**

A supplier's country of origin is an indicator of the scrutiny that the supplier and supply chain is subject to under local laws.

### **2. Nature of the materials or supplies**

The level of refinement of a product is an indicator of the likelihood of the relevant supplier engaging in Modern Slavery practices.



## ACTIONS TAKEN

CEA has commenced a number of internal actions to identify areas of risk and strengthen its operations and supply chain against such practices. The first line of defence is to positively communicate and engage with our suppliers on a routine basis. Our Project, Procurement and Quality teams regularly seek assurance that suppliers are flowing minimum standards through the supply chain to ensure the standard is consistently met.

In the first reporting period CEA has:

- conducted an initial review of its top suppliers by contract value;
- undertaken a gap analysis of existing supplier questionnaires;
- added Modern Slavery questions into supplier engagement questionnaires;
- commenced engagement with suppliers on Modern Slavery issues;
- sought voluntary disclosure from suppliers of any known or suspected incidence of Modern Slavery;
- initiated development of internal policies and review mechanisms;
- upskilled key staff; and
- commenced the development of internal and external training programs

## CONCLUSION

CEA is committed to the ongoing monitoring and review of its supply chain to identify and address areas in which Modern Slavery practices may exist. Through continued self- monitoring CEA strives to implement effective policies and procedures that drive compliance with the Modern Slavery Act and support ongoing reflection and the development of improved policies and procedures.

CEA looks forwarding to building on the steps it has taken in the first reporting period and will continue to develop and refine its approach to contributing to the fight against Modern Slavery.

