



Curtin University



Modern Slavery Statement 2021

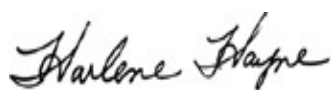
curtin.edu.au

Message from Vice-Chancellor

This statement sets out Curtin University's commitment to addressing risks of modern slavery in our organisation. The COVID pandemic persisted in its disruption to operations in 2021. However, despite the uncertainty faced, we remained in strong organisational shape due to the resourcefulness and resilience of our Curtin community.

We continue to apply that resourcefulness towards understanding and identifying risks of modern slavery in our operational and supply partnerships. While we have taken important first steps, we recognise that modern slavery is a diverse and complex issue that requires a collective and ongoing commitment to improvement by Curtin and our global partners.

We are proud to be a socially and environmentally conscious education and research institution and recognise our responsibility to collaborate and innovate so that our practices make a difference in a socially sustainable way.



Professor Harlene Hayne CNZM
Vice-Chancellor



About the Vice-Chancellor

Professor Harlene Hayne commenced as Curtin Vice-Chancellor in April 2021. She was previously the Vice-Chancellor of the University of Otago in New Zealand. American by birth and a psychological scientist by training, she is a Fellow of the Royal Society of New Zealand and of the Association for Psychological Science. In January 2022 she was made a Companion of the New Zealand Order of Merit (CZNM), one of the country's highest accolades, for her outstanding services to health and wellbeing. This follows the awarding of the New Zealand Order of Merit to her in 2009 for services to scientific and medical research. Professor Hayne received a Bachelor of Arts from Colorado College and a Master of Science and PhD in Behavioural Neuroscience from Rutgers University. She joined the University of Otago in 1992, and in 2011 became the vice-chancellor. In 2012 she received an Honorary Doctor of Science degree from Colorado College, USA, and in 2021 she received an Honorary Doctor of Laws from the University of Otago.

Statement of Approval



This Modern Slavery Statement has been prepared in accordance with the provisions of the *Modern Slavery Act 2018* and is provided pursuant to a resolution of the University's Council.



Dr Andrew Crane
Chancellor

About the Chancellor

Dr Andrew Crane has served on Curtin's governing body, University Council, since 1 April 2015 – initially as a member appointed by the Governor, and then as Chancellor since 1 January 2019. He has held executive positions in marketing, trading, manufacturing, strategy and business development and was most recently the CEO of the CBH Group. He holds a Bachelor of Science in Environmental Studies, a PhD in Remote Sensing of Agriculture and is a Fellow of the Australian Institute of Directors. In 2020, University Council elected Dr Crane to continue in the position of Chancellor for another three years, following the expiry of his first term of office on 31 March 2021.

About Curtin

Curtin University is Western Australia's largest university, with 59,939 enrolled students across its Australian and global campuses in 2021*. Of these, 20 per cent held international citizenship.

Established in 1986 and opening its doors to students in 1987, the University takes its name from John Curtin, the influential and widely respected former Prime Minister of Australia. Consistent with our namesake, Curtin continues to embrace his philosophy to "look ever forward", instilling a culture of innovation in its teaching and research, and inspiring staff and students to strive for a better future for all.

Curtin is a globally focused institution that offers a wide range of undergraduate and postgraduate courses in business, humanities, health sciences, resources, engineering and science. A culturally diverse university, Curtin fosters tolerance and encourages the development of career-ready, well-rounded individuals. A combination of first-rate resources, staff and infrastructure makes Curtin a major contributor to tertiary education, both within Australia and internationally.

Curtin has campuses in Australia, Malaysia, Singapore, Dubai and Mauritius. The University's largest campus is in the suburb of Bentley, six kilometres south of the centre of Perth, Western Australia. Curtin has four other sites in the Perth CBD, a new campus in east metropolitan Midland and a regional campus in Kalgoorlie.

Curtin's educational and research programs are spread across five teaching areas. Each teaching area equips its graduates with the knowledge, skills and industry experience needed to excel in their chosen profession:

- **Faculty of Business and Law**
 - Curtin Law School
 - School of Management and Marketing
 - School of Accounting, Economics and Finance
- **Faculty of Health Sciences**
 - Curtin Medical School
 - Curtin School of Nursing
 - Curtin School of Allied Health
 - Curtin School of Population Health

- **Faculty of Humanities**
 - School of Design and the Built Environment
 - School of Education
 - School of Media, Creative Arts and Social Inquiry
- **Faculty of Science and Engineering**
 - School of Civil and Mechanical Engineering
 - School of Earth and Planetary Sciences
 - School of Electrical Engineering, Computing and Mathematical Sciences
 - School of Molecular and Life Sciences
 - WA School of Mines: Minerals, Energy and Chemical Engineering
- **Centre for Aboriginal Studies**

The Centre for Aboriginal Studies offers a range of pathway, undergraduate, postgraduate and research programs which aim to broaden Indigenous knowledge and contribute to Aboriginal communities and their wellbeing.

Curtin is a leading research institution, known for its strength in agriculture and environment, astronomy and astrophysics, business, defence, digital and emerging technologies, digital humanities, health and medicine, indigenous studies, minerals and energy, society and culture, space and sustainability.

Curtin has close links with business, industry, government and the community, and its courses have a strong applied focus, with many involving work experience components. As a result, Curtin graduates are seen as highly desirable by employers, with skills that enable them to be successful and make a genuine and positive contribution in a continuously changing world.

Curtin is a body corporate established under the *Curtin University Act 1966*, an Act of the Western Australian Parliament. It is domiciled in Australia. As Curtin is not an incorporated company under the Corporations Act 2001, it does not have an Australian Company Number, nor a Certificate of Incorporation.

*The total number of enrolled students includes those studying in non-award Open Universities Australia programs.

Curtin locations



Perth

Kent Street, BENTLEY WA 6102
Postal address:
GPO Box U1987, PERTH WA 6845
curtin.edu.au



Perth city

Graduate School of Business
78 Murray Street, PERTH WA 6000

Curtin Law School
57 Murray Street, PERTH WA 6000

Curtin University St Georges Terrace
137 and 139 St Georges Terrace
PERTH, WA 6000



Midland

Curtin Centennial place
Centennial place, MIDLAND WA 6056



Kalgoorlie

Curtin Kalgoorlie
Egan Street, KALGOORLIE WA 6430



Malaysia

Curtin Malaysia
Senadin, MIRI, SARAWAK,
MALAYSIA
curtin.edu.my



Singapore

Curtin Singapore
90 and 92 Jalan Rajah,
SINGAPORE 329162
curtin.edu.sg



Dubai

Curtin Dubai
Block 11, 4th floor,
Dubai International Academic
City, DUBAI
curtindubai.ac.ae



Mauritius

Curtin Mauritius
Telfair, MOKA,
REPUBLIC OF MAURITIUS
curtinmauritius.ac.mu

Vision, mission, and values

Curtin University is a vibrant and globally engaged institution. We are innovative in our thinking and we have a track record of embracing change. Our graduates are highly sought after by industry and our alumni community includes leaders all over the world. We celebrate diversity, have a strong commitment to social justice and pride ourselves on offering a rich campus life for our students and staff.

We will continue to transform our learning environments in order to leverage the opportunities afforded by new technologies, aiming to deliver high- quality learning outcomes, irrespective of mode of delivery. Our goal is to ensure that our graduates are career capable, well-rounded individuals who reflect Curtin's values and signature behaviours and are proud Curtin ambassadors.

Our recent success in research has underpinned maintaining our position in international university rankings. We will seek to retain our areas of strength, at the same time pursuing emerging areas of research capability. By embracing a culture of innovation, we will provide commercialisation and entrepreneurship opportunities for our staff and students, ensuring that we play a key role in helping to drive the knowledge-based industries of the future.

Developing a clear and comprehensive global strategy, strengthened by our deep international partnerships and alliances, will enhance our ambition to be a genuinely global university. At the same time, we will not weaken our resolve to deliver impact in education and research for the benefit of our local communities. At our Perth Campus, the Curtin Exchange Precinct development will play a critical role in bringing education, industry and community together to further intensify our linkages and act as a catalyst for innovation and progress.

Vision

A recognised global leader in research, education and engagement, Curtin will be a beacon for positive change, embracing the challenges and opportunities of our times to advance understanding and change lives for the better

Mission

Transform lives and communities through education and research.

Curtin values

Building on a foundation of integrity and respect, and through courage, we will achieve excellence and have an impact on the communities we serve.

Curtin's approach to addressing modern slavery is embedded in our core values:

- **Integrity:** To act ethically, honestly and with fairness
- **Respect:** To listen, value and acknowledge
- **Courage:** To lead, take responsibility and question
- **Excellence:** To strive for excellence and distinction
- **Impact:** To empower, enable and inspire.



“...above all things, the University must have a soul. In it the divine spirit of service, and sacrifice for service, must pervade all its works”.

John Curtin

Courage; Respect; Integrity

The West Australian, The Views of Labour, April 16, 1932

Structure Operations and Supply Chain

Operations

Curtin teaches around 60,000 students across four faculties of Science and Engineering, Humanities, Health Sciences and Business and Law.

Curtin is a world class research university, receiving over \$100M in research funding in 2021 from both public and private sources. We have agreements with more than 80 international partner institutions in almost 20 countries and participate in 16 Cooperative Research Centres.

Curtin employs over 3,500 staff in teaching, research, and support roles. Most staff are employed under an Enterprise Bargaining Agreement negotiated in conjunction with the NTEU.

Curtin's annual revenue is around \$1B. Approximately 55% of revenue is received from the Australian Government for both research and teaching purposes. Other revenue sources include student fees and charges and consultancy and contract research income.

Supply Chain

Curtin's external spend for both operations and capital expenses in 2021 was over \$350M, across over 5000 vendors and 800 active contracts.

Curtin is a significant contributor to the Australian economy. Over 90% of Curtin's external spend in 2021 was with companies established within Australia. The remaining 10% was spent across the United States (4%), Europe (3%), Asia (2%) and elsewhere.

Curtin, in collaboration with 35 other Australian universities through AUPN, classifies our external spend using a four-tier hierarchy, across four key categories:

- **Business Services:** General business services represents a large proportion of Curtin purchases, including spend on research and teaching collaborations with other universities, student recruitment and advertising, and temporary staff expenses.
- **Properties and Facilities:** A significant proportion of Curtin's external spend is dedicated to maintaining and developing the campus infrastructure needed to support the teaching, learning and research activities.
- **Research and Teaching:** Curtin also spends around 10% with suppliers of research and teaching goods and services specific to higher education.
- **Technology:** Technology to support teaching, learning, research and operations makes up around 15% of our external spend.

Business Services (35%)	Properties & Facilities (40%)	Research & Teaching (10%)	Technology (15%)
<ul style="list-style-type: none"> • Corporate professional services • Human resources • Logistics & storage • Marketing & media • Office related supplies & services • Travel & entertainment 	<ul style="list-style-type: none"> • Buildings & grounds • Construction, refurbishment & works • Plant & equipment • Property management • Utilities & renewables 	<ul style="list-style-type: none"> • Laboratories & research • Lecturer & teaching expenses • Library services • Student services 	<ul style="list-style-type: none"> • Audio visual • IT hardware • IT professional services • IT software • Telecommunications

Curtin Principles and Approach

Principles

The principles and standards that Curtin has consulted and considered in our development of this Statement include:

- The United Nations (UN) Declaration of Human Rights
- The UN and International Labour Organisation conventions
- The UN Global Compact’s ten principles
- The UN Sustainable Development Goals.

Curtin’s definition of modern slavery encompasses slavery, servitude, the worst forms of child labour, forced labour, human trafficking, debt bondage, slavery like practices, forced marriage and deceptive recruiting for labour or services.

This is Curtin’s second statement, and it describes our actions over the past financial year to develop a strategic, industry wide and informed approach in collaboration with the Australian University Procurement Network (AUPN), and in line with the requirements of the Australian Modern Slavery Act.

It outlines Curtin’s approach to develop a framework to detect the risk of modern slavery and human trafficking across our Australian operations and supply chain and implement appropriate responses.

What is the Australian University Procurement Network (AUPN)?

AUPN currently has 38 member institutions working together to improve excellence in procurement practice and in the skills of procurement professionals in the higher education sector.

It operates under Higher Ed Services Pty Ltd, a subsidiary of Universities Australia.

AUPN Members



Modern Slavery in Higher Education

The higher education sector in Australia identified an opportunity for a collaborative approach to improve human rights transparency in the sector’s supply chains and contribute to the fulfillment of *Modern Slavery Act 2018* reporting requirements.

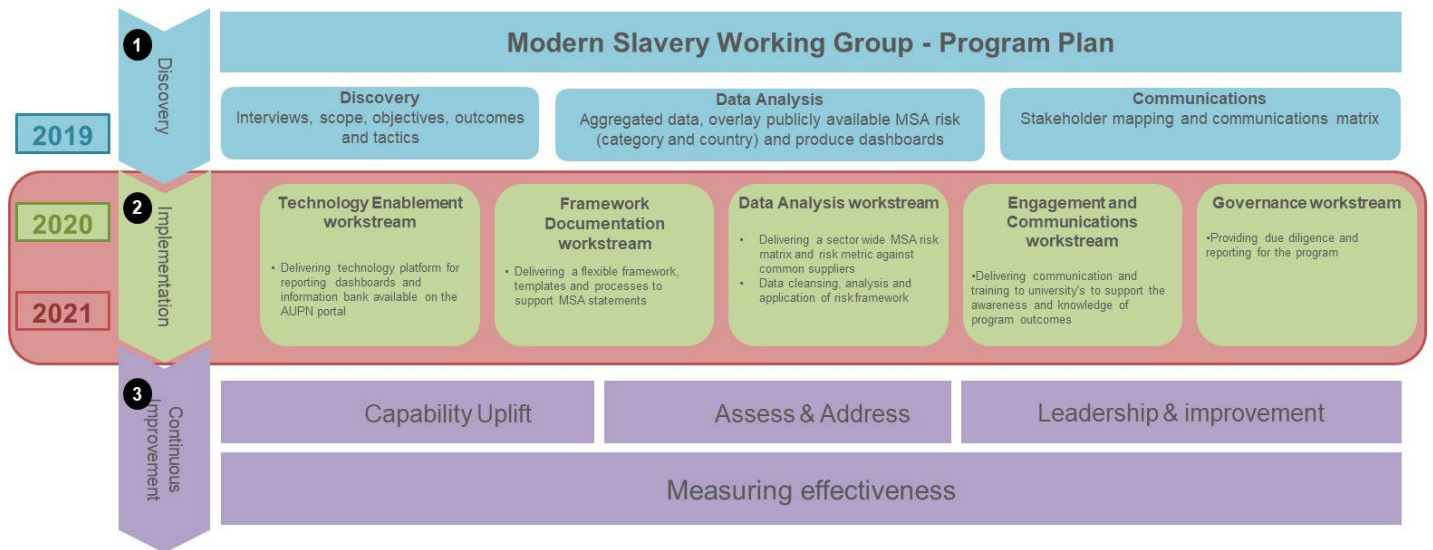
In 2019, a Modern Slavery Working Group was established to develop an aligned set of objectives and a program of activities to respond to the passing of the *Modern Slavery Act 2018*.

The Modern Slavery Working Group was formed under the Australian University Procurement Network

Why a sector wide approach?

New Obligation	The Modern Slavery Act 2018 (Cth) is applicable to most AUPN Member universities, and we wish to demonstrate leadership on this important issue
Efficiency	Working together will minimise the duplication of activities and associated costs across individual universities, including risk assessment, implementation of systems and remediation
Effectiveness	Leveraging our aggregated buying power should improve our capacity to identify and action any modern slavery risks and drive more effective changes through our supply chains.
Cooperation	AUPN members are an engaged group of procurement professionals within publicly spirited organisations, operating in a uniquely collaborative sector

AUPN Modern Slavery Program and Achievements



Risks of Modern Slavery Practices in Curtin’s Operations and Supply Chains

Industries that employ vulnerable populations have the highest risk of modern slavery. Vulnerability has many causes, including poverty, age, gender, immigration status and lack of legislative support for human rights.

In the last five years, there has been significant global investment into research that aims to create transparency on industries and geographies that are susceptible to modern slavery.

AUPN has reviewed the research and has developed and published a modern slavery risk rating that applies to Australian university supply chains, using:

- Global Slavery Index
- Verisk Mapcraft Human Rights indices
- Global Compact Network
- TRACE International
- Transparency International Corruption Perceptions Index
- OECD Due Diligence Guidance for Responsible Business Conduct
- Modern Slavery Registry.

Using these risk ratings, AUPN has mapped Curtin’s modern slavery risk for the first tier of our supply chain at a category level and a country level.

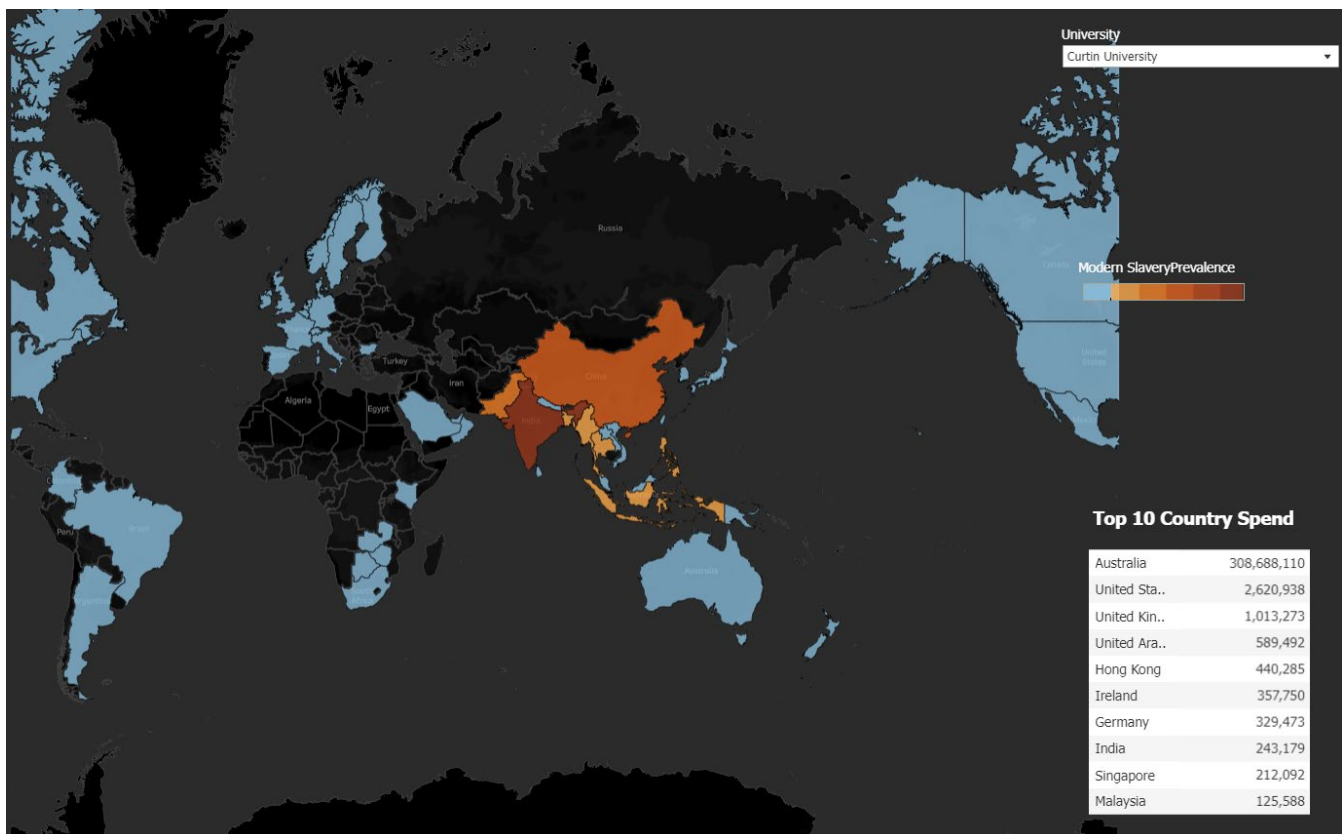
Approximately 10% of Curtin’s spend occurs in categories that are classified as high risk. The following high-risk categories have been identified:

- IT hardware
- Medical PPE
- Clothing & apparel
- Construction
- Cleaning

Only a small proportion (less than 0.5%) of our direct total spend is with suppliers based in countries that are classified as high-risk.

Curtin assessed the risk of modern slavery in our employment and staffing practices and did not identify any characteristics that might give rise to a higher risk of modern slavery. Curtin’s workforce is highly skilled and generally employed under the terms of Curtin’s Enterprise Agreement, which has been approved by the Fair Work Commission.

We do not use overseas recruitment firms that may subject our employees to recruitment fees or personal or property security deposits and we verify all employees have the right to work in Australia.



AUPN Map of Modern Slavery prevalence in 2021 with Curtin’s supply chain - top ten country spend.

Actions taken to assess and address risks

Curtin has worked together with the higher education industry both nationally and internationally through the collaboration with AUPN to ensure we develop a best practice research informed approach to maximise our impact on reducing modern slavery as an industry.

Supply Chain mapping technology

AUPN have partnered with FRDM to deploy a sector wide technology to tackle modern slavery within our supply chains.

FRDM (pronounced *free-dom*), is a supply chain technology company that will algorithmically identify modern slavery risks throughout universities' supply chains, enabling each university or the sector collectively to make informed decisions and take action to address modern slavery risk.

In 2021, 34 participating universities engaged in the various components of the implementation phase: engaged in a Change Management Group and its activities and collated and categorised a collective \$16.2 billion of procurement spend (Jan 20 – Jun 21).

AUPN went-live with the platform in February 2022.

FRDM is part owned by Made in a Free World and donates 5% of gross revenues to charity. It was founded in 2016, and is based in California, USA with the Managing Director ANZ based in Sydney. <https://www.frdm.co/>

RESILIENCE = TRANSPARENT

FRDM is the world's first supply chain mapping technology delivering a predictive bill of materials (BOM) allowing you to see risk and disruptions deep in your supply chain before they happen.



Modern Slavery Act Reporting

- Assist in developing annual university statements

Supplier Assessments and Scoring

- Manage, score and nest all questionnaires into supplier profiles

Supplier Data Cleansing/Coding

- Cleanse and code data to universal standards

Supplier Onboarding

- Qualify suppliers for modern slavery risk and other ESG standards during tender processes

Sub Supplier Visibility

- View potential risks of lower tier suppliers where modern slavery is more at risk

Adverse Media Reporting

- Get notified on articles and media on risk types tied to AUPN suppliers/industries

Cleaning Accountability Framework

“Our objective is to end exploitation in property services and improve work standards through education and advocacy”



<https://www.cleaningaccountability.org.au>

AUPN re-engaged with CAF in February 2021 to assist with the development of a compliance framework to cover contract cleaning & security at university campuses.

Key components include:

- 3 Star Standard
- Compliance framework and assessment methodology
- Procurement tools include a CAF Pricing Schedule
- Associated policies, guidance, tools and resources.

CAF was invited on multiple occasions to present to the broader AUPN community

- The Modern Slavery Working Group (MSWG) assisted CAF in the creation and dissemination of project information & surveys
- The MSWG and Academic Advisory Board member assisted in discussions and engagement between CAF and interested universities
- The MSWG worked with CAF to facilitate interest and participation by universities in a pilot program for 2023
- CAF is currently working with around 10 universities on the development of a pilot framework for University campuses.

Curtin assessed the Cleaning Accountability framework during 2021 for application to the main cleaning contracts on campus and has built in capacity in its current cleaning contracts to enable alignment with the sector as the approach matures.

Academic Advisory Board (AAB)

2021 Meetings and insights

The Academic Advisory Board was established in July 2020. Meetings were held quarterly for 2021. The Board’s aim is to enrich the AUPN sector approach through leveraging academic experience and learnings and embedding best practice recommendations and insights into program activities.

Board members were provided updates on the AUPN’s program and discussions were focused on specific themes/topics and provided excellent insights that have been used to refine our approach.

Curtin Modern Slavery Working Group achievements

In 2019, Curtin formed a Modern Slavery Working Group, to understand Curtin’s approach to responding to the requirements under the act, and set the framework to implement AUPN MSWG Program Plan. Curtin’s key achievements include

- Implementing recommended clauses and templates for the contracting and procurement process
- Implementing a dashboard to provide transparency around risk in our supply chain.
- Published a Supplier Code of Conduct on Curtin’s website.
- Updated contract templates to include a requirement for Curtin’s suppliers to comply with the Curtin Supplier Code of Conduct.
- Joined Electronics Watch as the first Australian member (see below for details)
- Reviewed international campuses to understand legal and cultural landscape, and rate the risk of modern slavery for each campus and develop a draft management framework.
- Performed a training needs analysis for the organisation and identified a number of training providers/



Electronics Watch

The mission of Electronics Watch is to help public sector organizations work together, and collaborate with civil society monitors in production regions, to protect the rights of workers in their electronics supply chains. In 2020, Curtin identified that a key risk of modern slavery in our supply chain was in the purchase of electronic equipment.

In 2021, Curtin became the first organisation in Australia to join Electronics Watch. The missions of electronics Watch include:

1. Informing and organising public procurement demand for decent working conditions in electronics supply chains	2. Investigating and working to improve working conditions in public procurement electronics supply chains
Socially Responsible Public Procurement Platform with tender and contract tools, including the Public Buyer Toolkit .	Regional Risk Assessments that inform public buyers of the risks to workers in certain regions of electronics production.
Affiliate network that allows public buyers to exchange ideas and learn from each other.	In-depth compliance monitoring to identify and remedy breaches of labour rights and safety standards in specific factories.
Guidance to contractors to help them comply with affiliates’ contractual requirements.	Complaints mechanism for workers and worker advocates.
Webinars, conferences, and educational events related to Socially Responsible Public Procurement.	Platforms with industry, civil society and public buyers to improve systemic industry conditions.

Curtin is working with its technology vendors to implement the contract clauses that enable Electronics Watch to implement their programs. Electronics Watch is supported in the EU and UK, through commitments under the public procurement policies of individual governments. It is expected that a whole of government approach in Australia will further enable the negotiations of the higher education sector.

Assessment of Effectiveness of Actions

Curtin recognises the importance of developing a clear reporting framework to measure effectiveness of our approach to addressing modern slavery risks and to enable a programme of continuous improvement.

Through working together with AUPN, the intent is to develop an industry wide framework for reporting.

In the second year of reporting, Curtin aims to capture and measure our approach to the following four key activity streams:

- Training and awareness activities - including an increasing rollout of training programmes across Curtin, to create ongoing awareness from senior management, procurement personnel, staff, and students.
- Procurement activities – including the frequency and consistency of the application of modern slavery requirements in the tendering and selection process.
- Supplier activities - will involve an ongoing Supplier due diligence programme and working collaboratively with industry led initiatives such as Electronics Watch and the Cleaning Accountability Framework.
- Response activities - will involve an assessment of how Curtin is responding to identified modern slavery risks.

The development and implementation of the framework and the gathering of baseline data is an ongoing piece of work. It will be aligned with AUPN, and Curtin 2030 Strategy as set out below:

CURTIN 2030





CONTACT

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