



cirka

**MODERN
SLAVERY
COMMITMENT
STATEMENT**



MODERN SLAVERY STATEMENT

Cirka is committed
to protecting
human rights.

At Cirka, we are committed to protecting human rights, upholding ethical labour standards, and ensuring our operations and supply chains are free from modern slavery, forced labour, and child exploitation.

We recognise the inherent risks of modern slavery within the cleaning services industry, particularly where subcontracting and vulnerable worker cohorts are involved. As we grow and prepare to meet our formal obligations under the Modern Slavery Act 2018 (Cth), Cirka affirms its role as a responsible business that goes beyond compliance to lead with integrity, transparency, and accountability.

We do this not because we have to, but because we believe it is the right thing to do. Acting ethically is core to who we are as a business and reflects the values we expect from our people, our partners, and our industry.

Our Promise

Cirka is committed to playing an active role in eliminating modern slavery in all its forms. We believe every individual has the right to work in conditions of freedom and dignity, and we are dedicated to fostering a culture of ethical leadership and shared responsibility across our businesses.

A handwritten signature in black ink, appearing to read "Matt Bond".

Matt Bond
Owner, Co-Founder
Cirka

Our Commitment

In line with our values and Environmental, Social, and Governance (ESG) priorities, Cirka is committed to the following principles:

- **Zero Tolerance:** We uphold a zero-tolerance stance toward all forms of modern slavery, including forced labour, deceptive recruitment, debt bondage, and child labour.
- **Ethical Supply Chains:** We expect all suppliers and subcontractors to operate in accordance with our Supplier Code of Conduct, which prohibits modern slavery and child labour and sets clear ethical expectations throughout the value chain.
- **Responsible Procurement:** We consider the risk of modern slavery in all purchasing decisions and apply due diligence when selecting and working with suppliers. We choose to work with partners who treat workers fairly, meet legal obligations, and demonstrate ethical labour practices.
- **Transparency and Accountability:** We are committed to openly communicating how we manage modern slavery risks across our operations and supply chains. We aim to build trust with all stakeholders—clients, employees, and suppliers—by being clear, consistent, and accountable in our actions.
- **Capability and Awareness:** We are committed to building internal awareness and capability through ongoing education, training, and engagement with trusted partners, including our membership in the On Us Business Coalition for Safeguarding Children.
- **Child Safeguarding:** We recognise the responsibility of businesses in protecting children from harm. Our practices incorporate child safeguarding measures and reflect our belief that child safety is not just a social responsibility, but a business imperative.
- **Continuous Improvement:** We will continuously review and refine our frameworks, policies, and practices to remain aligned with evolving legislation, stakeholder expectations, and leading industry standards.

Governance & Accountability

Cirka's ESG Committee provides governance oversight and ensures that our commitments to ethical labour practices are embedded into core business decisions. We expect our suppliers to uphold the same standards and reserve the right to disengage from any party found in breach of our expectations following appropriate review.

“Cirka has been a trusted Knight Frank service partner for over 20 years. Cirka looks after a number of our contracts in Adelaide, including our flagship building. During our association with Cirka, we have always found them to be a reliable and responsive partner, demonstrating a commitment to quality and operating transparently. I recommend their services and look forward to future collaborations.”

**Paul Lemmy,
Knight Frank**



Thank you.
cirkor