



Modern Slavery Statement 2025

Reporting Period: July 2024 to June 2025

1. Foreword

This is a joint Modern Slavery Statement ('Statement') covering the operations of CEA Technologies Pty Ltd and CEA Research & Development Pty Ltd (together, 'CEA') 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 on 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 Act.

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



Ms Joycelyn Morton
Chair
CEA Technologies Pty Limited

2. 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 700 employees working in its facilities and offices in Canberra, Adelaide, Melbourne, Brisbane, Williamstown and Perth. CEA also has a growing wholly-owned subsidiary in the United States, CEA Technologies Incorporated ('CEATI').

CEA's purpose is to provide innovative technology solutions with commitment to strengthen Australia's sovereign defence capability. The CEA way of Collaborative, Enterprising and Ambitious is the foundation of the organisation's core values. These values drive the decisions we make, how we operate, and how we behave and interact with each other and external stakeholders.

On 28 January 2025, CEA transitioned to a non-wholly-owned Commonwealth company with the Commonwealth holding a controlling interest. On 15 March 2025, CEA was officially prescribed by law as a Government Business Enterprise (GBE). A GBE is a commercially-focussed government owned business that is established to fulfil a Commonwealth Government purpose. GBEs make a substantial contribution to the Australian economy by supporting productivity, job creation and Government policy objectives.

This transition enables CEA to operate as an independent for-profit company at arm's length from the Commonwealth. It has secured CEA's long-term sovereign ownership, enabling the company to continue to operate and deliver innovative advanced radar and communications technologies solutions for the Australian Defence Force and its close Allies.

In recent times, CEA is an Australian company that specialises in the design, development and manufacture of advanced radar and communications technologies. CEA has more than 700 employees working in its facilities and offices in Canberra, Adelaide, Melbourne, Brisbane, Williamstown and Perth. CEA also has a growing wholly-owned subsidiary in the United States, CEA Technologies Incorporated ('CEATI').



Figure 1 – International employee numbers

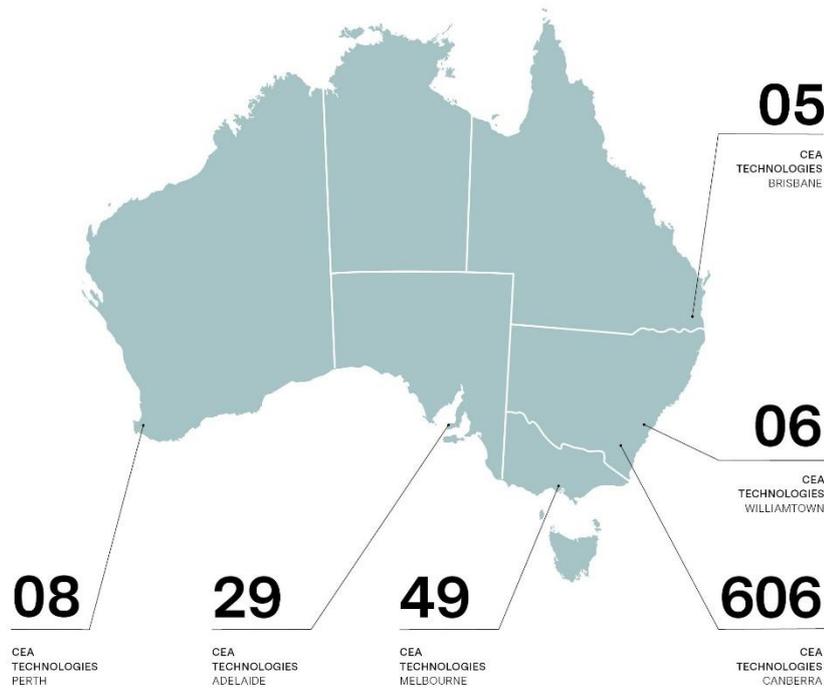


Figure 2 – National employee numbers

CEA has grown at unprecedented levels, expanding the organisation’s operational capacity to meet overall demand and support long-term strategic goals. This expansion is reflected in the increased investment in automation within its facilities, physical and digital security infrastructure, and strengthening the workforce to enable technological leadership. CEA has continued to improve its engagement with its customers through building robust partnerships to better comprehend their current and future requirements, undertaken in the product design phase and in the provision of sustainment services.

In FY 2025, CEA has managed a substantial annual procurement spend across a diverse, global supplier base, reflecting the scale and complexity of CEA’s operations. The company’s supply chain supports CEA’s manufacturing and operational capabilities, and involves over 650 unique providers of products and services, ranging from simple processed primary raw materials to complex assembled components. 90 per cent of these providers are based in Australia.

Recognising the scale and complexity of delivering high-end innovative products, CEA focuses on fostering strategic and long-term relationships with key suppliers. CEA works closely with suppliers to establish a supply chain to be built on transparency, trust and collaboration, enabling mutually beneficial outcomes. These relationships also reflect the important and technical nature of CEA’s product lifecycles that goods and services are procured for. These relationships have been critical in growing the company’s sovereign capabilities.

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

3. Risks of Modern Slavery Practices in CEA's Operations and Supply Chain

CEA acknowledges the potential exposure to modern slavery risks and its impacts on its operations and supply chain. CEA is confident that modern slavery practices do not occur within its own operations, owing both to existing compliance systems implemented in accordance with Australia's workplace laws, and our strong internal compliance review practices. Due to the mature operational nature of the workforce, high skill and education level, and requirement to hold security clearances - a low risk of modern slavery practices has been identified for the organisation.

CEA recognises that there is a potential risk of modern slavery within our supply chains. This is owing to the vast number of supplier engagements, the diversity of our products, and the origins of raw materials that CEA makes use of in its operations. Risks are identified throughout the supply chain, with higher potential for risks existing beyond tier one suppliers. CEA focuses on the modern slavery risks with our tier one suppliers as well as, where feasible, any sub-tier suppliers.

In addressing these risks, CEA has undertaken an annual review of our supply chain to identify potential exposure risks. CEA has identified four specific modern slavery risks. These are consistent risks identified in prior reporting years.

1. Geographical

Our suppliers are primarily located in Australia. Other international tier one suppliers are located in the USA, Canada, Europe and Singapore. These countries all have a low risk of modern slavery.

Beyond tier one suppliers, the level of risk has potential to rise to moderate/high. A supplier's country of origin can also indicate the likelihood of modern slavery practices involved in their operations and supply chain. Specifically, with regard to the legislative reporting requirements that an individual supplier (and its own supply chain) may be subject to under local laws.

2. Global socio-economic conditions

International conflict continues to disrupt global supply chains. Ongoing conflict results in limited access to scarce raw materials, displaced workers and increased reliance on high-risk countries. Vulnerability and exploitative labour practices are a likely risk in global supply chains. Factors such as global economic changes (such as recent tariffs) increase the risk of tier one suppliers engaging with new or unidentified suppliers to seek cheaper materials. This can inadvertently heighten exposure to modern slavery practices.

3. Nature of the materials or supplies

Inherent risks exist in the procurement of products. There is a known correlation between the source country of particular materials and a higher risk of modern slavery. An indicator of the likelihood of a relevant supplier engaging in modern slavery practices is the level of refinement of certain products, including electronics, metal work, and rare materials.

4. Attitude towards and understanding of modern slavery

Limited understanding and awareness of modern slavery from suppliers continues to exist, as the majority of CEA's suppliers are not subject to the same legislative reporting requirements under the Act. These suppliers have limited or no proactive mechanisms for identifying or addressing modern slavery practices.

4. Actions Taken

CEA has continued to implement actions during the reporting period to efficiently assess and address modern slavery. A strategic, risk-based approach was prioritised, alongside increased internal collaboration across all areas of the business. Expanding upon the foundations established in previous reporting periods, CEA has strengthened its efforts to improve due diligence and supplier engagement, and enhance internal capability to mitigate risks.

During this reporting period, a strategic review was undertaken to improve how we measure the effectiveness of actions to identify and address modern slavery risks. This included evaluating existing controls, collaborating with the Modern Slavery Working Group to identify gaps and opportunities, and comparing approaches across similar entities. As a result a strategic approach was developed with measurable outcomes to track progress and continual improvement across the CEA's operations and supply chain.

We have continued to build capacity on supplier contact, maintaining close partnerships and routinely engaging with our suppliers. Supplier screening for modern slavery awareness was continued, with updates to the screening questionnaire made to reflect more specific questions addressing all areas and requirements of the Act. The goal of this update is to better assess risks and the likelihood of potential modern slavery practices being prevalent in the supply chains and operations of tier one and sub-tier suppliers. We have collated, analysed and recorded the responses received from our key suppliers.

In the reporting period CEA has also:

- established a Modern Slavery Working Group with staff from various departments including Procurement, Quality, Legal and Projects;
- conducted a desktop analysis on all suppliers with total spend of + \$250k;
- updated the modern slavery questionnaire to encompass all areas and requirements of the Act;
- requested our top 29 suppliers ('Key Suppliers'), based on contract value, to complete a modern slavery questionnaire;
- requested 4 of our Distributors ('Key Suppliers') to further pass down the questionnaire request to their manufacturers to complete;
- analysed and collated the responses from all returned surveys from Key Suppliers (29 out of 29), and from manufacturers (6 out of 7);
- embedded modern slavery clauses into new supplier contractual agreements;
- managed and recorded risk profiles of key suppliers on an internal Risk Register;
- increased engagement with suppliers on modern slavery issues;

- sought voluntary disclosure from suppliers of any known or suspected incidents of modern slavery;
- commenced development of a modern slavery policy, and reviewed internal policies and mechanisms; and
- developed modern slavery awareness training, and rolled out training for Procurement and Legal.

5. Review of Actions

CEA understands that effective action is essential for driving change. Our key focus this reporting period has been to take accountability and continuously improve our response to address modern slavery. Our strategic approach has developed as we continuously track progress and identify where further action is required. CEA's approach is subject to ongoing improvement to ensure that our understanding and capability evolve and mature over time.

Metrics used in our approach to assessing the effectiveness of our actions include:

- Awareness training participation rate
- Supplier modern slavery questionnaire response rate
- Supplier engagement rate in modern slavery focus discussions
- Supplier risk ratings to flag concerns of potential or actual modern slavery issues

These metrics have produced key performance indicators to be used as a basis for future tracking of effective action. For the FY25, these include:

- 100 per cent of staff in the Procurement and Legal section have completed the modern slavery awareness training
- 97 per cent of all Key Suppliers and their Manufacturers have completed the supplier modern slavery questionnaire
- 100 per cent of Key Suppliers have engaged in modern slavery focused discussions
- 78 per cent of Key Suppliers have a moderate or high understanding and awareness of modern slavery issues and maturity in their approach
- 1 Key Supplier was assessed as having a High risk rating
- No reported incidents of modern slavery engagement from Key Suppliers

The Modern Slavery Working Group has reviewed the effectiveness of actions taken this reporting period. Focus remains on the development of a robust and dynamic approach to addressing modern slavery by accurately measuring progress, identifying gaps in action taken, and strengthening our overall impact. CEA maintains its commitment to continuously improving its strategic approach, meeting the requirements of the Act, and being responsive to issues and opportunities as they emerge.

6. Future Focus

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 Act, 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.

To ensure our efforts remain measurable and effective, the Working Group have established a set of goals for FY26:

1. **Governance** – Implementing appropriate policies & systems to manage modern slavery.
2. **Training & Awareness** – Ensuring employees know how to identify, reduce and report modern slavery risks.
3. **Supplier Engagement** – Continuing to engage with Key Suppliers to improve supplier awareness and progress supplier approach to modern slavery.
4. **Identification & Mitigation Process** – Ensuring CEA is prepared to detect and respond to potential or existing risks internally or from suppliers.

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.

7. Consultation

CEA Technologies Pty Ltd ACN 059 951 183 (CEA Technologies) is a company incorporated and operating in Australia. It is the parent company of CEA Research and Development Pty Ltd ACN 008 604 779 (CEA R&D), which is also incorporated and operates in Australia, and CEA Technologies Inc (CEATI), incorporated and operating in the USA.

This statement was approved by the Board of Directors of CEA Technologies and covers the operations of CEA Technologies and CEA R&D, which operate under a shared executive and operational structure.

During this reporting period, consultation was conducted by the Modern Slavery Working Group. This consultation process involved the key teams that work together to mitigate and manage potential modern slavery risk in CEA's operations and supply chains, including our Procurement, Legal, Quality and Project functions. This cross-functional consultation helped to ensure the Statement reflects CEA's approach to modern slavery and facilitates ongoing engagement from key internal stakeholders on our response to modern slavery. CEATI's executive were consulted on a draft of the Statement, discussing details of the Act's reporting requirements and actions taken to address these requirements, providing CEATI with relevant materials and updates.