

**VICTORIA
UNIVERSITY**

MELBOURNE AUSTRALIA

THE NEW WAY TO DO UNI

MODERN SLAVERY STATEMENT

2021



INTRODUCTION

Victoria University plays an important role in combating modern slavery. This is reflected by one of the University's core values – **'to always be ethical'**.

The University is committed to respecting human rights, acting ethically in our dealings with partners and suppliers, and taking real action to address any modern slavery risks within the University's direct control.

This statement is made pursuant to the *Commonwealth Modern Slavery Act 2018*, by Victoria University with regards to the 2021 calendar year.

ABOUT US

Victoria University (VU) is a body corporate and politic in accordance with the *Victoria University Act 2010 (Vic)*.

For more than 100 years, VU (ABN 83 776 954 731) has offered accessible education to students in Melbourne's west and beyond from campuses across Melbourne's CBD and western suburbs. International students can also choose to study at VU Sydney. VU has a subsidiary company, VU Online Pty Ltd (ABN 17 623 496 186), which is responsible for the University's wholly online course offerings.

Ranked in the top 2% of universities and with 28 research disciplines at or above world standard in the latest Excellence in Research Australia (ERA) assessments, VU offers world-class academic opportunities.

As a dual sector university, VU offers a complete pathway from high school, into TAFE, undergraduate and postgraduate qualifications, with multiple entry and exit points.

VU is also the only university in Australia to have a dedicated college for first-year students. The First Year College helps students get university ready, allowing them to gain the skills, motivation and confidence to excel beyond first year. The College has redesigned the whole university experience, resulting in increased student satisfaction and retention, and introduced the VU Block Model in 2018 – a revolutionary learning model where units are completed in four-week blocks.



OUR PURPOSE

VU emboldens its people to design their future and has a deep commitment to protecting country.

Our purpose is the heartbeat of our *Strategic Plan 2022 – 2028: Start well, finish brilliantly*. It is about why we do what we do, the impact we have on people’s lives and why we insist on excellence.

Victoria University emboldens and supports its students, colleagues, allies, partners, alumni and friends to shape not only their own futures but also the wider world in which they live – through learning, research, career opportunities and community and industry development. We are of the west and of the world.

Protecting Country is about people, place and planet. It is a community-driven movement towards long-term social, cultural, physical and economic prosperity and sustainability. We honour this commitment.



OUR VISION

To be a global leader in dual sector learning and research by 2028.

What are the features of outstanding dual sector universities?

They bring together the finest and most relevant skills and marry them with the best possible career-focussed degrees. They embrace research which is strongly aligned to industry and society. And they are not restricted to the traditional designs of vocational or higher education.

Victoria University will define this field.

We will offer dual track education in a new, concurrent way. We will have an unrelenting student focus and an embrace of the workforce needs of the post pandemic world. We will underpin this with powerful digital enablement. Students will be able to accelerate when they want to, to slow down if they need to, and to balance their lives and study.

We have the capability and grit to do better, differently.

At the same time, we have a deep and unwavering commitment to inclusion, to respectful relationships and diversity. We will be a place where people will love to study and work, and are supported to realise their potential and aspirations.

There is a new category of university emerging.

At Victoria University, it has already begun.

Our values

The VU Values are:

- ◆ always **welcoming**;
- ◆ always **ethical**;
- ◆ always **shaping the future**; and
- ◆ always **together**.



OVERVIEW OF VU'S WORKFORCE

VU employ over 3000 staff across its workforce, in both academic and professional roles. The majority of these employees are located in Australia, with a small number located off shore.

VU employees are required to comply with all internal policies and procedures, which require them to act lawfully, ethically and with integrity. VU have in place a Staff Complaints Resolution Policy which ensures that anyone who has concerns about any application or misapplication of a University policy, has a means of raising their concerns confidentially, including any suspicions of modern slavery.



OVERVIEW OF VU'S SUPPLY CHAIN

As a large educational institute, VU sources a wide range of goods and services.

In 2021 VU had 2,364 paid suppliers in the finance system for a total expenditure of \$160M, with 9.6% of the suppliers having expenditure of greater than \$100,000. Approximately 50% of VU's total spend was with the top 167 suppliers, all of which, bar one, have head offices based in Australia.

Approximately 55% of all purchases involved a single invoice (one-off purchase) and approximately 26% were for dollar amounts less than \$1000.

VU purchase a wide range of goods and services, including:

- ◆ IT services, hardware and software
- ◆ Constructions and building services
- ◆ Security and maintenance
- ◆ Marketing and advertising
- ◆ Consultancy services
- ◆ Electronics
- ◆ Call Centre and labour hire services
- ◆ Office supplies and promotional products
- ◆ Educational resources
- ◆ Telecommunications and utilities
- ◆ Fleet and motor vehicles.



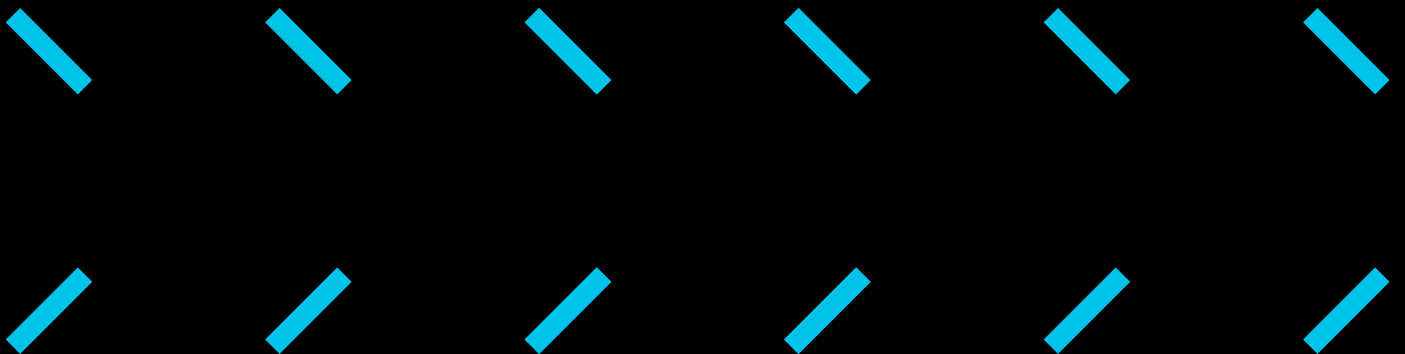
RISKS IDENTIFIED IN VU'S OPERATIONS AND SUPPLY CHAIN

VU provided purchasing data for 2021 for AUPN FRDM supply chain mapping to identify the following high risk modern slavery categories:

- ◆ Computer hardware
- ◆ Mobile phones
- ◆ Clothing including promotional merchandise and uniforms
- ◆ Office products
- ◆ Contact centre and labour hire services.

Staffing

VU is confident that its staffing model does not create or result in any modern slavery risks.



ACTIONS TAKEN

The following actions have been taken to date by VU in addressing modern slavery risk:

Legal and Governance

Modern slavery clauses have been drafted and inserted into all VU standard agreements and tenders.

A Modern Slavery Prevention Policy has been approved, published and socialised.

Training

Key members of the Procurement and Legal teams have completed third-party training modules in Modern Slavery risks.

Current Due Diligence

The strategic procurement process assesses potential suppliers on their compliance with Corporate Social Responsibility including Modern Slavery. These requirements are regularly reviewed. Supplier membership in ethical trade associations such as SEDEX is well regarded and encouraged.

Preferred Supplier Model

VU currently has 105 preferred suppliers used by the University and managed by IT Services, Marketing, Facilities, Retail and Corporate business areas. Panels of providers are encouraged to facilitate value for money and encourage suppliers to mitigate risks associated with modern slavery.

AUPN

VU continues to be a member of the Australian Universities Procurement Network (AUPN) whose member institutions work collaboratively to improve excellence in procurement practice and in the skills of procurement professionals in the higher education sector.

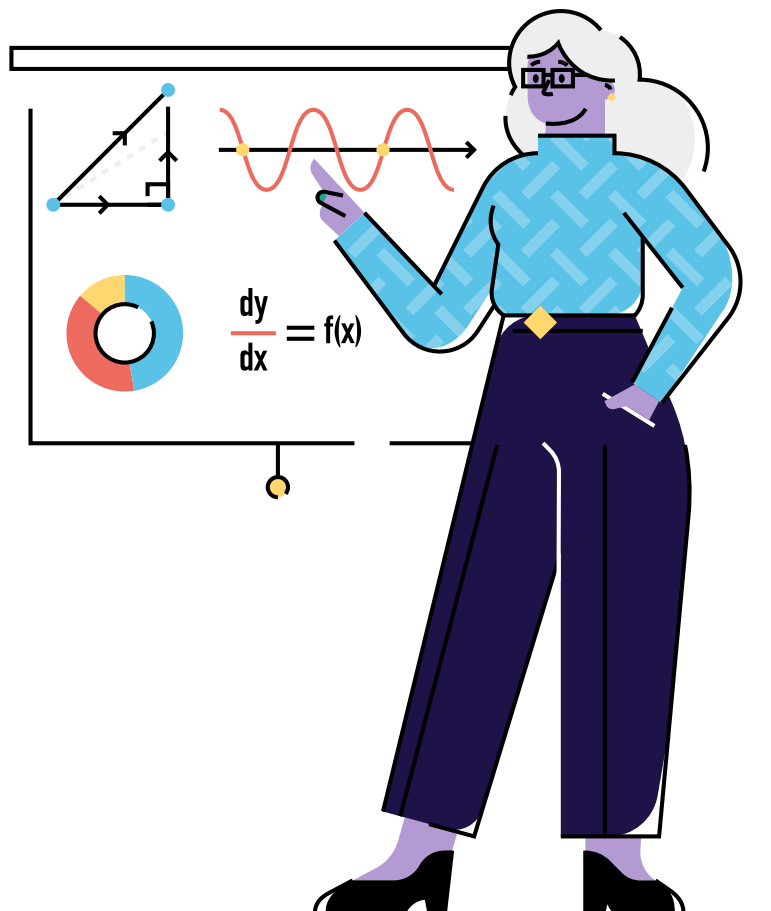
The AUPN have coordinated the collection of supplier data from member universities to facilitate the risk categorisation of suppliers using the FRDM supply chain mapping tool. Supplier data for 2021 was assessed by FRDM and the AUPN is finalising the approach for managing the high risk categories.



PLANNED ACTIONS

The following actions will be taken by VU within the next 12 months in addressing modern slavery risk:

- ◆ Further development of procedures and guidelines to sit under the VU Modern Slavery Prevention Policy
- ◆ Provide training to VU staff in the areas most likely to engage suppliers in high risk categories, i.e. IT, Facilities, Procurement.
- ◆ Continue to review and amend the current Purchasing Policy and Procedure to further reflect the risks and mirror the VU stance on Modern Slavery.



EFFECTIVENESS OF ACTIONS

VU considers that the actions it has taken to date in addressing modern slavery risk demonstrate its commitment to the prevention of modern slavery, but acknowledges that there is more work to be done. Further actions (as outlined above) will be important to continue to minimise risks of exploitation in our operations and supply chains.

Consultation and additional information

VU Online have been consulted, and have identified no modern slavery risks in their operations or supply chain.

The Victoria University Modern Slavery Statement is endorsed by the Victoria University Council and signed by Professor Adam Shoemaker, Vice Chancellor.

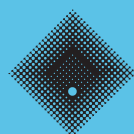


Approved by Professor Adam Shoemaker,
Vice-Chancellor of Victoria University

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