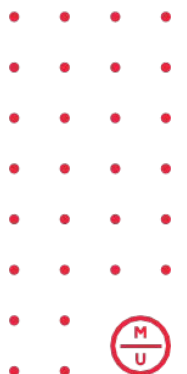


Modern Slavery Statement

Reporting Year 2022



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Introduction

Murdoch University (ABN 61 616 369 313) is a leading Australian university, established in 1976 to meet the growing higher education needs of the community. Our main campus is located at 90 South Street in Murdoch, Western Australia.

Internationally recognised as a research-led institution, Murdoch University is focused on addressing the major challenges of the 21st Century. Our shared purpose is to change lives and society for the better through accessible education and research, contributing to the solution of societal and environmental challenges and providing an inclusive, caring community in which everyone can realise their potential.

Our vision is to be widely recognised as the university of choice for people who care, who value inclusion, curiosity and innovation and who desire to make a positive social impact.

Murdoch University has applied the founding principles, upon which the university was established, to manage its ethical engagement and sustainability of relationships with both domestic and international suppliers.

- Equity and Social Justice
- Opportunity
- Sustainability
- Global responsibility

Pursuant to the *Australian Modern Slavery Act 2018* (Cth), this statement sets out the actions taken by the University to address modern slavery and human trafficking risks in our business and supply chain for the financial year ending 30 December 2022. This is Murdoch University's third Modern Slavery Statement and outlines our actions and approach developed in collaboration with the Australian University Procurement Network (AUPN).

Structure, Operations and Supply Chain

Operations

As a prominent public university in Perth, Western Australia, Murdoch University operates three (3) Australian campuses at South Street, Rockingham and Mandurah and two (2) offshore operations located in Singapore and Dubai.

The University teaches over 21,000 students from both international and domestic origins across its campuses. The main campus spanning 227 hectares, is located at 90 South Street, Murdoch. There are approximately 1700 staff consisting of academic, research, and professional services supporting university operations.

The University also delivers teaching to students attending its offshore operations through service delivery partners.

Governance

Murdoch University was established in 1976 under the *Murdoch University Act 1973* ("the Act"). The Act makes provision for a body corporate in perpetual succession and defines the functions and constitution of the University. The Act also makes provision for Murdoch University By-Laws, Statutes and Regulations.

The Senate is the governing body of the University, also established by the *Murdoch University Act 1973*. Our Senate Charter sets out the guiding governance principles and practices that should be upheld, as well as bringing together the policies and procedures that the Senate approves and which form part of best practice governance.

The Senate oversees the University's commercial and consulting activities, including through Controlled Entities. All Controlled Entities (including the structure of their boards) comply with the University's policies on the establishment, governance, and operations of controlled entities.

The Senate has established a Resources Committee to assist in maintaining oversight of the University finances, property and commercial activities. Resources Committee also has oversight of the University's Controlled Entities.

The Senate has also established an Audit and Risk Committee (ARC) to assist Senate in meeting its governance risk and compliance oversight responsibilities. The ARC supports Senate in setting risk management policy and critically monitoring the management of risk across the University, including commercial undertakings.

This governance offers a framework for approving the Strategic Plan of the institution, the oversight of its resources, the approval of its policies and procedures, the appointment, review and support of its Vice Chancellor and an informed understanding of its programs and activities.

The University is led by the Vice Chancellor supported by a team of senior executives, who are responsible for the strategic management and development of all aspects of university business.

This statement has been submitted with the inclusion of controlled entities' information and consolidated with the University's expenditure profile. As these entities are controlled by Murdoch University, they are guided by the same principles of ethical supplier engagement defined in our approach to modern slavery.

Consultation

The following subsidiaries are included in Murdoch University's Modern Slavery Statement, with a focus on the three (3) *entities who actively engage suppliers.

- Murdoch Investments Pty Ltd – Owner of Murdoch Retirement Service
- *Murdoch Retirement Services Pty Ltd – St Ives Retirement village operations
- *Innovative Chiropractic Learning Pty Ltd – Chiropractic Clinic
- Murdoch Ventures Pty Ltd – Investment entity
- *Murdoch Singapore Pte Ltd – Murdoch Singapore operating entity
- The Alan and Iris Peacocke Research Foundation – Philanthropic entity for research and grant distribution

Supply Chain

Murdoch University purchases a wide range of goods and services to support teaching, research and professional services. Our procurement model is largely decentralised and is governed by the University's *Procurement Policy* and the *Procurement Procedure*. A central procurement function manages the sourcing of strategic, high value and / or high-risk goods and services as well as supporting the wider university on procurement matters.

The annual expenditure of Murdoch University was approximately \$225M in 2022, spread across more than 3960 vendors and 500 active contracts.

Regional spend analysis identified that approximately 95.25% of expenditure was focused on Australian suppliers. Approximately 2.99% was from a combination of Singapore (1.06%), the United States of America (0.84%), India (0.43%), the United Kingdom (0.36%) and Germany (0.29%). The remaining expenditure (1.76%) was attributable to 30 countries in Africa, Europe, Asia and the Middle East.

Murdoch University uses the Australian University Procurement Network (AUPN) categorisations to classify supplier and spend data, which are organised in a four-level hierarchy under four main areas:

1. Business Services
2. Property and Facilities
3. Research and Teaching
4. Technology

Within this hierarchy the largest area of expenditure at the University is Property and Facilities, followed by Business Services, Technology and Research and Teaching.

High risk industry sectors identified within the spend analysis include but are not limited to:

- Technology
- Property and facilities management
- Research and Teaching, particularly personal protective equipment within the laboratories and research subcategory

Category	Supply Chains	% of Total Expenditure
Business Services	<ul style="list-style-type: none"> · Corporate professional services · Human resources · Logistics & storage · Marketing & media · Office related supplies & services · Travel & entertainment 	28 %
Property and Facilities*	<ul style="list-style-type: none"> · Buildings & grounds · Construction, refurbishment & works · Plant & equipment · Property management · Utilities & renewables 	53 %
Research and Teaching	<ul style="list-style-type: none"> · Laboratories & research · Lecturer & teaching expenses · Library services · Student services 	7 %
Technology	<ul style="list-style-type: none"> · Audiovisual · IT hardware · IT professional services · IT software · Telecommunications 	12 %

*Note: Property and Facilities is higher than previous years due to a major capital project undertaken during the reporting period.

Risks of Modern Slavery

Murdoch University recognises that modern slavery may occur within our supply chains, but these risks are increased in industries that employ vulnerable populations. Certain sectors and products are at high risk for modern slavery, regardless of region.

Typically, these sectors are:

- informal and unregulated, with poor visibility over lower tier suppliers
- reliant on a workforce to carry out jobs that are considered undesirable
- hazardous or low-skilled
- seasonal and low paying

The University continues to adopt a risk-based approach to identifying and addressing modern slavery, developed with consideration to industry

type and geographic location, informed by participation in the AUPN Modern Slavery User Forum meetings.

These meetings occur monthly, with issues and outcomes from each meeting shared with the University's MSAG members. Topical areas during 2022 were cleaning and security services within the facilities management supply chain. An additional and ongoing high-risk area is IT equipment, which is typically produced and sourced offshore.

This university sector-wide approach facilitates a better understanding of risk and creates greater transparency across our supply chains, enabling us to consider risk and mitigate against it when purchasing from higher risk industries.

Actions taken to assess and address risks

Murdoch University has worked closely with the AUPN and collaboratively with the university sector to implement a common approach to addressing the issues and impacts of modern slavery.

These actions have focused on three key areas:

- i) communication and education;
- ii) contracts and procurement; and
- iii) supplier management principles.

Communication and Education

Training and education are made available to the University community via:

- Ongoing work undertaken by the University's Modern Slavery Advisory Group (MSAG), which considers the impacts of and approach to modern slavery issues and risks, including promoting awareness and training to the university community.
- Implementation of the Modern Slavery Questionnaire for new suppliers, which defines modern slavery and related terms and is administered by University stakeholders under the devolved procurement model.
- Provision of a modern slavery online learning module to all staff in the University community.
- Participation of procurement team members in AUPN Modern Slavery User Forum meetings, with information and outcomes shared with members of MSAG.

Contracts and Procurement

The University continues its commitment to assess and address the risks of modern slavery through its procurement and contracting function. Activities during the reporting period included the following.

- Inclusion of modern slavery reporting requirements in external documentation for procurement efforts.
- The update of the University's purchase order terms and conditions, enhanced to include modern slavery clauses which now encompass the Murdoch Singapore campus.
- Inclusion of modern slavery clauses in Murdoch University's contract documentation.

- The ongoing request for completion of either a modern slavery questionnaire or submission of a supplier modern slavery statement when onboarding new suppliers.

Supplier Management

Murdoch University maintains its commitment to support AUPN initiatives and continues to demonstrate an aligned and consistent approach to address modern slavery risks across the university sector.

To this end, the University identified and classified more than 1500 suppliers against AUPN procurement categories to support future implementation of the FRDM tool across the sector, an electronic monitoring and reporting platform which will be used to identify and report on modern slavery risks.

As part of our commitment to understanding our supply chain, we also requested a modern slavery questionnaire or statement from more than 600 suppliers during 2022, with responses reviewed in the final quarter of 2022.

Assessment of effectiveness of controls

Through our annual Modern Slavery Statement, the University monitors and reports on the effectiveness of prescribed actions to assess the controls implemented to address modern slavery.

We also monitor the effectiveness of AUPN sector wide initiatives as well as actions undertaken at the University level during monthly MSAG meetings. Specific issues arising from these discussions are raised with relevant members of our Senior Executive team and other University stakeholders.

As part of our data improvement and trade vendor categorisation and rationalisation efforts in 2022, further work was identified to reclassify both suppliers and transactions under AUPN categories to improve category management and better understand risk. This activity will be ongoing during 2023 and will become part of continuous improvement efforts via the University's central

procurement function.

Based on the experience gained through our vendor onboarding process, refinements have been made to our modern slavery questionnaire to elicit richer data during 2023.

Our broad framework to support overseas students who may be exposed to modern slavery incorporates elements to increase staff and student awareness and connect stakeholders to resources and support. Further refinement of the framework will continue during 2023 along with consultation to embed and sustain these efforts.

The University will also continue to adopt the AUPN approach, including reporting and technology, to measure the effectiveness of modern slavery initiatives across the sector.

Next steps

In addition to our continued participation in AUPN modern slavery activities, our focus during 2023 will be directed towards several key items to further develop our stance on modern slavery.

Supplier and data categorisation

We will work to improve the classification of supplier and transaction data for our external spend, aligned with scheduled reviews of our supplier master data file. This will assist us to better manage our categories, understand commensurate modern slavery risks and develop appropriate mitigation strategies.

Vendor onboarding

Our revised modern slavery questionnaire will be implemented to elicit richer data.

Overseas Student Support Framework Implementation

Work will continue to enhance and implement a framework to support overseas students who may be exposed to modern slavery.

Outcomes of Commercial Lease Management Framework

The outcomes from the audit of our commercial lease management framework will be reviewed and commensurate actions undertaken.

Statement Approval

Approved by Senate Resolution:



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Prof Andrew Deeks
Vice Chancellor
Murdoch University

