



EXTREME FIRE SOLUTIONS  
MODERN SLAVERY STATEMENT 2021

# RESPECTING HUMAN RIGHTS

IPROTECT GROUP PTY LIMITED  
ABN 19 082 612 566

# Modern Slavery & Human Trafficking Statement

Protect Group Pty Ltd (Extreme Fire Solutions) uphold high moral, ethical and sustainable business practices. Our company is dedicated to upholding and sustaining human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country.

While Extreme Fire does not specifically meet the required threshold for mandatory reporting on this important social and corporate responsibility, we appreciate that many of our key clients and stakeholders do require alignment from their contractors to uphold their own governance.

To ensure that we partner with suppliers who have similar values and respect safe, fair and sustainable working environments, we have introduced a number of guidelines that set out the standards by which we will engage with suppliers. These standards also ensure Extreme Fire meet their obligations as set out in the Modern Slavery Act 2018.

## *Organisational Structure, Operation and Supply Chain*

Protect Group Pty Ltd t/as Extreme Fire Solutions, is a Premium Multidiscipline Fire Protection organisation with a history steeped in delivering high quality workmanship, efficiency, commitment to safety, and mostly importantly, client satisfaction.

For over 24 years, Extreme Fire has upheld an enviable reputation in the Fire Protection employing its own skilled staff, and delivering Uncompromising Personal Service across all industry sectors including Commercial, Corporate & Residential Strata, Aged Care, Education & Health, Government State & Local, Retail Shopping Centres, Sports Facilities, Club & Community Centres and many more.

Our team possesses unsurpassed industry knowledge of all fire protection systems as well as every aspect of Legislation, Building Code, Inspection & Installation Codes and Standards required to deliver the correct solutions to promote of Preserve Life.

Extreme Fire has developed its own skilled workforce promoting Continuous Improvement, comprehensive in-house training and a supportive employment environment that encourages diversity and positive social impact in our community.

This has resulted in a Professional Team with Strong Core Values and exceptional accountability translating to a New Level of Transparency in Fire Protection for our valued clients.

Our business unit specialises in:

- Routine Inspection, Testing & Maintenance
- 24/7 Emergency & Service Support
- Defect Rectification & Minor Works
- Installation of all Fire Protection Systems & Equipment
- Design & Consultancy





Extreme Fire Solutions operates statewide across NSW. Our head office is based in Castle Hill NSW and has responsibility for the companies strategy, policy and governance.

Australian-owned and established in 1997, our growth has allowed us to become a reputable essential building services provider with over \$2.6 billion of assets under management across 1200 sites statewide, with a proven history of delivering sustainable business outcomes to buildings by maintaining high focus on life safety, education of fire system requirements and compliance – while offering excellent personalised service.

Through our long term commitment to Continued Improvement, Extreme Fire Solutions has developed powerful digital asset maintenance and lifecycle management to support its clients need for high visibility of its essential services.

As is typical throughout the Essential Services industry, our workforce is highly skilled, and to provide greater service consistency, engaged in permanent employment. We do not typically employ on a seasonal basis nor seek temporary resources.

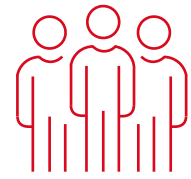
IProtect Group has a local supply chain incorporating suppliers from the following sectors: Information; Communications; Technology; Tools and equipment; Property services (including facility management, utilities, cleaning, waste management and security); Consulting services; Marketing; Print and promotional goods and services; Vehicle Procurement & Servicing; Office supplies and corporate clothing.

# Our structure, operations & supply chain



## OUR CLIENT NETWORK

Over  
**1200**  
Active sites across  
**NSW**  
in key market sectors  
**Commercial  
Industrial  
Aged Care  
Retail  
Government  
Health  
Education  
Sport Venue  
Strata Residential  
Independent**



## TEAM

|                                        |                                                                  |                                       |
|----------------------------------------|------------------------------------------------------------------|---------------------------------------|
| Members of a trade union<br><b>28%</b> | <b>2</b> Enterprise Agreement covering<br><b>75%</b> of the team | Fulltime Team members<br><b>53</b>    |
| Minor Works Team members<br><b>9</b>   | Service Team members<br><b>8</b>                                 | Maintenance Team members<br><b>22</b> |

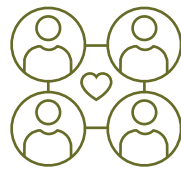
## OPERATIONS



|                                                                    |                            |
|--------------------------------------------------------------------|----------------------------|
| Head Support Office<br><b>1</b>                                    | Service Fleet<br><b>29</b> |
| Annual Maintenance & Service of Assets worth over<br><b>\$2.6B</b> |                            |



## RESPONSIBLE SOURCING PROGRAM



## SUPPLY PARTNERS

|                       |            |
|-----------------------|------------|
| Trade Suppliers       | <b>47</b>  |
| Operations Suppliers  | <b>12</b>  |
| Procurement Suppliers | <b>nil</b> |

IProtect Group sources products & services from local distributors and does not source products & Services abroad

IProtect Group has developed and distributed the following documents to its stakeholders in order to assess the policies each has undertaken to support Responsible Sourcing

|                          |                          |                                   |                                                |
|--------------------------|--------------------------|-----------------------------------|------------------------------------------------|
| Modern Slavery Statement | Supplier Code of Conduct | Sustainable Procurement Statement | # of IPG team advised requirement<br><b>53</b> |
|--------------------------|--------------------------|-----------------------------------|------------------------------------------------|

## ***Due Diligence & Remediation***

Extreme Fire Solutions continually collaborates with stakeholders to identify and understand the impact of its activities and to limit negative impacts. Due diligence is implemented to prevent and mitigate adverse impacts and to uphold ethical business practices. Extreme Fire Solutions actively seeks to only do business with suppliers that share similar values and respect safe, fair and sustainable working environments.

Extreme Fire Solutions' management of modern slavery falls within its overall approach to protecting human rights and as outlined by our Supplier Code of Conduct documents.

This document outlines Extreme Fire Solutions' expected standard of behaviour from our suppliers to uphold what we stand for as an organisation. All suppliers conducting business with Extreme Fire Solutions must ensure that their operations follow applicable laws, standards and regulations that pertain to Modern Slavery and Human Trafficking. All such suppliers must have read and understood the document provided.

In addition to suppliers complying with Extreme Fire Solutions' Suppliers Code of Conduct, we in turn expect that our suppliers require their own supply chain to comply with similar principles to those outlined in our Supplier Code of Conduct.

Extreme Fire Solutions endeavours to ensure that slavery, unlawful child labour and human trafficking are not taking place through our supply chain. We do this by also requiring our suppliers to provide their Modern Slavery and Human Trafficking statements to us to continue a partnership that collaboratively works to address Modern Slavery and uphold Ethical Business Practices.

## ***Risk Management***

IProtect Group has implemented a risk management process to identify, assess, mitigate and monitor potential risk areas where it could be exposed to human rights concerns including modern slavery and human trafficking.

Two documents have been established "High Risk Assessment" and "Sensitive Area List" which are both used to determine if suppliers may have a higher risk.

## ***Communications***

Extreme Fire Solutions' Director has approved the Modern Slavery and Human trafficking Statement.

Extreme Fire Solutions has communicated our Supplier Code of Conduct, Sustainable Procurement and Modern Slavery and Human trafficking Statement Company wide.

We have also made the document available on our employee internal digital communications. All documents and expectations have also been made part of our employee onboarding and inductions experience.

# Suppliers Code of Conduct

## *IProtect Group views its suppliers as partners*

This Supplier Code of Contact sets out the minimum standards of behaviour that Extreme Fire Solutions expects its suppliers to meet in the areas of labour and human rights, non-discrimination, bullying, harassment and discrimination, wages, benefits, working hours, workplace health and safety, environment, business integrity, privacy and supplier diversity.

## *IProtect Group views its suppliers as partners*

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## ***Introduction***

In alignment with our corporate values, Extreme Fire Solutions is committed to promoting ethical, environmental and social standards throughout our supply chain, which include suppliers, contractors, sub-contractors and consultants.

This Supplier Code of Conduct provides a set of guiding principles and clearly communicates Extreme Fire Solutions' expectations of our suppliers to help us make the right decisions every time. These principles operate in conjunction with our values and our need for a safe, fair and sustainable working environment, including those relating to human rights.

Extreme Fire Solutions expects our suppliers to read, understand and ensure that their business and supply chain meet these principles.

## ***Corporate Governance and ethics***

Strong corporate governance and ethical behaviour are central to Extreme Fire Solutions' approach to business. Suppliers must comply with all applicable laws, standards and regulations on bribery, corruptions and prohibited business practises in the countries where they operate. Suppliers must conduct business in an ethical, equitable, transparent, trustworthy and professional manner in all their dealings.

Suppliers must disclose any part of their business operations that may not meet reasonable Australian community standards of ethics and business practices.

## ***Labour and Human Rights***

Extreme Fire Solutions respects human rights as set out in the International Bill of Human Rights and principles of the UN Global Compact. We expect our suppliers to respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities.

We do not tolerate child labour in our supply chain and expect our suppliers to ensure compliance with relevant laws affecting forced or involuntary labour. We expect our suppliers to comply with relevant laws and regulations in relation to employment practices, wages and benefits, working conditions and equal opportunity. Suppliers must not use deductions of wages as a disciplinary measure and must pay workers as required by law.



We do not tolerate slavery, servitude and human trafficking in our supply chain. Suppliers must not require workers to surrender any government issued identification, passport or work permits or other personal document as a condition of employment.

### ***Non-discrimination***

Extreme Fire Solutions is committed to providing an environment in which employees have equal access to opportunities available at work. Suppliers must not engage in or support discriminations in hiring and employment practises, including on the grounds of: Age; Gender; Ethnic Origin; Religious beliefs or practises; Race; Cultural background; Marital relationship status; Disability; Physical appearance; Sexual orientation; Gender identity and expression; Pregnancy or potential pregnancy; or Parental status.

Suppliers must ensure that their employees are not harassed in any way and encourage a culture of respect and inclusion.

### ***Bullying, Harassment and Disciplinary Practices***

Suppliers must provide a workplace that is free of direct and indirect discrimination, harassment and bullying. Suppliers must not use violence, threats of violence or other forms of physical correction, corporal punishment or torture. Mental or verbal abuse, sexual harassment or sexual abuse of employees, or the threat of any such treatments is prohibited.

Suppliers must promote a “Zero” tolerance of unlawful harassment.

### ***Wages and Benefits, Working Hours***

Suppliers must provide fair pay and working conditions for employees including adequate rest periods, Leave, minimum wage requirements and must not require workers to exceed prevailing local work hours. Compensation paid to employees will comply with applicable national wage laws. Suppliers must pay employees in a timely manner and aim at providing an adequate standard of living for employees and their families.

### ***Workplace Health and Safety***

Extreme Fire Solutions is committed to promote a culture of health and safety awareness and practices to ensure risks in the workplace are identified, assessed and eliminated or controlled.

Suppliers must identify and comply with all legal responsibilities under applicable legislation of the countries in which they operate. Suppliers must ensure that their workers understand and follow health and safety policies and procedures that apply to their work.

Suppliers must provide a safe and clean environment for employees and take reasonable steps to identify workplace hazards and minimise the risk to workplace injury, illness or disease for workers.



Suppliers must obtain, maintain and keep up-to-date all permits, licenses and registrations required for works carried out in accordance to local law and provide appropriate training to workers to perform their job safely.

Safety information relating to hazardous materials shall be available to educate, train and protect workers from hazards. A safe and healthy working environment also includes as a minimum: Portable drinking water; Adequate lighting, temperature and ventilation; Clean toilet facilities and personal protective equipment.

Suppliers must support workers to raise health and safety issues or concerns without the fear of disciplinary actions, dismissal or discrimination.

Suppliers must have systems, training and emergency equipment in place to effectively respond to and manage incidents and emergencies.

### ***Environmental Considerations***

Suppliers are expected to comply with all relevant local and national laws and regulations relating to the environment. Suppliers are expected to have a documented environment management policy and set targets to reduce material environmental impacts. Suppliers are expected to provide transparent and public reporting on material environmental performance.

Suppliers must identify, monitor and seek ways to maximise efficient use of energy consumptions, water, resources and raw materials from their own operations. Suppliers must also seek ways to minimise greenhouse gas (GHG) emissions.

### ***Risk Management***

Suppliers are expected to have a risk management framework which incorporates social, ethical, safety and environmental risks into their risk management processes. We encourage our partners to have established a business continuity plan to minimise business impacts in the event of major disruptions, including an emergency response plan to minimise harm to employees, the local community and environment in the event of a site disaster.

Suppliers are expected to have appropriate information, security policies and procedures in place for secure access to our information.

### ***Freedom of Association and Collective Bargaining***

Suppliers are expected to ensure that rights in connection with freedom of association and collective bargaining are respected. Workers without discrimination have the right to join or form trade unions of their own choosing and to bargain collectively. The employer should adopt an open attitude towards the activities of trade unions and their organisational activities.

Workers representatives are not to be discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under relevant laws, the employer facilitates, and does not hinder, the development of equivalent means for independent and free associations and bargaining.

## ***Community Development***

Extreme Fire Solutions contributes to community development through several initiatives, including sponsorships, employee giving and strategic partnerships with charitable organisations.

Extreme Fire Solutions does not establish specific supplier expectations in relations to community activities however prefers that its suppliers share similar values in relations to community contribution and can demonstrate tangible initiatives in support of community development.

## ***Supply Chain***

Extreme Fire Solutions embraces a strong belief in the advantages of sustainable procurement and aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain. IProtect Group is committed to helping our suppliers comply with the code and in turn, expect our suppliers to require their own suppliers to comply with similar principles to those outlined in this code of conduct.

# Sustainable Procurement Statement

The IProtect Group t/as Extreme Fire Solutions embrace a strong belief in the advantages of sustainable procurement and seeks to contribute positively to society and the economy through making sustainable purchasing decisions and encouraging our suppliers to do the same.

Extreme Fire Solutions' values around sustainability Procurement include, but are not limited to, the following:

## *Legal and Regulatory Compliance:*

- All suppliers conducting business with Extreme Fire Solutions must ensure that their operations follow applicable laws, standards and regulations.

Additionally, Suppliers must comply with Extreme Fire Solutions' Supplier Code of Conduct and in turn, we expect our suppliers to require their own suppliers to comply with similar principles to those outlined in our Code of Conduct.

## *Ethical Sourcing*

- Extreme Fire Solutions is committed to ethical business conduct and the responsible sourcing of materials throughout our supply chain. Again, Extreme Fire Solutions' suppliers must comply with our Supplier Code of Conduct pertaining to responsible sourcing of materials.

## *Environmental*

- Extreme Fire Solutions will acquire necessary goods and services that have least impact on the environment and human health within our capacity to do so.
- Extreme Fire Solutions gathers and evaluates key suppliers' environmental performance data to make informed choices and assess options with the intent to lower environmental impact
- Extreme Fire Solutions purchases goods and services in a way that minimises the impact on the environment where it is practically and economically viable.

Extreme Fire Solutions supports initiatives designed to help close the gap for Australia's indigenous peoples and communities and has partnered with Supply Nation, an organisation that identifies opportunities for indigenous businesses.

Our commitment to sustainable procurement is addressed by applying the below elements when planning procurement activities:

- Good Governance: Planning, reporting, control and monitoring
- Fair Operating Practices: Anti-corruption, fair competition
- Labour Practises: Labour protection, safe and healthy working conditions
- Human Rights: Avoidance of unethical collusion, encouraging diversity and compliance with Modern slavery legislation.
- Environmental Impact: Pollution control, water savings, recycle waste
- Consumer Rights: Transparent and unbiased information
- Community: Giving back to the community