

Shimmer

GLASS & PRESSURE CLEANING

MODERN SLAVERY STATEMENT

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IMMACULATE FACILITIES

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Shimmer

GLASS & PRESSURE CLEANING

1 Introduction

Shimmer Glass and Pressure Cleaning is committed to ethical business practices and ensuring that modern slavery and human trafficking have no place within our operations or supply chains. We uphold the highest standards of integrity, fairness, and transparency in compliance with the **Commonwealth Modern Slavery Act 2018** and the **NSW Modern Slavery Act**. Our approach to modern slavery reflects our core values of accountability, ethical responsibility, and respect for human rights.

2 Our Business and Supply Chain

Shimmer Glass and Pressure Cleaning is a leading provider of high-quality window and pressure cleaning services across Australia. Our operations cover commercial, residential, and industrial sectors. We work with a trusted network of suppliers providing cleaning chemicals, equipment, uniforms, and business support services. We diligently ensure that all suppliers align with our ethical standards and commitment to eradicating modern slavery.

3 Policies and Governance

We have established clear policies and governance frameworks to prevent modern slavery, protect workers' rights, and promote fair working conditions. These include:

- **Fair Work Act 2009** – Ensuring compliance with Australia's national employment standards, including fair wages, safe working conditions, and workers' rights protections.
- **Human Rights Policy** – Ensuring that workers within our organisation and supply chain are treated with dignity and respect.
- **Supplier Code of Conduct** – Establishing ethical and responsible business practices for all suppliers.
- **Anti-Bribery and Corruption Policy** – Preventing any form of exploitation linked to unethical practices.
- **Employee Code of Conduct** – Reinforcing ethical labor practices and fair treatment within our workforce.
- **Sustainable Procurement Policy** – Prioritising suppliers who share our commitment to sustainability and ethical sourcing.
- **Whistle-blowing Policy** – Empowering employees and stakeholders to report unethical conduct without fear of retaliation.

4 Due Diligence and Risk Assessment

We conduct thorough due diligence and risk assessments across our operations and supply chain to identify and mitigate potential modern slavery risks. This includes:

- **Supplier Screening** – Evaluating suppliers based on ethical labor practices and compliance with modern slavery laws.
- **Contractual Obligations** – Ensuring all supplier agreements prohibit forced labor, child labor, and exploitative practices.

- **Ongoing Monitoring** – Conducting regular audits and reviews to assess compliance with ethical labor standards.
- **Internal Consultation** – Engaging with stakeholders, employees, and industry partners to strengthen our anti-slavery measures.

5 Training and Capacity Building

We recognise that education is crucial in the fight against modern slavery. We provide training programs for employees, procurement teams, and suppliers to raise awareness about forced labor and exploitation. These initiatives empower our workforce to uphold ethical labor standards and recognise potential risks within the supply chain.

6 Measuring Effectiveness and Continuous Improvement

To ensure our commitment to eliminating modern slavery remains effective, we implement a structured approach to performance measurement. Key assessment areas include:

- Regular reviews of policies and procedures to enhance effectiveness.
- Supplier compliance audits to verify ethical sourcing practices.
- Employee feedback and reporting mechanisms to identify and address concerns.
- Continuous engagement with industry bodies to align with best practices in modern slavery prevention.

7 Ethical Labor Practices and Compliance

At Shimmer Glass and Pressure Cleaning, we uphold fair employment conditions and strictly prohibit any form of forced or involuntary labor. All work must be voluntary, and workers have the freedom to terminate their employment without penalty. We ensure workplace equality by treating all workers fairly, regardless of nationality or legal status, and prohibiting threats, coercion, or exploitation.

8 Fair Wages and Employment Standards

We comply with the **Fair Work Act 2009** and the **Cleaning Services Award 2020**, ensuring all employees receive fair wages and legally mandated benefits. Wage payments are made at regular intervals and directly to workers, with full transparency regarding hours worked, rates of pay, and deductions. We do not engage in deceptive wage commitments, debt bondage, or exploitative wage deductions.

9 Ethical Recruitment and Documentation Practices

We strictly prohibit recruitment fees and ensure that workers are not charged for employment-related expenses such as travel, visas, or processing fees. Identity documents, including passports and work permits, remain the property of the worker and cannot be confiscated or withheld. We also provide clear written contracts of employment, ensuring workers understand their rights and responsibilities before deployment.

10 Safe and Healthy Work Environments

We maintain a safe and healthy workplace, complying with all applicable fire codes, safety regulations, and workplace health standards. Our operations prioritise minimising workplace risks, preventing injuries, and ensuring a safe working environment for all employees.

11 Freedom of Movement and Fair Working Hours

Workers' freedom of movement shall not be restricted, and they shall not be physically confined to the workplace or employer-operated residences. Additionally, working hours shall not exceed legal limits, and no worker shall be forced to work overtime under threat of penalty or dismissal.

12 Grievance Mechanisms and Whistleblower Protection

We have established an effective grievance procedure to ensure workers can report concerns without fear of retaliation. This includes confidential reporting channels and a structured process to investigate and resolve issues related to modern slavery and labor exploitation.

13 Ethical Recruitment and Labor Agencies

When subcontracting recruitment, we ensure that labor agencies operate legally, are certified or licensed by relevant authorities, and do not engage in fraudulent or coercive practices that put workers at risk of forced labor or trafficking.

14 Commitment to Continuous Improvement

Shimmer Glass and Pressure Cleaning remains dedicated to maintaining a workplace and supply chain free from exploitation. Through proactive policies, strategic oversight, and continuous improvement initiatives, we strive to uphold ethical employment, fair wages, and safe working conditions while leading the industry in modern slavery prevention.

Shimmer Glass and Pressure Cleaning has ISO certifications, which assures clients that we have met the required international quality and safety standards.



Environmental Management




Occupational Health and Safety Management



Quality Management


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