

## Modern Slavery and Human Trafficking Statement

**Financial year:** 1 July 2025 – 30 June 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Intermoda has taken to ensure that slavery and human trafficking are not taking place in its business or supply chains.

### Organisation structure, business and supply chains

Intermoda operates through **Bridj Technology Pty Ltd and netBI Pty Ltd** (together referred to as *Intermoda*).

Intermoda provides **technology and software services**, including digital platforms, data solutions, and professional services to public and private sector clients. Our operations are primarily office-based and professional in nature.

Intermoda's supply chains are relatively limited and typically include:

- Information technology and cloud service providers
- Software development and technical contractors
- Professional services suppliers
- Corporate services providers

The majority of suppliers operate in **low-risk sectors**, however Intermoda recognises that modern slavery risks can exist in any supply chain, particularly where services involve outsourced labour or overseas operations.

intermoda.tech

ABN 20 120 804 864  
P: (07) 3149 8673  
E: info@intermoda.tech

Suite 2A, Level 2, 143 Coronation Drive,  
Milton, Brisbane QLD Australia  
4064

## Policies in relation to slavery and human trafficking

Intermoda has a **Modern Slavery Policy** which demonstrates our commitment to ethical business practices and the prevention of modern slavery across our operations and supply chains.

The policy:

- Prohibits all forms of modern slavery, including forced labour, child labour, human trafficking, servitude, and exploitation
- Applies to all employees, contractors, consultants, and suppliers
- Sets clear expectations for ethical conduct, reporting concerns, and cooperation with investigations
- Provides for disciplinary action or contract termination in cases of non-compliance

Intermoda maintains a zero-tolerance approach to modern slavery.

## Due diligence processes

Intermoda undertakes due diligence activities proportionate to the nature, size, and risk profile of its business. These include:

- Assessing modern slavery risks associated with new and existing suppliers
- Incorporating modern slavery and ethical labour obligations into supplier contracts where appropriate
- Requesting supplier confirmations regarding compliance with applicable modern slavery laws
- Taking appropriate action, including termination of supplier relationships, where non-compliance is identified
- Ensuring that our potential partners, clients or customers do not engage in modern slavery

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Due diligence activities are reviewed periodically to ensure they remain appropriate and effective.

## Risk assessment and management

Intermoda recognises that the risk of modern slavery is generally lower within its direct operations due to the professional and office-based nature of its work.

Potential risk areas may arise in parts of the supply chain involving:

- Outsourced or contracted labour
- Overseas suppliers or service providers
- Technology or support services delivered across multiple jurisdictions

Intermoda manages these risks by:

- Conducting supplier risk assessments
- Applying contractual controls
- Maintaining clear reporting and escalation processes
- Requiring suppliers to comply with applicable modern slavery legislation and ethical standards

## Effectiveness and performance indicators

Intermoda monitors the effectiveness of its approach to modern slavery through:

- Periodic review of its Modern Slavery Policy
- Monitoring supplier compliance as part of procurement and contract management activities
- Reviewing reported concerns or incidents (where applicable)

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To date, Intermoda has not identified any confirmed instances of modern slavery within its operations or supply chains.

Intermoda will continue to develop and refine its approach to measuring effectiveness as its business and supply chains evolve.

## Training and awareness

Intermoda is committed to ensuring that employees and contractors understand:

- What constitutes modern slavery
- How to identify potential risks
- How to report concerns safely and confidentially

Awareness of modern slavery obligations forms part of internal communication and management expectations. Intermoda intends to further strengthen training and awareness activities over time, particularly for staff involved in supplier engagement and procurement.

## Reporting concerns

Employees, contractors, and other stakeholders are encouraged to report suspected modern slavery concerns to:

- Their manager; or
- The CTO or CEO, particularly for serious matters

Reports can be made confidentially, and Intermoda is committed to protecting individuals from retaliation.

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## Approval

This statement has been approved by the Board of Intermoda.

Signed: 

**Name:** John Langford-Ely

**Title:** Chief Executive Officer

**Date:** 8<sup>th</sup> January 2026