

IFAS Group Modern Slavery Statement CY23

Introduction

This statement is made on behalf of IFAS Group, trading as IFAS Security Pty Ltd, pursuant to Modern Slavery Act 2018. This will be our first year of formally providing a Human Slavery Statement and will lay a foundation for our company to build on with each annual statement. It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking

Our Business

IFAS Group, trading as IFAS Security Pty Ltd, is a Melbourne-based security services company that prides itself on providing highly trained guards across Metropolitan and Regional Victoria. Our security services are meticulously tailored to meet the unique needs of events, venues, and corporate settings, ensuring the highest level of safety and protection for our clients.

As a mid-sized company within the security industry, IFAS Group is committed to maintaining a strong presence in the market and has ambitious plans for expansion in the coming years. We are dedicated to upholding the highest standards of professionalism, integrity, and customer service in all aspects of our operations.

IFAS Group operates with a traditional organizational structure, with its headquarters and all operations situated in Melbourne, where key decision-making processes are centralized. At the helm of the company are the Director and General Manager who provide leadership and strategic direction. Upper management plays a crucial role, overseeing dedicated teams of officers operating in the field. This hierarchical arrangement ensures effective communication and coordination between different levels of the organization.

IFAS Group's operational efficiency relies on a network of sub-contractors and equipment suppliers integrated into its supply chains. These external partners contribute to the company's capabilities by providing specialized services and necessary resources. The interplay between the centralized leadership, middle management, and external collaborators establishes a well-structured and organized system, allowing IFAS to effectively deliver comprehensive security solutions.

To further demonstrate our commitment to best practices in the security industry, IFAS Group holds a membership with the Australian Security Industry Association Limited (ASIAL), which is the peak national body for security providers in Australia. This membership reflects our dedication to staying updated with industry trends, adhering to relevant regulations and standards, and continuously improving our services.

For more information about IFAS Group and our comprehensive security solutions, please visit our website at www.ifasgroup.com.au We strive to exceed their expectations in every aspect of our operations.

What is Modern Slavery?

Modern Slavery is exploitative practices, including human trafficking, slavery, servitude, forced labour, and debt bondage. These are all considered as modern slavery and are serious crimes under Australian law. These reprehensible acts involve the exploitation and coercion of vulnerable individuals, depriving them of their basic human rights and freedoms.

Modern slavery encompasses a wide range of abusive practices, such as the recruitment, transport, and exploitation of individuals for labour and other purposes, often through deception, coercion, or force. It also includes practices where individuals are trapped in situations of bondage or servitude, compelled to work against their will, and denied their fundamental rights and dignity.

As a society, it is our collective responsibility to combat modern slavery in all its forms. This includes raising awareness, implementing robust laws and regulations, and taking proactive measures to prevent and respond to incidents of modern slavery. It also involves promoting ethical practices in supply chains, supporting victims, and holding perpetrators accountable. Organizations, businesses, and individuals have a crucial role to play in addressing modern slavery. This includes conducting due diligence to identify and mitigate risks of modern slavery in their operations and supply chains, promoting fair labour practices, and supporting initiatives aimed at eradicating modern slavery at local, national, and global levels.

Efforts to combat modern slavery require continuous vigilance, collaboration, and commitment from all stakeholders. It is only through a collective effort that we can effectively prevent and combat modern slavery, protect the rights and dignity of all individuals, and strive for a just and equitable society.

Our Statement and Policy on Modern Slavery

IFAS Group acknowledges its corporate responsibility to proactively identify, assess and address any potential risks of modern slavery that could arise within our operations and supply chain. As a company, we prioritize ethical and sustainable practices in all areas of our business, including our human rights commitments. To fulfill this obligation, we have implemented a comprehensive Modern Slavery Risk Assessment framework, which entails a rigorous evaluation of our entire supply chain, including our suppliers, contractors, and subcontractors.

Our assessment framework considers a wide range of factors, including the type of work, the nature of the business relationship, geographic location, labour practices, working conditions and the potential for exploitation. Based on the results of this assessment, we develop and implement robust mitigation measures to address any identified risks of Modern Slavery. These measures include strict supplier codes of conduct, regular monitoring and auditing, and ongoing training and education for our employees and supply chain partners.

Identifying Risks of Modern Slavery within Our Operations

IFAS acknowledges that there may be risks of modern slavery within our labour force and additional supply chain, which can be viewed as a two-tiered threat. As a responsible company, we take these risks seriously and are committed to addressing them proactively and effectively.

1. Risk within our Labour Force: At IFAS Group, we recognize that our own labour force is a critical element of our operations, and we are dedicated to ensuring that our employees are treated with dignity, respect, and fairness. We have implemented robust employment practices, including thorough recruitment and vetting processes, fair and transparent remuneration, and compliance with all relevant labour laws and regulations. We maintain a safe and inclusive work environment, free from any form of discrimination, harassment, or exploitation.

IFAS Group is committed to providing training and awareness programs to our employees, highlighting the risks and signs of modern slavery, and empowering them to report any concerns or suspicions. All employees are given material educating them on what modern slavery is, signs to look out for, and how to report any concerns. We have established confidential reporting mechanisms to encourage and facilitate reporting of any potential incidents of modern slavery within our labour force, and we will take swift and appropriate action to investigate and address any such reports in accordance with the law and our ethical standards.

2. Risk within our Additional Supply Chain: IFAS Group acknowledges that our supply chain extends beyond our immediate labour force, and we are committed to ensuring that our suppliers, contractors, and sub-contractors share our values and commitment to ethical and responsible practices. We conduct thorough due diligence and risk assessments of

our suppliers and contractors to identify any potential risks of modern slavery in our supply chain. Consultation and questionnaires with each supplier are undertaken to provide feedback and assurance of compliance.

We actively engage with our suppliers and contractors to promote awareness and understanding of modern slavery risks and to encourage their participation in efforts to combat modern slavery.

Assessing the Effectiveness of Actions Taken

The Director is committed to ensuring the effectiveness of our actions against modern slavery. To achieve this a Modern Slavery Compliance Team, consisting of members of upper management, will be established and maintained. This dedicated team will play a pivotal role in implementing and overseeing modern slavery policies across the spectrum, encompassing employees, subcontractors, suppliers, and stakeholders.

The Compliance Team will be tasked with conducting due diligence to enforce modern slavery documentation protocols. This includes distributing documentation to employees and collecting signed acknowledgments indicating their comprehension of the content. The team will also administer questionnaires and documentation to subcontractors and suppliers, diligently recording responses and ensuring adherence to anti-slavery measures.

Performance Metrics will be used to measure what effectiveness of our initiatives. Examples include what percentage of employees have read the provided information and have signed said documentation, as well as the response rate from subcontractors and suppliers. These will be further developed and improved over time.

At regular intervals of three months, the Director will convene meetings with the Compliance Team to discuss any emerging issues, assess the effectiveness of current measures, and consider recommendations for improvements. Any member of the Compliance Team is encouraged to propose new systems or documentation enhancements that could further strengthen our approach to combatting modern slavery. These recommendations will undergo thorough review and approval by the Director.

Moreover, the Director will take personal responsibility for reviewing and endorsing each annual Modern Slavery Statement henceforth, ensuring its accuracy, relevance, and alignment with the evolving landscape of anti-slavery initiatives. This comprehensive approach underscores our commitment to continuous improvement and unwavering diligence in eradicating modern slavery from our operations and supply chains.

Looking Forward

IFAS will continue to assess and monitor the risks of modern slavery within our labour force and additional supply chain, and we will take all necessary measures to prevent, detect, and address any incidents of modern slavery. We are committed to continuous improvement and will regularly review and update our policies, procedures, and practices to ensure that our operations and supply chains remain free from any form of exploitation or forced labour.

Statement Review

This document and its content are made in accordance with the requirements of the Modern Slavery Act 2018 and constitute the slavery and human trafficking statement of IFAS Security Pty Ltd. for the period of the Calendar Year of 2023, January 1st 2023 to December 31st 2023. This statement has been approved: by the Principal Governing Body, consisting of the Director, the General Manager, and all members of company management.

SIGNATURE



Jane Filihia
Director
IFAS Group