

10 July 2025

Modern Slavery Statement – Unmand Systems Pty Ltd

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and outlines the steps Unmand has taken to assess and address the risk of modern slavery within our operations and supply chains for the financial year ending 30 June 2025.

1. About Unmand

Unmand is an Australian-owned and operated software company that designs, develops, and maintains proprietary automation software and solutions. All software development, support, and core operations are conducted in-house by employees based in Australia.

Unmand does not outsource our development or customer support services to offshore providers, and we maintain full control over our operational workflows and human resources.

2. Structure, Operations, and Supply Chain

- Business Structure: Privately held company headquartered in Melbourne, Australia.
- Operations: In-house software development, testing, customer support, and business operations.
- Supply Chain: Limited to Australian-based professional services, IT infrastructure (e.g. cloud hosting, hardware), and office supplies.

Our key suppliers include:

- Amazon Web Services
- Software as a Service providers
- IT hardware suppliers
- Professional advisors (legal, accounting)

3. Risks of Modern Slavery Practices

Given the nature of our operations , entirely conducted in-house, with a highly skilled workforce in Australia, the risk of modern slavery within our direct business operations is assessed as very low.

Potential areas of indirect risk may exist within:

- Global supply chains of cloud and hosting service providers
- Global supply chains of IT hardware suppliers

4. Actions Taken to Assess and Address Risks

Unmand is committed to ethical business practices and respects human rights. During the reporting period, we have:

- Conducted a preliminary risk assessment of our direct suppliers.
- Reviewed our procurement practices to ensure we engage only with reputable vendors.
- Ensured employment contracts comply with Australian labour laws and Fair Work requirements.
- Maintained a Whistleblower Policy and Code of Conduct accessible to all employees.

5. Assessment of Effectiveness

Unmand assesses the effectiveness of its actions to address modern slavery risks through a combination of qualitative and quantitative measures. These include:

- Employee Feedback and Engagement: Regular surveys and one-on-one discussions provide insight into employee wellbeing, satisfaction, and any potential concerns regarding workplace practices or conditions.
- Internal Policy Reviews: Periodic review of the Code of Conduct to ensure it remains fit for purpose and accessible to staff.
- Supplier Due Diligence and Ongoing Monitoring: Engagement with suppliers includes an assessment of their ethical sourcing practices and ongoing monitoring through review of service agreements and publicly available modern slavery disclosures.
- Incident Tracking: Monitoring for any reported breaches or concerns raised internally or externally related to labour rights or supplier conduct. As of this reporting period, no such incidents have been identified.

6. Approval

This Statement was reviewed and approved by the board in their capacity as the principal governing body of Unmand Systems Pty Ltd on 10 July 2025.

A handwritten signature in dark ink, appearing to read 'David Seal', with a stylized, sweeping flourish at the end.

Mr David Seal
Chief Executive Officer