



Agentic™
Fire & Safety

CORPORATE COMPLIANCE

Modern Slavery Policy, Statement & Procedures

Agentic Fire and Safety Pty Ltd

MODERN SLAVERY ACT 2018 · NO. 153, 2018

An Act to require some entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, to establish the Australian Anti-Slavery Commissioner, and for related purposes.

ISSUED

July 2026

DOC REF

AFS-MSS-01

APPROVED BY

Jon Buckley · CEO



Australian Government

MODERN SLAVERY STATEMENT

Agentic Fire and Safety Pty Ltd

REPORTING PERIOD

1 Jul 2026 – 30 Jun 2027

REPORTING ENTITY

Agentic Fire and Safety Pty Ltd

MADE UNDER

Modern Slavery Act 2018 (Cth)

1 About this statement

This Modern Slavery Statement is made by Agentic Fire and Safety Pty Ltd (ABN 62 692 925 107) in line with the *Modern Slavery Act 2018* (Cth) (the Act) for the financial year ended 30 June 2027. It describes our structure, operations and supply chains, the risks of modern slavery practices in those operations and supply chains, the actions we take to assess and address those risks, and how we assess the effectiveness of those actions, addressing each of the reporting criteria in section 16 of the Act.

Agentic Fire and Safety does not meet the consolidated revenue threshold that would make it a mandatory reporting entity under the Act. This statement is given voluntarily under section 6 of the Act, reflecting our commitment to transparency and ethical sourcing. It is our first modern slavery statement, the company having been incorporated in November 2025.

In this statement, “modern slavery” has the meaning given by the Act and includes forced labour, debt bondage, human trafficking, servitude, deceptive recruiting, forced marriage and the worst forms of child labour.

2 The reporting entity CRITERION 1

The reporting entity covered by this statement is Agentic Fire and Safety Pty Ltd (ABN 62 692 925 107, ACN 692 925 107), an Australian private company incorporated in November 2025 with its main business location in South Australia, trading under the registered business name “Agentic Fire and Safety”. Agentic Fire and Safety does not own or control any other entities. This is a single-entity statement.

3 Structure, operations and supply chains CRITERION 2

Structure

Agentic Fire and Safety is headquartered in Adelaide, South Australia, and is governed by its board of directors, led by the Chief Executive Officer. During the reporting period the company employed two people, both engaged directly in Australia under Australian workplace law. Specialist installation and trade work is performed by licensed subcontractors engaged under our channel partner onboarding and compliance procedures described in this statement. We also develop and operate ARGUS, our proprietary software platform, which is designed and built in-house by our directly employed staff in Australia.

Operations

Agentic Fire and Safety supply, and monitor fire protection and life-safety systems for commercial, industrial and multi-residential buildings, operating predominantly in South Australia and New South Wales. Our services include fire detection and alarm systems, advanced fire system monitoring, emergency and exit lighting, and associated compliance testing and reporting under the National Construction Code and Australian/New Zealand Standards (including AS 1851 and AS/NZS 2293).

Supply chains

Our primary supply chain involves the sourcing of fire detection, building management and emergency lighting control systems – including the FireM, Elumen and Plexus product platforms – electronic hardware, specialist associated software, and the cloud hosting infrastructure on which our ARGUS platform, Plexus and Elumen and the FireM service run.

FIREM

An IoT-enabled advanced fire monitoring platform combining interface hardware installed on fire indicator panels with a cloud-based software service. Hardware incorporates electronic components (printed circuit boards, communications modules) typically manufactured overseas.

ELUMEN

Emergency and exit lighting incorporating LED components and lithium iron phosphate (LiFePO₄) batteries manufactured overseas.

PLEXUS

Wireless mesh networking nodes and gateways used to connect emergency lighting and other safety devices for remote monitoring and automated compliance testing typically manufactured overseas.

ARGUS

An AI-powered analytics and monitoring platform that sits above on-site fire panels, gateways and connected devices, turning their data into real-time oversight, reporting and compliance evidence. Delivered predominantly as a cloud-hosted software service.

Beyond these product lines, our supply chain includes cabling and electrical consumables, subcontracted specialist trades, information technology services, and office and facilities services. While our direct (tier 1) suppliers are predominantly Australian distributors, we recognise that the deeper tiers of our supply chain – in particular electronics manufacturing, battery production and raw material extraction – extend into global markets.

We also recognise risks associated with software, cloud and IT services. While software development itself is low risk when performed by professional staff in regulated markets – and ARGUS is developed in-house by our Australian employees – residual risks sit in the manufacture of data centre servers and networking hardware behind cloud-hosted services, the IT equipment we purchase directly, and any outsourced support services used by our software vendors.

CRITERION 3

4 Risks of modern slavery in our operations and supply chains

We assess the risk of modern slavery in our directly employed workforce as low. Our staff are engaged in Australia under enterprise agreements or modern awards, are paid at or above legal minimums, and work in a regulated trade environment.

The more significant risks sit within our supply chain, where we may be exposed to modern slavery through the entities we buy from and their upstream suppliers. During the reporting period we identified the following principal risk areas:

Electronics and components

The FireM, Elumen and Plexus product platforms depend on printed circuit boards, semiconductors, communications modules and LED components. Electronics manufacturing is internationally recognised as a higher-risk sector for forced labour, excessive recruitment fees and passport retention, particularly in parts of East and South-East Asia.

Batteries and raw materials

Emergency lighting relies on lithium-based batteries. The extraction and processing of battery minerals and other raw materials (lithium, cobalt, tin, tungsten, tantalum and gold) carries recognised risks of forced labour and the worst forms of child labour in some source countries.

Subcontracted and outsourced services

Base-skill services procured domestically, such as cleaning and labour hire, carry risks of underpayment and exploitation of vulnerable workers, including migrant workers on temporary visas.

Because we purchase FireM, Elumen and Plexus products through their Australian suppliers rather than directly from offshore factories, our exposure is primarily a risk of being *linked* to modern slavery through the practices of entities deeper in the supply chain, rather than a risk of causing or directly contributing to it.

CRITERION 4

5 Actions taken to assess and address these risks

During the reporting period, Agentic Fire and Safety took (and continue to take) the following actions, including due diligence and remediation processes:

Supplier code of conduct

Key vendors and contractors are required to adhere to ethical labour standards covering freedom of employment, legal working age, payment of at least minimum wage, no retention of identity documents and no worker-paid recruitment fees.

Supplier due diligence questionnaire

All key vendors and new critical suppliers – including the manufacturers of our FireM, Elumen and Plexus product lines – are required to complete our Supplier Ethical Sourcing and Modern Slavery Questionnaire (AFS-MSQ-01), which examines labour standards, subcontracting, international sourcing, grievance mechanisms and training. We conduct assessments of new critical suppliers – including software and cloud service vendors – to ensure alignment with our anti-slavery principles.

Risk-based supplier scoring

Questionnaire responses are graded against an internal scoring rubric. Responses indicating critical labour-standards failures (such as retention of worker passports or worker-paid recruitment fees) are classified high risk and result in onboarding being halted or the engagement paused pending immediate management review.

Remediation pathway

Where a supplier is assessed as medium risk, engagement continues conditionally subject to a corrective improvement plan and follow-up review within six months. Where credible modern slavery concerns are identified, our approach is to work with the supplier to remediate in the first instance, escalating to termination where remediation is refused or fails, and reporting to relevant authorities where appropriate.

Contractual onboarding controls

New suppliers cannot be onboarded, and purchase orders cannot be issued, until the questionnaire has been completed and assessed.

Training and awareness

Staff receive internal training to recognise indicators of modern slavery and human trafficking and to escalate concerns.

Grievance mechanism

We maintain confidential channels (such as anonymous surveys) through which employees, contractors and supply chain workers can report unethical practices or concerns without fear of reprisal.

CRITERION 5

6 Assessing the effectiveness of our actions

We assess the effectiveness of these actions through the following measures, which are reported to senior management and reviewed by the Board annually:

- a.** the number of of key and critical suppliers that have completed the questionnaire and been risk-rated;
- b.** the number of suppliers rated medium or high risk, and the status of resulting improvement plans and management reviews;
- c.** completion of government approved modern slavery awareness training online modules by all staff involved in procurement;
- d.** the number and nature of grievances or reports received through our reporting channels, and the outcomes of any investigations; and
- e.** an annual management review of this statement, the questionnaire, the scoring rubric and our procurement procedures, with findings and improvement actions reported to the Board.

During the reporting period, no reports or incidents of modern slavery were received through our grievance channels or otherwise identified, and no supplier was assessed as high risk.

CRITERION 6

7 Consultation

Agentic Fire and Safety Pty Ltd does not own or control any other entities, so the consultation requirement in section 16(1)(f) of the Act does not apply to any owned or controlled entities. This statement was nonetheless prepared in consultation with those responsible for procurement, operations and compliance within the business, and was reviewed by the directors before approval.

CRITERION 7

8 Other relevant information and future commitments

We acknowledge that addressing modern slavery is a continuing process. In the next reporting period we intend to:

- a. extend questionnaire coverage beyond key and critical suppliers to our broader supplier base, prioritising electronics, battery and PPE categories;
- b. continue seeking copies of the modern slavery statements and ethical sourcing policies of the manufacturers behind our principal product platforms, including FireM, Elumen and Plexus, and review them as part of supplier re-assessment;
- c. fully incorporate modern slavery clauses, including audit and termination rights, into our standard supplier terms; and
- d. expand modern slavery awareness training beyond procurement to operational and field management staff.

9 Approval and signature

This statement was approved by the Board of Directors of Agentic Fire and Safety Pty Ltd, as the principal governing body of the reporting entity, on 21 July 2026, in accordance with section 13 of the Act, and is signed by Jon Buckley in his capacity as Chief Executive Officer and a responsible member of the reporting entity.

APPROVED AND SIGNED



Jon Buckley

Chief Executive Officer · Agentic Fire and Safety Pty Ltd

21 July 2026

APPENDIX

Notes





END OF STATEMENT

Committed to ethical operations across our supply chain.

This statement is published in accordance with the *Modern Slavery Act 2018* (Cth) and reflects our ongoing commitment to identifying, assessing and addressing the risks of modern slavery in our operations and supply chains.

REPORTING ENTITY

Agent Fire and Safety Pty Ltd
Adelaide, South Australia

ENQUIRIES

agentfiresafety.com

DOCUMENT

AFS-MSS-01
Issued July 2026