



Modern Slavery Statement 2024

deakin.edu.au

Deakin University CRICOS Provider Code: 00113B

Acknowledgement of Country



Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together.

As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located.

We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.



Contents

▶ 6 MESSAGE FROM THE CHANCELLOR AND VICE-CHANCELLOR

▶ 8 ABOUT DEAKIN UNIVERSITY

▶ 10 STRUCTURE, OPERATIONS AND SUPPLY CHAIN

- 10 Our structure
 - 12 Deakin at a glance
 - 13 Deakin staff
 - 13 Our governance
 - 14 Our operations
 - 22 Risk management
 - 22 Procurement
 - 23 Our supply chain
-

▶ 24 MODERN SLAVERY RISKS

- 25 Deakin's spend profile
- 26 Our modern slavery risks by country
- 28 Modern slavery risks by industry category
- 28 Spend by industry category in high risk countries
- 30 Overall modern slavery risk

▶ 32 ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

- 32 Development of the Modern Slavery Framework
 - 34 International Branch Campus Modern Slavery Risk Assessment
 - 34 Australasian Universities Procurement Network (AUPN)
 - 35 Our policies and procedures
 - 35 Grievance mechanism
-

▶ 36 EVALUATING EFFECTIVENESS

▶ 37 ONGOING COMMITMENT

- 38 Deakin in partnership with the AUPN and Electronics Watch

Message from the Chancellor and Vice-Chancellor



John Stanhope AM
Chancellor



Professor Iain Martin
Vice-Chancellor

Modern slavery breaches the most fundamental freedoms and human rights of individuals and is never acceptable in any of its forms.

As a leading educational institution, Deakin University importantly acknowledges its social and ethical responsibility to raise awareness among staff, students and external suppliers across our operations and supply chains about the risk modern slavery presents.

We are pleased to submit the *Deakin University Modern Slavery Statement* to the Department of Home Affairs for publication in the online register, as required under the *Modern Slavery Act 2018* (Cth). This Statement covers the period 1 January to 31 December 2024.

Following on from the University's *2023 Modern Slavery Statement*, we remain dedicated to doing all we can to play our part in eliminating modern slavery, by strengthening our knowledge of potential modern slavery risks within our operations and supply chains and promptly addressing them.

During 2024, we continued to build upon the positive work completed in 2023, through the implementation of the key findings from the comprehensive review of modern slavery processes and practices. Our approach to modern slavery also aligns with our organisational values of Brave, Dynamic, Ethical, Excellent, Inclusive and Sustainable.

In line with our commitment to excellence, in the last reporting period, we undertook an internal review of the University's modern slavery response, with a specific focus on supply chains.

The review found that while some early steps have been put in place to support modern slavery risk identification and management, more work is needed to ensure risk management and responses are embedded across university systems and processes and adapted where needed to specific operating environments.

In line with our commitment to prevent and mitigate risks, we have invested in our people by increasing our support services teams, including strategic procurement, to enhance our sourcing and supplier responsibilities. To ensure we are leveraging best practice, we engaged an external human rights expert, Fair Futures to evaluate our organisation on our readiness to meet modern slavery requirements and support our efforts to deepen and sharpen our understanding of where risk lies in our supply chains and operations.

Through our membership of the Australian Universities Procurement Network (AUPN), which currently supports 42 member institutions across Australia and New Zealand and in particular, their anti-slavery forum, Deakin has access to sector wide collaboration that supports us in addressing modern slavery risks, fulfilling reporting requirements under the Modern Slavery Act, and improving human rights transparency. We have also further partnered with the AUPN to leverage the Electronics Watch functionality which is a modern slavery risk assessment program.

Looking ahead to 2025, we will continue our efforts to enhance our modern slavery and procurement policies, deepen our engagement with suppliers in high risk categories, and build our evaluation and prevention strategies.

This *Modern Slavery Statement* is for Deakin University (ABN 56 721 584 203) and was approved by the Deakin University Council on 15 May 2025.

Signed for and on behalf of Deakin University.



John Stanhope AM
Chancellor



Professor Iain Martin
Vice-Chancellor

About Deakin University

Since it was founded in 1974, Deakin University ('Deakin') has formed an essential bond with communities in Victoria and through our education, research and innovation, has made significant contributions to the nation's social, cultural and economic capital.

Deakin aims to be a catalyst for positive change for the individuals and the communities it serves. We aspire to be recognised as Australia's most progressive university. This underpins our Strategic Plan *Deakin 2030: Ideas to Impact* which sets out our ambition and shared values.

Ambition

Our innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia's most progressive and responsive university, leading in blending digital capability with our distinctive campus precincts.

We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.

Values

Our values reflect what we believe and guide our actions and decisions. They are enduring, informing who we are, what we believe in, how we behave and what we stand for as individuals and as a university contributing to the public good.





Excellent

We strive for excellence in all aspects of our work.



Inclusive

We value diversity, embrace difference, respect and welcome all.



Brave

We make bold decisions, demonstrate courage and ambition, and we support personal responsibility and accountability.



Dynamic

We are innovative and entrepreneurial, solving problems with creativity and flexibility.



Sustainable

We care about our shared future, integrating economic, environmental and social dimensions of sustainability in all we do.



Ethical

We conduct our business with the highest standards of professional behaviour and integrity.

Deakin is committed to managing our operations and procurement practices in accordance with these values, and to work with suppliers who operate in accordance with all applicable modern slavery laws.

Structure, operations and supply chain

Our structure

The reporting entity for the purpose of this statement is Deakin University ABN 56 721 584 203, which is a public university and a body politic and corporate established pursuant to the *Deakin University Act 2009* (Vic) at 1 Gheringhap Street, Geelong, Victoria, 3220.

Deakin at a glance

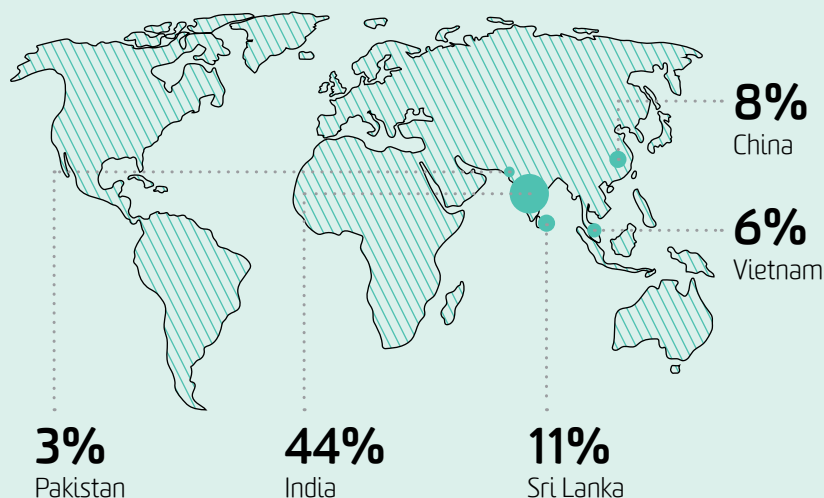
Deakin University excels in both education and research, performing highly in both areas globally – a feat few other universities can deliver at scale. This dual focus is embedded in our strategic priorities, including:

- addressing educational inequity and the skills gap
- enhancing student outcomes
- expanding the research ecosystem in collaboration with industry and community partners.



ENROLMENTS

International – top countries of origin



ENROLMENTS

Total enrolments

60,681 ▲3.2%

Equivalent full time student load (EFTSL)

41,089 ▲7.7%

Undergraduate

38,960 ▲0.4%

Postgraduate

18,884 ▲10.3%

Higher Degree by Research (HDR)

2,282 ▲2.0%

Non-award

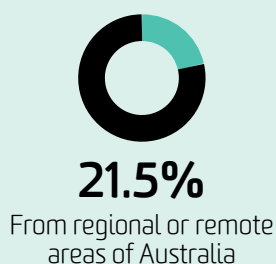
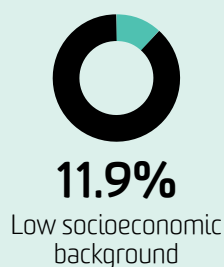
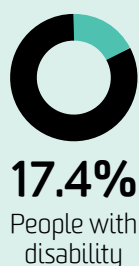
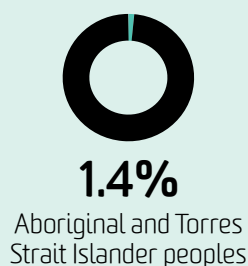
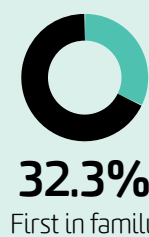
555 ▼8.1%

HDR completions

370 ▲11.4%

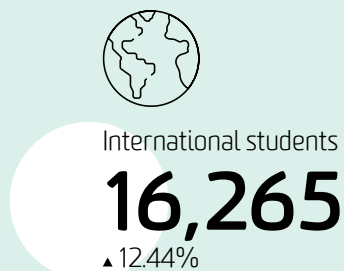
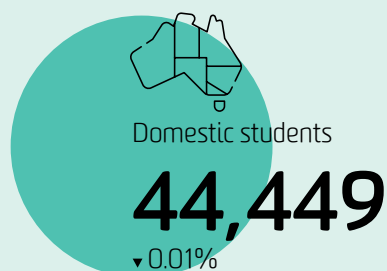
ENROLMENTS

Diversity, equity and inclusion



ENROLMENTS

Domestic and international*



1. ARWU 2024, QS 2025, THE 2025

2. ShanghaiRanking Global Ranking of Sport Science Schools and Departments 2024

3. Highly Cited Researchers 2024, Institute for Scientific Information™, Clarivate

4. Graduate Outcomes Survey – Longitudinal 2023, Quality Indicators for Learning and Teaching (QILT), Social Research Centre, Australia

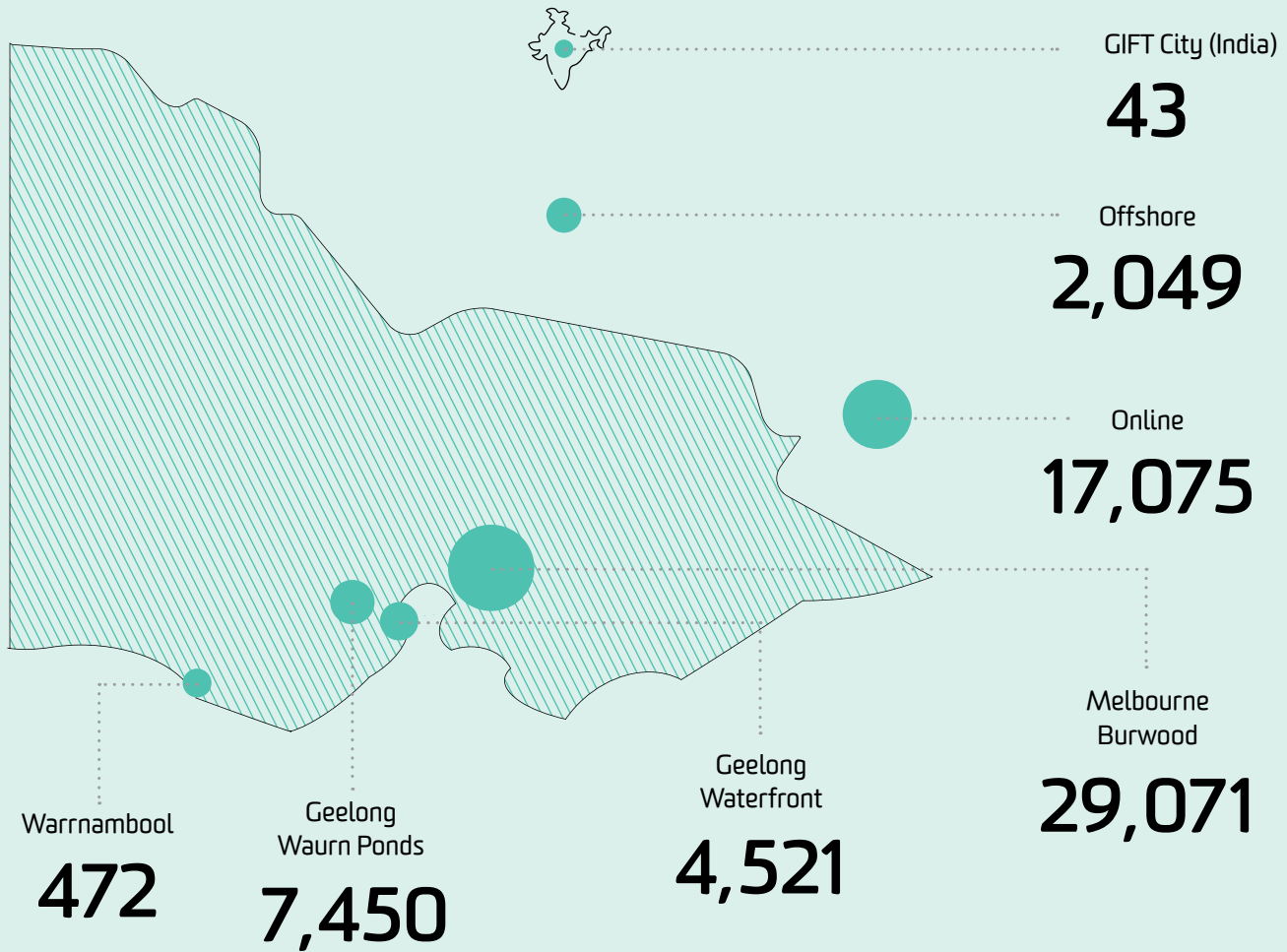
5. Student Experience Survey 2023, QILT, Social Research Centre, Australia

6. Graduate Outcomes Survey (2016-2023), Australian Graduate Survey (2010-2015), QILT, Social Research Centre, Australia (undergraduate degree holders)

*Note: due to students gaining residency during the year, some individuals may appear in both categories, resulting in the sum exceeding the total course enrolments figure.

ENROLMENTS

By campus / location



ENROLMENTS

By faculty

Arts and Education

14,211



Health

16,801



Business and Law

15,165



Other

825



Science, Engineering
and Built Environment

13,679



Deakin staff

Deakin is committed to cultivating a positive and engaging workplace culture – a culture that not only attracts exceptional individuals but also retains and nurtures talent. We firmly believe that effective leadership, meaningful career opportunities and trust are essential to create this environment.

Deakin is a major employer in the regions in which it operates and in 2024, had a total headcount of 6,197 staff across both academic and professional roles, increasing by 2.4% during 2024. Of these, 3,666 were in ongoing positions (both full time and part time), and the remaining staff (2,531) were in fixed-term or casual roles.



Our governance

Deakin is established by and governed in accordance with the *Deakin University Act 2009* (Vic). The responsible Minister throughout 2024 was the Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Water.

The University Council is Deakin's peak decision-making body, accountable for the overall governance of the University. The Council is committed to the highest standards of ethical conduct and to excellence in decision-making, so that Deakin maximises the value it creates for all members of its community.

The principal responsibilities of the Council include setting strategic direction, monitoring University performance, overseeing academic activities, approving the financial plan, major projects and commercial activities, and setting risk appetite and ensuring effective risk management.

Council Members

The Chancellor, John Stanhope AM, chairs the Council. The Deputy Chancellors throughout 2024 were Carol Boyer-Spooner and Dr Lyn Roberts AO.

Official members

Chancellor John Stanhope AM
Vice-Chancellor Professor Iain Martin
Chair of the Academic Board
Deakin Distinguished Professor Judy Currey

A full list of council members can be found in the *2024 Deakin University Annual Report*.

Our operations

Deakin blends the best of digital and on campus learning and working. We excel in blending digital capability with our distinctive campus precincts.

Our campuses facilitate partnerships to deliver social, cultural and economic benefits. Headquartered in Geelong we have campuses in central Geelong, Warrnambool, Melbourne (Burwood), Warrnambool and vibrant online digital education. In 2024, Deakin commenced operation of its first ever international branch campus in India within the Gujarat International Finance Tec-City (GIFT City) in Ahmedabad, and in early 2025 opened a second international branch campus, Deakin University Lancaster University Indonesia, in Bandung.

More information regarding Deakin's structure and operations can be found in the *Deakin University 2024 Annual Report*.





Melbourne Burwood Campus

Distinguished by its striking modern architecture, the Melbourne Burwood Campus is Deakin's largest campus in terms of student numbers. The campus features innovative and technology-rich learning spaces, including the Motion.Lab professional motion capture facility, professional television studio, industry-standard food nutrition labs and robotics laboratories. Our commitment to contemporary teaching with group learning in flexible learning spaces is apparent in our most recently completed facilities, including the Deakin Law School building, a clinical nursing simulation centre and the Deakin Sport Performance Hub exercise and sport science training facility.



Geelong Waterfront Campus



The Geelong Waterfront Campus is Deakin's headquarters. Set in the heart of Geelong, the campus is close to the Geelong Railway and bus stations and overlooks Corio Bay. Its heritage buildings have been transformed to contain cutting-edge learning spaces such as professional standard architecture, creative arts studios, and occupational therapy laboratories.

Geelong Wairn Ponds Campus

The Geelong Wairn Ponds Campus is set on expansive landscaped grounds and is Deakin's third-largest campus in terms of student numbers. It is home to world-class sporting facilities, the Geelong Future Economy Precinct which includes the Renewable Energy Microgrid, state-of-the-art engineering facilities, and the Deakin's School of Medicine and Regional Community Health Hub.



Warrnambool Campus

Set along the beautiful coast of regional Victoria, the Warrnambool Campus offers a base for numerous community partnerships and a supportive, engaged community. The campus has a clinical simulation centre that imitates a hospital ward and contains all the equipment to be found on a nursing clinical placement. It is home to the ground-breaking hydrogen research facility, Hycl.





International branch campuses



India

Following a long and proud history in India, Deakin became the first foreign university in the world to open an international branch campus (IBC) in the heart of GIFT City in 2024. The GIFT City campus delivers future-ready graduates to meet India's soaring labour demands and bolster Deakin's commitment to providing a world-class education and learning experience for students around the globe.

Indonesia

The next stage in Deakin's three-decade relationship with Indonesia is the opening of an IBC in Bandung, West Java in 2025 to equip graduates with the skills required to meet industry demands and contribute to Indonesia's economic growth. In collaboration with Lancaster University, the joint campus will bring together world-class expertise in teaching, learning and research to Indonesia.

International partnerships

As an institution of global standing, Deakin recognises the vital importance of maintaining a strong international presence and profile. We connect with students and partners around the world through our presence in China, Europe, India, Indonesia, South and Central America and Sri Lanka. We have more than 65 global partnerships, which enhances our international presence, enriches our academic programs, strengthens our research capabilities, and improves our overall impact on society.



Online education and interaction

For 50 years we've been perfecting distance and digital learning. Our dynamic community of over 60,000 students use our digital learning technologies to access classes, seminars, support and resources with one third of our students studying exclusively online.

Premium digital systems are a core part of learning and teaching at Deakin contributing, alongside our library, to our learning resources being rated consistently by students as amongst the best in Australia. Our digital learning environment provides all students with comprehensive academic support and personal assistance to create a supported learning experience.

Deakin's research mission is to translate ideas to impact, provide evidence-based solutions that strengthen the economy, create local jobs, and enable a sustainable world. Deakin's vision is to be a leader in research, innovation and collaboration, with sustainability at the heart of everything we do. In 2024, Deakin's researchers continued to realise this vision, delivering positive change for local and global communities.



Risk management

Deakin's approach to modern slavery risk management is integrated within Deakin's wider risk management program.

Deakin has implemented a robust and transparent risk and compliance management program that is aligned to the latest international standards: ISO 31000 Risk Management – Principles and Guidelines and ISO 19600 - Compliance Management Systems. Continuous improvement is built into risk and compliance management practices through several mechanisms outlined below.

The University Council, its Audit and Risk Committee and the Vice-Chancellor's Executive oversee Deakin's risk management framework and the implementation and evaluation of Deakin's risk appetite statement. The Executive and senior management teams within Deakin's faculties and administrative portfolios are focused on managing their business risks and leveraging the risk management program to support effective decision-making and the achievement of objectives identified in the Deakin strategy, Deakin 2030: Ideas to Impact. The Executive also plays a key role in supporting the development of a positive and proactive risk culture.

The Risk and Compliance team within Deakin's Audit, Risk and Business Continuity Unit has developed a university-wide risk profiling regime where faculty and portfolio risks, in combination with a set of key risk indicators, are monitored by local areas and reviewed in real time to identify any trends. The Headline Risk Report contains the top risks for the organisation, which includes Modern Slavery, and is regularly reported to the Executive, the Audit and Risk Committee and Council.

Procurement

Deakin has a Strategic Procurement function and recently embarked on a transformation journey, applying a further strategic lens to buying and managing goods, services and suppliers on behalf of the University.

The Procurement team is also responsible for managing supplier related risks associated with modern slavery.

Managing the risk of modern slavery within our supply chains is more than a regulatory requirement, it is an ethical imperative for Deakin. In 2023, Deakin conducted a comprehensive internal audit on its modern slavery risk management and in 2024 commenced a comprehensive program to uplift Deakin's modern slavery framework.

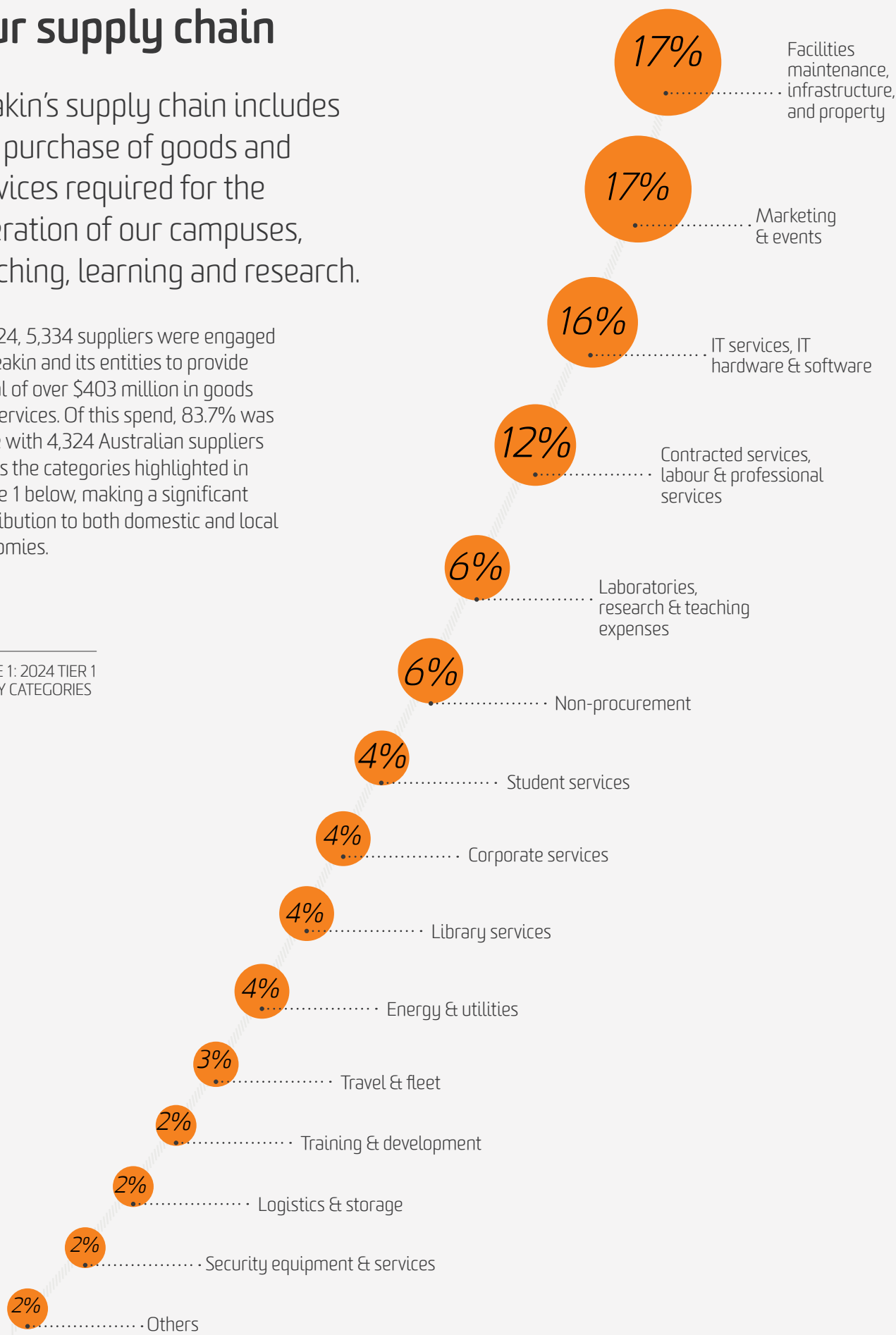


Our supply chain

Deakin’s supply chain includes the purchase of goods and services required for the operation of our campuses, teaching, learning and research.

In 2024, 5,334 suppliers were engaged by Deakin and its entities to provide a total of over \$403 million in goods and services. Of this spend, 83.7% was made with 4,324 Australian suppliers across the categories highlighted in Figure 1 below, making a significant contribution to both domestic and local economies.

FIGURE 1: 2024 TIER 1 SUPPLY CATEGORIES



Modern slavery risks

Deakin's spend profile

Deakin's operations and supply chain is diverse across our physical, digital and international campuses. In 2024, Deakin procured goods and services with varying risks of modern slavery.

The below table shows the main categories for Australia and each of the top 10 international spend locations, together with the number of suppliers within each country and the percentage of total spend they represent. The table also indicates the risk rating of each of the top 10 countries, based on the vulnerability data from the *Walk Free Global Slavery Index (GSI) 2023*.

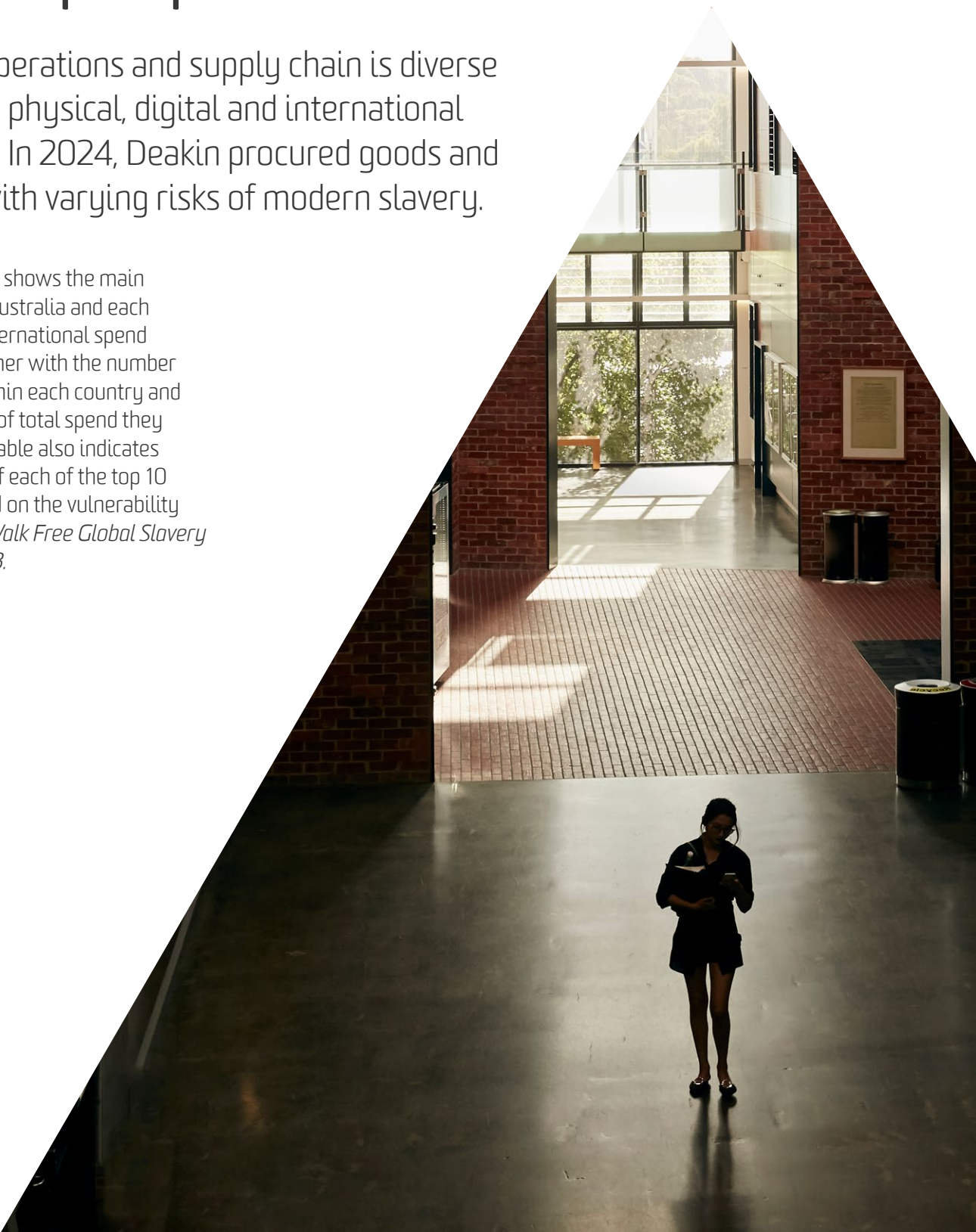


TABLE 1: DEAKIN'S SPEND PROFILE

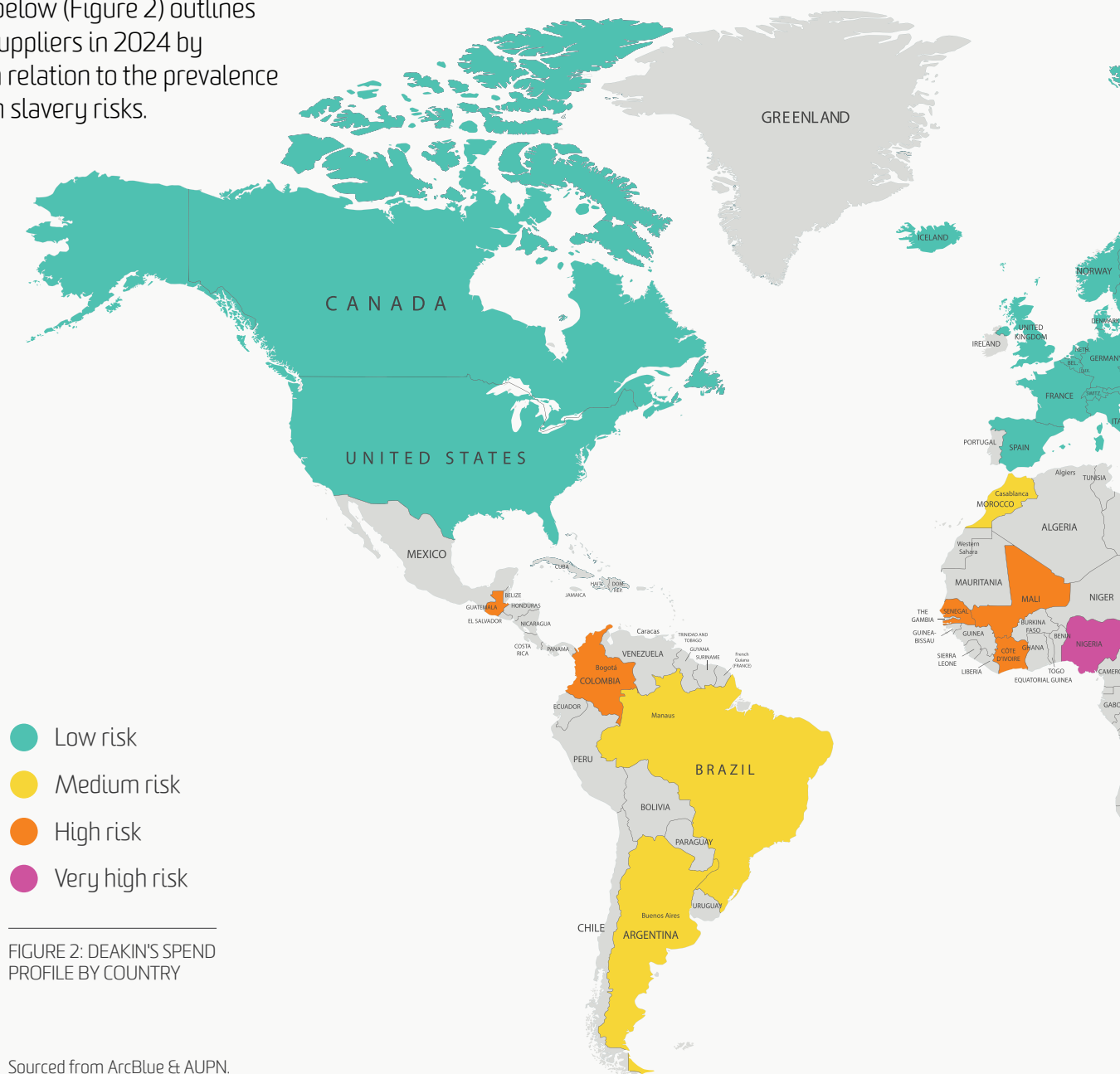
Country	GSI risk	Spend	% of Total Spend	No. of Suppliers	Categories
Australia	Low	\$336,681,003	83.7%	4,324	All categories
India	High	\$14,011,158	3.5%	72	Marketing and Events, contracted services and advice, recruitment, ICT
USA	Low	\$12,675,746	3.1%	229	Publications, Journals, Consultancy, Software, IT software
Ireland	Low	\$8,388,801	2.1%	12	Marketing, Software,
United Kingdom	Low	\$5,132,942	1.3%	134	Publications, Journals, IT services, laboratories
Sri Lanka	High	\$4,304,317	1.1%	35	Marketing and events, recruitment, ICT
Netherlands	Low	\$3,171,895	0.8%	19	Library services, lecturer and teaching expenses
Canada	Low	\$1,936,017	0.5%	35	Labs and research, marketing, IT services
Singapore	Low	\$1,494,137	0.4%	23	Recruitment, IT services, marketing
Indonesia	Medium	\$1,217,926	0.3%	30	Marketing, recruitment, travel, ICT
Pakistan	Very High	\$1,192,944	0.3%	21	Marketing and events

Sourced from Sievo ¹ & ArcBlue¹ Sievo is a specialised spend analysis tool that integrates with the Workday system to transform diverse and complex procurement data into actionable insights.

Our modern slavery risks by country

Since 2019 Deakin has participated in the AUPN's Modern Slavery Program and regularly attends collaborative workshops and training sessions in relation to identifying and managing modern slavery risks with our supply chains.

The map below (Figure 2) outlines Deakin's suppliers in 2024 by country in relation to the prevalence of modern slavery risks.





Modern slavery risks by industry category

Our diverse supply chain covers more than 250+ product and service categories with 3,025 domestic and international suppliers in the following categories identified as having a high prevalence of modern slavery risks.

Spend in these high risk categories account for \$268 million (67% of the total spend).

The majority of spending in the high risk categories is on procurement in the ICT, marketing and construction related sectors, accounting for 72.4%.

Construction, refurbishment and works	Student services
ICT hardware, software, services	Corporate professional services
Facilities and maintenance	Other (mainly office consumables and travel expenses)
Labs, research and teaching services	Marketing and media
Construction, refurbishment and works	Human resources

Spend by industry category in high risk countries

Deakin procures goods and services from the above overseas high risk countries which amounts to 5.5% (\$22.2 million) of our total spend.

As shown in Table 1, a proportion of this spend comes from countries identified as having a high prevalence of modern slavery risks (GSI 2023) 12.4% of total spend. This is relatively large compared to our overall total spend and combined with our social responsibility, makes it extremely important that Deakin acts to prevent, mitigate and, where appropriate, remedy modern slavery in our operations. The following chart (Figure 3) shows that spend with suppliers in high risk countries outside of Australia are primarily in international student recruitment (primarily for agent commissions), learning support and marketing.



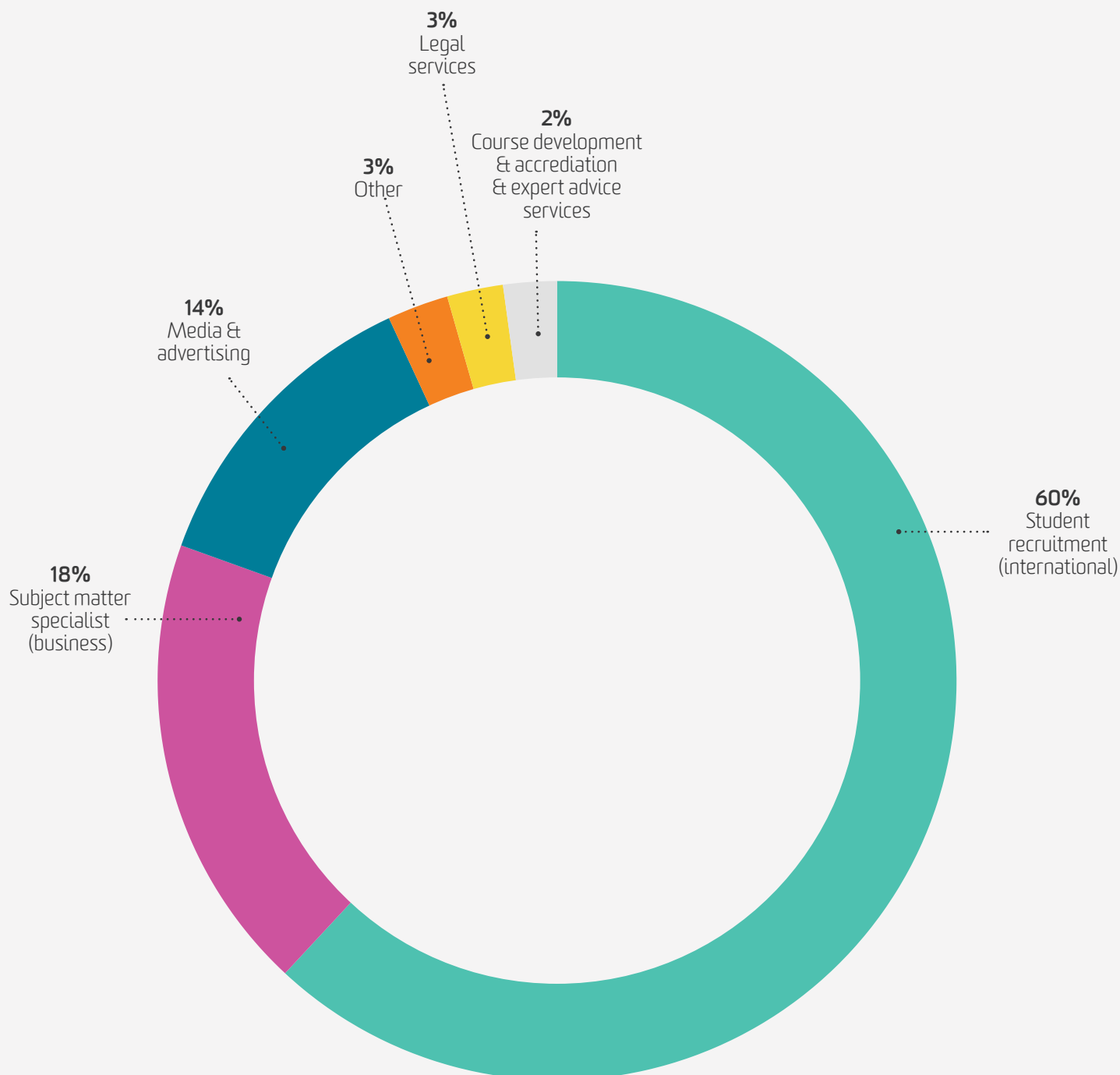


FIGURE 3: TOP 6 CATEGORY SPEND FOR HIGH-RISK COUNTRIES – FY2024

Sourced from Sievo & UniFi

Top 6 categories equate to \$19.3M (87%) of the \$22.2M total high-risk countries spend.

The establishment in 2024 of international branch campuses in India (GIFT City) and more recently in Bandung, Indonesia, in partnership with Lancaster University (DLI), have been identified as countries having a medium to high likelihood of modern slavery risk. This remains a priority in terms of taking proactive measures in 2025 to undertake deeper due diligence and mitigations against these risks within our supply

chains and operations. FairFutures² conducted an initial scoping of risk in the operations and supply chains of GIFT City and DLI. This identified the following potential risks:

- Risk in operations: student recruitment and facilities management (cleaners, security, janitors, gardeners)
- Risk in supply chains: IT hardware, catering, merchandise.

² Fair Futures is a human rights consultancy that was founded to empower organisations to be at the forefront of social change. Founder & CEO, Fiona David, has championed anti-slavery progress, as a leading expert in high-impact policy reform and systemic societal change.

Overall modern slavery risk

While the previous graphs and tables illustrate Deakin's spend with countries and categories identified as having varying levels of modern slavery risks, the following composite chart (Figure 4) shows our spend profile with our domestic and international suppliers overlayed with the overall modern slavery risk (which is a combination of country risk, category risk and spend level). For example, while 94.5% our spend is within the low to medium risk country categories, this cohort has 47% of the total spend classified as having a high overall modern slavery risk.

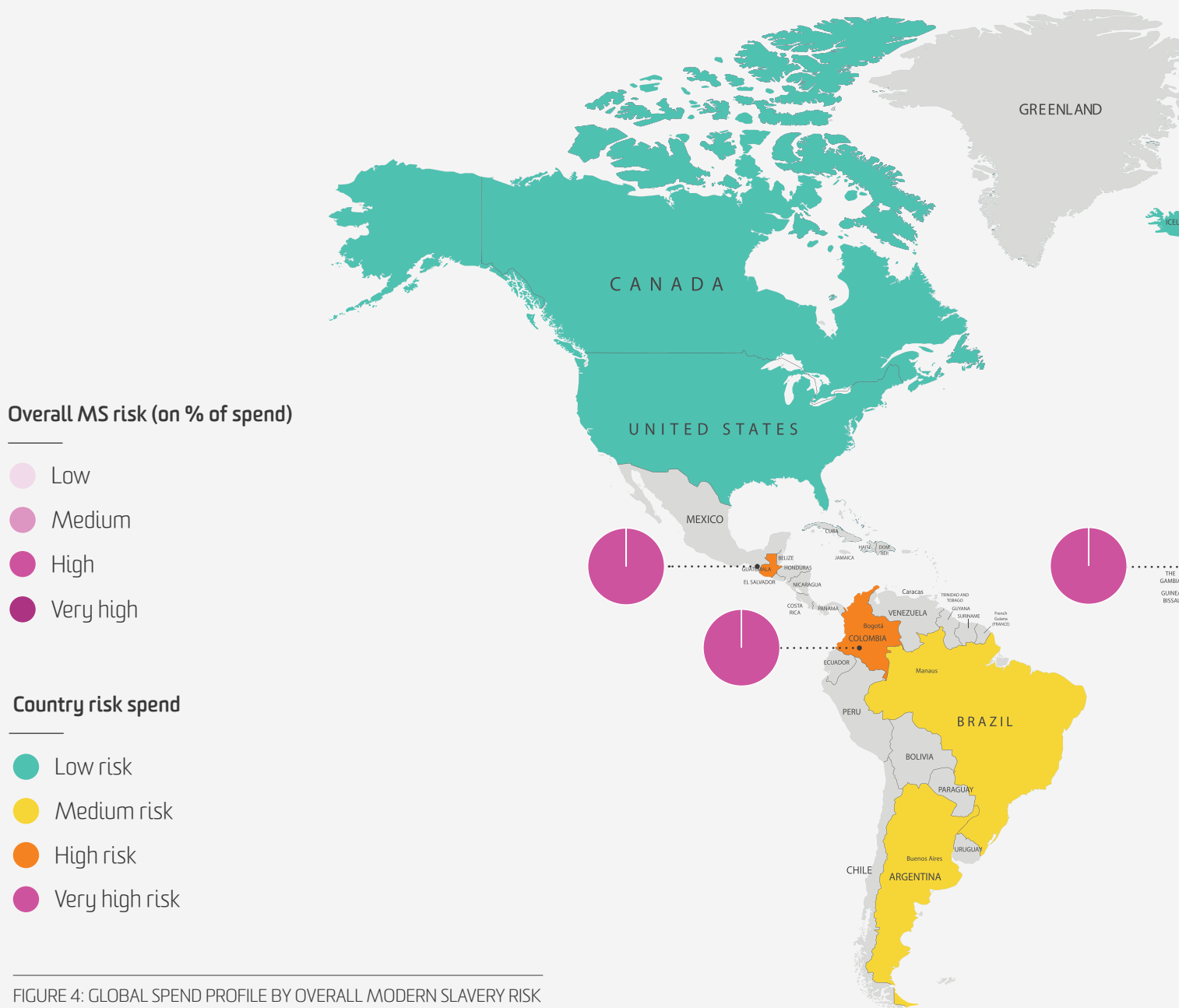
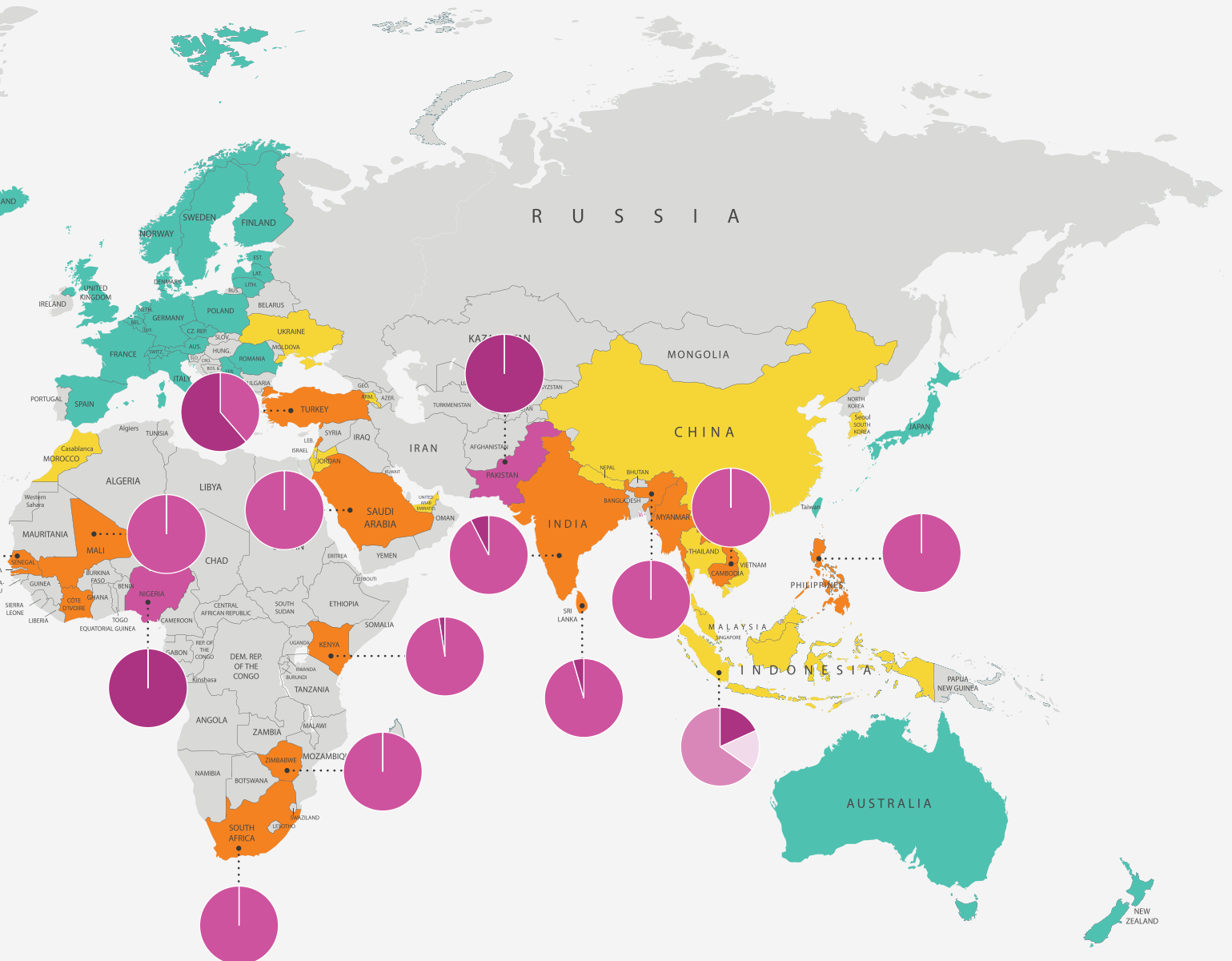


FIGURE 4: GLOBAL SPEND PROFILE BY OVERALL MODERN SLAVERY RISK

Deakin is dedicated to addressing the risks of modern slavery comprehensively by conducting a holistic risk assessment and implementing a thorough supplier due diligence process such as in-depth supplier assessments.



Sourced from ArcBlue & AUPN

Actions to assess and address modern slavery risks

Development of the Modern Slavery Framework

In 2024, Deakin finalised its Modern Slavery Framework, setting out key dimensions of Deakin's response to modern slavery risk, across governance, risk identification, prevention, remedy and mitigation and continuous improvement, as illustrated below. The Framework will be implemented through to 2026.



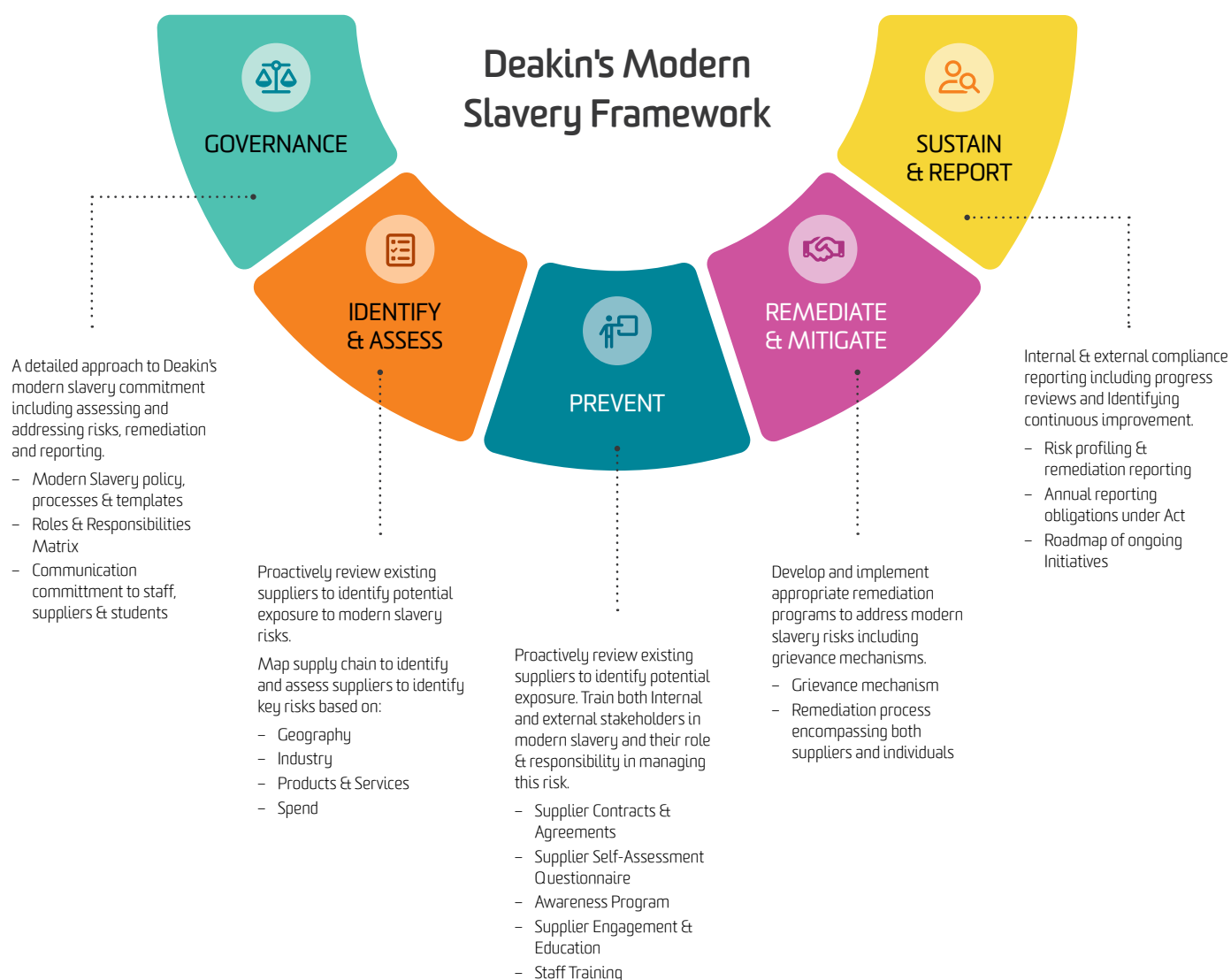


FIGURE 5: DEAKIN'S MODERN SLAVERY FRAMEWORK

Moving into 2025, Deakin is continuing to embed the Modern Slavery Framework into the University's purchasing and procurement strategy, with activities including (shown above in Figure 5):

- Refining governance through an enhanced strategy for addressing supplier related risks and monitoring progress
- Updating key University policies and procedures
- Updating our contracts and templates to include modern slavery provisions
- Implementing recommendations from the Federal Government's review of the *Modern Slavery Act 2018* which was released in May 2023.

International Branch Campus Modern Slavery Risk Assessment

Deakin engaged external specialist advice to complete a Risk Assessment on its international branch campuses in India and Indonesia. A set of recommendations were made from the risk assessment, prioritising the following key actions:

- Prioritise deeper due diligence on existing suppliers across the key supplier categories.
- Prioritise training on Modern Slavery risk for staff at international campuses.

Australasian Universities Procurement Network (AUPN)

In addition to Fair Futures, Deakin has also been able to leverage its ongoing partnership with the AUPN (Australian Universities Procurement Network) to understand what other universities are doing in this space across the sector, including assisting with formulation of policy, process, strategy and implementation.

The AUPN is leading a sector-wide collaboration to support all 42 member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfillment of members' reporting requirement to the *Modern Slavery Act 2018* (Cth).

During 2024 the Modern Slavery Working Group (MSWG) embarked on several key initiatives, which Deakin have been able to leverage, including:

- **Data and Technology:** Reviewed the current modern slavery risk assessment tool, FRDM, and transitioned to a new tool (ArcBlue) in 2024, aiming to enhance effectiveness and efficiency in assessing and addressing modern slavery issues.
- **Training and Capability:** In 2024 the AUPN engaged subject matter experts (SMEs) for forum presentations across a wide range of subjects to broaden awareness and capability. The AUPN training portal continued to build its comprehensive training resources, enhancing the knowledge and skills of stakeholders in combating modern slavery
- **Legislative Guidance:** Invited expert legislative guest speakers to provide insights and guidance, ensuring alignment with legal frameworks and best practices in addressing modern slavery. 2024 examples included 'Circular Economy as a Way of Resolving Modern Slavery.'
- **Cross sector collaboration:** Maintained continuous engagement with industry, community, and SMEs to foster collaboration and exchange of knowledge and experiences in tackling modern slavery.
- **Governance:** A working group was established that provides feedback and approved program initiatives, which then presented to the AUPN Executive for sign off.
- **Third-Party Engagement:** Collaborated with third parties such as Migrant Justice Institute and the Australian Red Cross, as well as ACRATH, a charity that aims to eliminate human trafficking and the harm it causes. Our collaborations focused on international student risk identification, education and support tools.

Engaging in the internal audit and the above programs reflects the University's commitment to address modern slavery risks comprehensively and strategically.

Our policies and procedures

In addition to the specific actions discussed above, the management of modern slavery risk is also supported via the following policies and procedures:

Element	Description
Deakin's Code of Conduct	Deakin's commitment to ethical practices is embedded within our Code of Conduct, which applies to all staff and associates of Deakin. Specifically, this code outlines our policy to ensure equity and fairness in the workplace, personal and professional behaviour and processes for reporting improper conduct.
Deakin's responsible investment approach	We invest in accordance with Deakin's values and ensure funds are prudently invested and efficiently managed, incorporating environmental, social and governance (ESG) considerations into our decision-making. Deakin's Investment Governance Framework outlines our responsible investment approach, we assess each fund manager's ESG capabilities before deciding to invest with them and actively engage with existing fund managers on our ESG objectives and expectations of how they, and the companies they invest in, incorporate ESG considerations. Deakin's responsible investment approach is comprehensively reviewed by Council's Investment Committee every year.
Responsible conduct of research	As a leading research institution, the University is dedicated to maintaining the highest standards of research integrity. We adhere closely to the principles outlined in the <i>Australian Code for the Responsible Conduct of Research</i> . All human research conducted at Deakin undergoes thorough assessment by an ethical review body to ensure compliance not only with the <i>Australian Code for the Responsible Conduct of Research 2018</i> but also with other pertinent guidelines and legislation, including the <i>National Statement on Ethical Conduct in Human Research, 2007</i> (Updated 2018). The policy that Deakin has in place covers aspects such as social responsibility, education and support for researchers, responsible research conduct, and procedures for addressing breaches.

Grievance mechanism

Part of our Modern Slavery Framework is to build a grievance mechanism into our remediation process. Deakin acknowledges that the current grievance mechanism is not yet fully integrated into our modern slavery risk management process and recognises the need for further development in this area.

Evaluating effectiveness

Throughout the reporting period of 2024, Deakin did not encounter any instances of actual modern slavery within its supply chains or operations.



However, we recognise the potential existence of undisclosed harms, so Deakin is dedicated to ongoing enhancement of its processes and policies. In terms of progress, Deakin has greatly enhanced its understanding of where risk is in its operations and supply chain. This provides the building blocks for efforts to address these risks in 2025.

In 2024, building on its own internal review, Deakin has brought in external expertise to independently review the foundations we are building for our modern slavery risk management response (as set out in the Modern Slavery Framework and Action Plan), with a specific focus on the

International Branch Campuses. In 2024, human rights specialist consultants Fair Futures completed a benchmarking exercise on Deakin's Modern Slavery Framework (MSF) against the UN Guiding Principles on Business and Human Rights (UNGPs) to identify gaps and opportunities to improve, with particular reference to the IBCs.

The exercise found that Deakin's Modern Slavery framework, in terms of planned actions, closely mapped to the UNGPs when applied to modern slavery, covering 43 of the 66 indicators across Governance, Identify and Assess, Prevent, Sustain, Report, Remediate and Mitigate. However,

while Deakin's Modern Slavery Framework provides the right 'exoskeleton' for next steps, the review noted that Deakin is at the very beginning of implementing the action plan to put the MSF into place. Also, there is a need to ensure that as the Framework is implemented, specific steps are taken to adapt elements of the Framework to the IBC context.

Recommendations have been provided from the review which Deakin will continue to focus and prioritise as part of its Modern Slavery Risk commitments.

Ongoing commitment

Recognising the imperative for meaningful action, we acknowledge the necessity of addressing the risks of modern slavery across our operations and supply chains and are dedicated to integrating the respect for human rights into our policies and processes.

Ongoing enhancement is vital in effectively managing the risks associated with modern slavery, and we are committed to contributing to the eradication of these practices by:

- Improving the quality of our supplier data to our modern slavery risk assessment tool
- Conducting supplier due diligence during engagement and onboarding processes

- Vigilantly monitoring risks within our supply chain and implementing actions when deemed necessary
- Consistently educating and staying informed through AUPN meetings, research endeavours, and training sessions
- Working closely with our entities and stakeholders to ensure alignment and adherence to our shared values.

Through 2025 and beyond, Deakin remains committed to continuing its progress in implementing the recommended improvements identified in the 2023 Modern Slavery internal audit, the AUPN modern slavery initiatives and the Fair Futures risk assessment and benchmarking.

A further example of Deakin's commitment to effectively manage modern slavery risk is the decision to participate in the 2025 pilot program with Electronics Watch, an external not-for-profit consultancy. This reflects an understanding that electronics suppliers, including IT, are high risk within the University supply chains.



Deakin in partnership with the AUPN and Electronics Watch



Deakin is partnering, along with other universities and the AUPN, on a pilot program with Electronics Watch to monitor matching key electrical hardware suppliers.

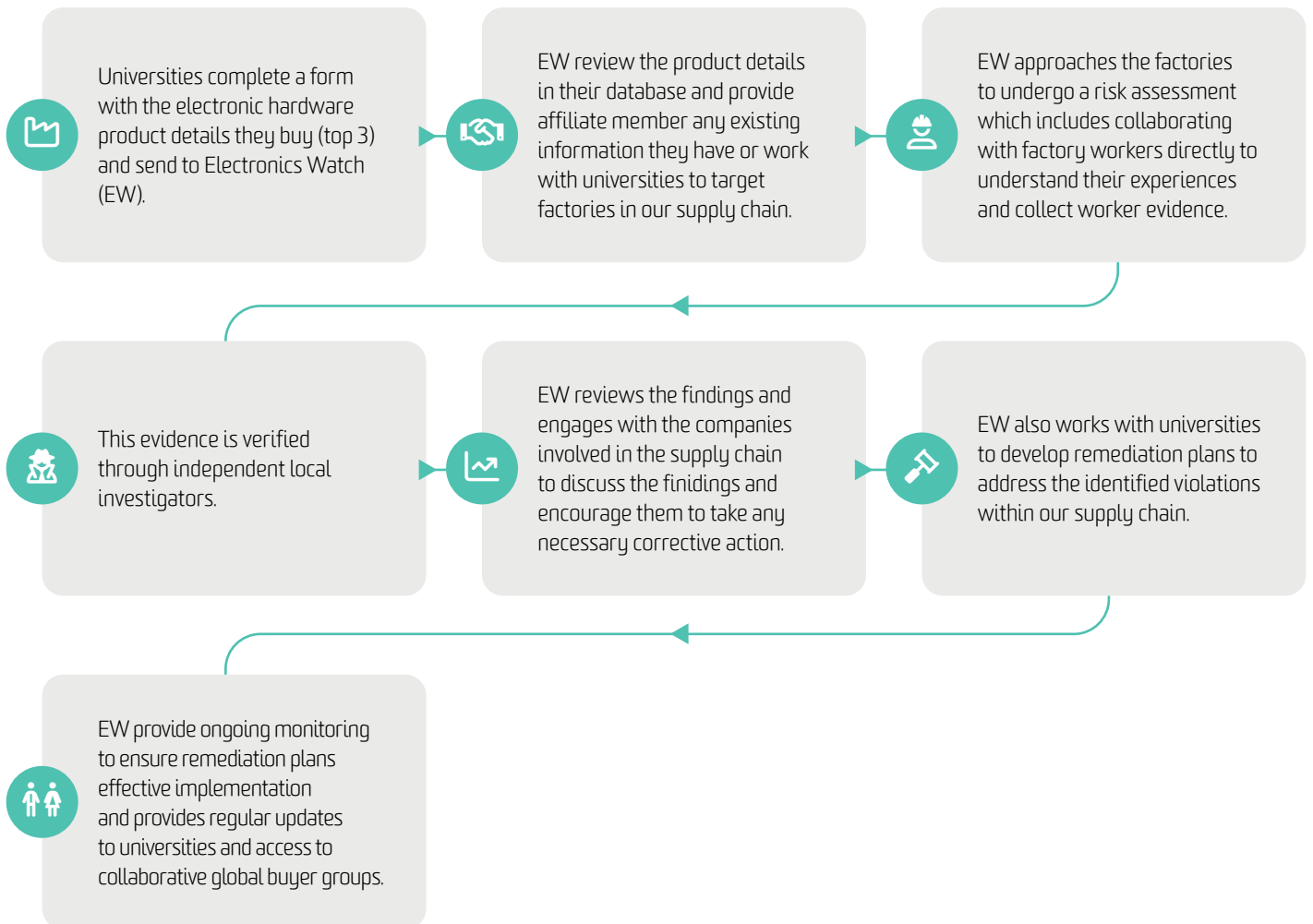
Electronics Watch uses public procurement leverage to promote and protect the rights of workers in the global electronics supply chains.

It incorporates an on-the-ground monitoring network, spanning major electronics productions regions worldwide, supports compliance with labour and safety standards.

It covers 1,518 public sector affiliates in 13 countries, of which 50 are directly affiliated and 1,468 are affiliated through a purchasing consortium, network or framework authority.

EXAMPLE: OF ELECTRONICS WATCH MONITORING:

Factory Worker Monitoring (Due Diligence Service)



© Australasian University Procurement Network






Contact

Deakin University
Victoria 3220

General enquiries

 61 3 5227 2333