

UTOPIA **DIGITAL**

# Modern Slavery Statement

May 2025

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# Modern Slavery Statement 2025

Utopia Digital Group Pty Ltd

ACN 665 345 808

## 1. Introduction

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* for the financial year ending 30 June 2025. It outlines the steps taken by Utopia Digital Group Pty Ltd (“Utopia Digital”, “we”, “our”, “us”) to assess and address risks of modern slavery and human trafficking in our operations and supply chains.

At Utopia Digital, we are committed to ethical practices, corporate transparency, and human rights. We take a proactive approach to preventing exploitation in all its forms, including forced labour, debt bondage, child labour, and other forms of modern slavery.

## 2. Our Structure, Operations and Supply Chains

Utopia Digital is an enterprise digital solutions company headquartered in Brisbane, Australia. We specialise in delivering Common Data Environment (CDE) solutions through our proprietary platform **CDE Sync**. We operate across infrastructure sectors including transportation, energy, and the built environment.

Our operations include:

- Software development and integration (CDE Sync)
- Professional digital consulting services
- Partnerships with global software vendors (e.g., Autodesk, Bentley, Microsoft)
- Educational and research programs with institutions like the University of Technology Sydney (UTS)

Our supply chains primarily consist of:

- Cloud and infrastructure providers (Microsoft Azure)
- Software development tools and platforms
- Professional services (legal, accounting, marketing)
- Office and IT equipment suppliers
- Contracted specialists and partner consultants

## 3. Risks of Modern Slavery in Our Operations and Supply Chains

While the risk of modern slavery within our direct operations is low due to our knowledge-based service environment, we recognise potential risks in:

- **Technology and electronics supply chains** (e.g., hardware procurement involving global manufacturing)

- **Third-party service providers** operating in jurisdictions with weaker labour protections
- **Offshore software services**, particularly where outsourcing or subcontracting is used
- **Construction and engineering services** connected to client projects, where Utopia Digital contributes through digital transformation

We recognise the importance of ongoing vigilance, especially as our global engagement and digital supply chains grow.

## 4. Actions Taken to Assess and Address Modern Slavery Risks

To mitigate and address these risks, Utopia Digital has implemented the following measures:

### 4.1 Governance and Policy Framework

- Reviewed contractual terms with vendors to include modern slavery compliance clauses

### 4.2 Supplier Due Diligence

- Conducted risk-based assessments on our key suppliers, particularly cloud, software, and hardware providers.
- Preference for working with suppliers committed to transparency and ESG reporting

### 4.3 Employee Awareness and Training

- Delivered internal awareness on identifying and reporting modern slavery risks
- Encouraged a speak-up culture with mechanisms for employees to raise concerns safely

### 4.4 Ongoing Engagement

- Continued collaboration with partners such as Microsoft, Bentley Systems, and Autodesk, who publish their own modern slavery statements and ethical sourcing reports
- Active participation with BuildingSMART working groups that include ethical and data governance considerations

## 5. Assessing Effectiveness

We assess the effectiveness of our actions through:

- Periodic reviews of supplier practices and risk profiles
- Monitoring whistleblower reports and internal grievance mechanisms
- Inclusion of modern slavery criteria in any future procurement evaluations
- Annual review of this statement and our anti-slavery policies by the Executive Leadership Team

## 6. Future Commitments

In the next reporting period, Utopia Digital intends to:

- Expand due diligence to second-tier suppliers
- Establish a supplier self-assessment questionnaire on modern slavery risks
- Partner with industry bodies to align with evolving ethical procurement standards



## 7. Consultation and Approval

This statement has been prepared in consultation with the relevant teams across our operations and approved by the Board of Directors of Utopia Digital Group Pty Ltd on 06.05.2025.

Signed:

A handwritten signature in black ink, appearing to read 'Ryan Townsend', with a long, sweeping horizontal stroke extending to the right.

**Ryan Townsend**

*Co-Founder and Director*

Utopia Digital Group Pty Ltd

Date: 06.05.2025