# Modern Slavery Policy

# Section 1 - Purpose

(1) This Policy sets out the University's commitment to:

a. identify, assess, and minimise the risks of modern slavery in its operations and supply chains; and
b. maintain responsible and transparent operations and supply chains.

(2) The University opposes all forms of modern slavery and is committed to respecting and protecting the human rights of the University community.

### Background

(3) The term 'modern slavery' describes situations where coercion, threats or deception are used to exploit people and undermine or deprive them of their freedom. It broadly includes serious exploitative practices including human trafficking, slavery, forced labour, child labour, and other slavery-like practices.

(4) The University complies with the Modern Slavery Act 2018, which requires the University to report annually on the steps which it takes to assess and address the risks of modern slavery in its operations and supply chains.

(5) The University expects its staff, affiliates, and controlled entities to work together to give effect to the principles set out in this Policy.

### Scope

(6) This Policy applies to all University:

a. staff;
b. affiliates; and
c. controlled entities.

# Section 2 - Policy

### University commitment

(7) The University is committed to ensuring that:

a. University operations and supply chains do not cause, involve, or contribute to modern slavery;
b. University contractors, suppliers, collaborators, and others with whom the University does business respect and share the University's commitment to minimising modern slavery risk; and
c. the effectiveness of measures to ensure continual process improvement is evaluated.

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### External engagement

(8) All individuals engaging on behalf of the University (and its controlled entities) with external contractors, suppliers, collaborators, and others are required to:

a. undertake risk-based assessments and due diligence, to minimise the risk of modern slavery in the University's supply chain;
b. where appropriate and as informed by their risk assessment, engage with their contractors, suppliers, collaborators, and others to gain a proper understanding of the measures they have in place to identify and address modern slavery risks, including if applicable by requiring compliance with the University's Supplier Code of Conduct.

### Awareness

(9) The University will promote awareness of modern slavery through training and the availability of materials and practical tools to University staff, affiliates, and controlled entities to identify and address modern slavery risks.

### Reporting

(10) The University encourages staff, affiliates, and others to raise concerns about potential modern slavery in the University's operations and/or supply chains through the Complaint Management Procedure for Staff or the Complaints Resolution Policy for Students and Members of the Public.

# Section 3 - Procedures

(11) Nil.

# Section 4 - Guidelines

(12) Nil.

# Section 5 - Definitions

(13) The following definitions apply for the purpose of this Policy:

a. affiliate means persons holding Honorary titles with the University, consultants and contractors, and volunteers working for the University;
b. modern slavery has the same meaning as the Modern Slavery Act 2018; and
c. staff means all persons employed by the University, including continuing, fixed-term, and casual staff members.

## Status and Details

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