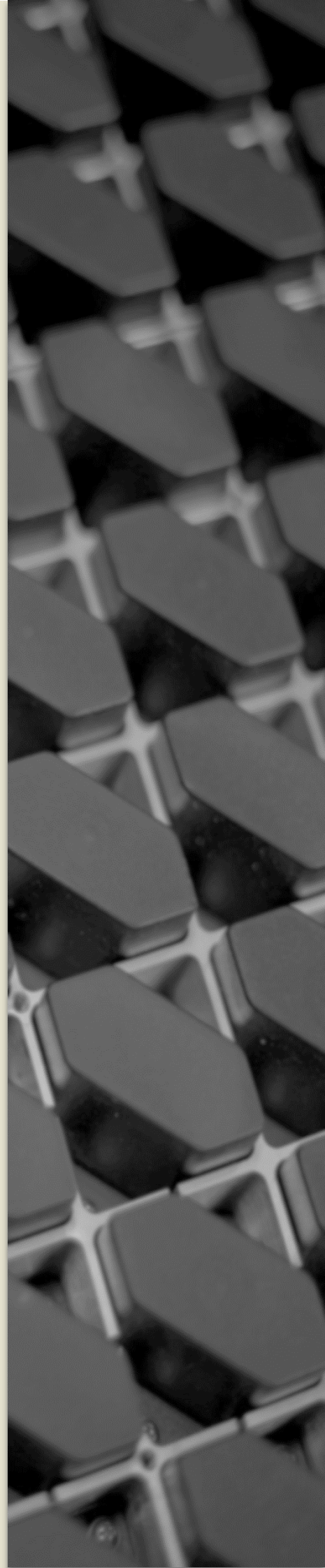


MODERN SLAVERY STATEMENT 2024

Reporting Period: July 2023 to June 2024



FOREWORD

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

CEA is an Australian-founded and owned technology company. We are guided by an enduring philosophy centred around uncompromising design principles and robust through-life system support. Alongside our commitment to designing and building cutting edge solutions, CEA takes our corporate and social responsibilities seriously.

CEA understands that modern slavery is a term used to describe serious exploitation – situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include:

- human trafficking;
- slavery;
- servitude;
- forced labour;
- debt bondage;
- forced marriage; and
- the worst forms of child labour.

CEA recognises modern slavery as a crime: a violation of fundamental human rights involving the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

While we always seek to maximise Australian content in our products, ultimately CEA procures supplies from around the world. CEA recognises the global nature of modern slavery and is committed to:

- identifying, managing and addressing any incidence of modern slavery in our supply chain and operations;
- implementing and enforcing effective mechanisms and controls to drive the effective and efficient identification of incidents of modern slavery in our supply chain and operations; and
- complying with our reporting obligations under the *Modern Slavery Act 2018*.

CEA respects and supports the dignity, well-being and human rights of all persons. 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



Peter Robson AO
Chair

COMPANY STRUCTURE, OPERATIONS AND SUPPLY CHAIN

CEA is an Australian company that specialises in the design, development and manufacture of advanced radar and communications technologies. CEA has more than 650 employees working in its facilities and offices in Canberra, Adelaide, Melbourne, Brisbane, Newcastle and Perth.

Globally CEA has a range of supplier relationships to support its manufacturing capability. The company's supply chain involves over 500 unique providers of products ranging from simple processed primary raw materials to complex assembled components. CEA's operations also include engagement with a diverse range of service providers and contractors.

To the greatest possible extent, CEA strives to maintain production within Australia.

RISKS OF MODERN SLAVERY PRACTICES IN CEA'S OPERATIONS AND SUPPLY CHAIN

CEA is confident that modern slavery practices do not occur in its own operations, owing both to existing compliance systems implemented in accordance with Australia's workplace laws, and our strong internal compliance review practices.

Owing to the number of suppliers we engage, the diversity of our products, and the origins of raw materials that we make use of, CEA recognises that there is a risk of modern slavery practices occurring within our supply chain.

In seeking to address this risk, CEA has undertaken a review of our supply chain, and in doing so we have identified three specific modern slavery risks:

1. *Country of Origin.*

A supplier's country of origin will determine the scrutiny that an individual supplier (and its own supply chain) may be subject to under local laws. In turn, this level of scrutiny is an indicator of the likelihood that the supplier's operations might involve modern slavery practices.

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.

3. *Attitude towards and understanding of modern slavery*

The majority of CEA's suppliers are not reporting entities under the *Modern Slavery Act 2018*, and as such may have limited understanding and awareness of modern slavery, and no specific mechanisms for identifying or addressing modern slavery practices.

ACTIONS TAKEN

CEA works in close partnership with our suppliers, and we routinely engage with them. To address the risk of modern slavery practices, we have uplifted our supplier engagement process to screen suppliers for awareness of modern slavery risks and the likelihood of modern slavery practices being prevalent in their own supply chains and operations. Having asked our key suppliers to answer targeted modern slavery questions, we then collated and analysed the responses received.

In the reporting period CEA has:

- requested its top 32 suppliers by contract value complete a modern slavery questionnaire;
- analysed and collated the responses from all 32 returned surveys;
- increased engagement with suppliers on modern slavery issues;
- sought voluntary disclosure from suppliers of any known or suspected incidence of modern slavery;
- further developed internal policies and review mechanisms;
- upskilled our own staff members who work directly with our suppliers; and
- commenced the development of internal and external training programs.

REVIEW OF ACTIONS

An assessment of the effectiveness of the actions we have taken is underway. It is our intention in future Statements to be able to provide measurements of key actions, such as the percentage of suppliers who we have engaged with on modern slavery issues, and the number of suppliers reviewed annually.

CEA will also continue to assess the outcomes of its supply chain engagement through future supplier surveys and ongoing supplier engagement.

Suppliers engaged with during the reporting period have been rated on their modern slavery awareness, compliance and risk exposure. Detailed records of each supplier are reviewed periodically to monitor the effect that these ratings have on company outreach programs, supplier education programs and their own supplier engagement practices.

CONCLUSION

CEA is committed to the ongoing monitoring and review of its supply chain to identify and address modern slavery risks. Through continued self-monitoring, CEA strives to implement effective policies and procedures that drive compliance with the *Modern Slavery Act 2018* and support ongoing reflection and the development of an improved understanding of the risk of modern slavery practices, and the policies and procedures that can be effective in helping to combat it.

CEA looks forward to building on the steps it has taken to date, and will continue to develop and refine its approach to contributing to the global fight against modern slavery.