

Modern Slavery Statement



UNIVERSITY
OF WOLLONGONG
AUSTRALIA



1 Acknowledgement of Country

We acknowledge that Country for Aboriginal peoples is an interconnected set of ancient and sophisticated relationships.

The University of Wollongong spreads across many interrelated Aboriginal Countries that are bound by this sacred landscape, and intimate relationship with that landscape since creation.

From Sydney to the Southern Highlands, to the South Coast.

From fresh water to bitter water to salt.

From city to urban to rural.

The University of Wollongong Acknowledges the Custodianship of the Aboriginal peoples of this place and space that has kept alive the relationships between all living things.

The University Acknowledges the devastating impact of colonisation on our campuses footprint and commit ourselves to truth-telling, healing and education.

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A message from the Vice-Chancellor

At the University of Wollongong (UOW), we believe deeply in the dignity and rights of every person, and in our responsibility to act when those rights are under threat.

Modern slavery has no place in a just society, and certainly not in a university that stands for fairness, inclusion and the power of education to change lives.

This is our fifth Modern Slavery Statement, and it reflects the steps we've taken in 2024, alongside our entities UOW Global Enterprises and UOW Pulse, to better understand, detect and respond to the risks of modern slavery across our operations and supply chains.

This past year, we have strengthened our awareness programs for staff and students, paid close attention to the vulnerabilities faced by international students, and worked to build a stronger risk management framework — one that helps us prevent exploitation in all its forms, including employment coercion, debt bondage, forced marriage and sexual exploitation.

Modern slavery is complex, systemic and often hidden, but it is not inevitable. It demands vigilance, partnership and collective action.

As a university with global reach and deep community ties, UOW is committed to playing our part through rigorous accountability, ongoing education, and collaboration with government, business, individuals, community, industry and our peers.

The path to eradicating modern slavery is long, but we walk it with purpose. This is about who we are, and the kind of society we choose to help shape.



Professor G.Q. Max Lu AO
Vice-Chancellor and President





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Introduction

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At the University of Wollongong (UOW), we acknowledge the significant impact universities can have in eradicating modern slavery. As a public institution, we possess a broad sphere of influence, engaging with diverse communities both within Australia and globally. By offering thought leadership and shaping supplier practices, we are uniquely positioned to aid in the prevention of modern slavery.

In 2024, UOW continued to build on the efforts of previous years, to raise awareness of slavery-like practices that may affect our students. By providing online information, advice, and resources, we enhanced the understanding of global and local modern slavery practices among our staff and students. This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) and outlines the approach taken by UOW and its subsidiaries to identify and address risks of modern slavery in our operations and supply chains during the year ending 31 December 2024. This is a joint statement covering:

- the University of Wollongong ('University' or 'UOW') (ABN 61 060 567 686); and
- UOWGE Ltd trading as UOW Global Enterprises ('UOWGE') (ACN 628635 067), as UOW's subsidiary reporting entity.

This Statement also includes information about UOW Pulse Ltd ('UOW Pulse') (ABN 28 915 832 337), which, along with UOWGE, is a key controlled entity of UOW.

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Who we are



UOW is a vibrant and modern university, ranked 16th in the world by the Times Higher Education Young University Rankings in 2024. We are a research-intensive university with an outstanding reputation for our learning environments across a broad range of disciplines. Our commitment to our students is evidenced in our graduates, who are recognised for their capability, quality and success in the global workplace. At UOW, we are committed to social justice, locally and globally. Our efforts to make an impact in relation to the United Nations Sustainable Development Goals (SDGs) were recognised in 2024, when we were ranked =44th in the world by the Times Higher Education Impact Rankings 2024. This is significant as one of the targets under SDG 8 is to take action and end forms of modern slavery.

Our organisational structure

UOW is a statutory corporation, currently established under the *University of Wollongong Act 1989* (NSW) (the UOW Act). The University Council (the Council) is the governing body of the University. The Council acts for and on behalf of the University and controls and manages the University's affairs and concerns. The role of Council includes guiding the strategic direction and development of the University in achieving its functions and overseeing the UOW policy framework to ensure compliance with relevant legislative requirements.

Council consists of 17 members including external members with a wide range of skills and expertise, academic staff, professional services staff, students, and alumni. The Chancellor, Vice-Chancellor and Chair of Academic Senate are ex-officio positions on Council. The Chancellor, Mr Michael Still, is the Chair of Council.

The Council is advised by the Academic Senate and a number of committees which have oversight of significant areas of the University's operations and governance, including the Risk, Audit and Compliance Committee, the Finance and Infrastructure Committee and the People and Culture Committee.

UOW Pulse

UOW Pulse is a subsidiary of the University which provides campus services designed to enrich student and community engagement on our campuses. UOW Pulse complements the University's academic activities through products and services which enhance the social, cultural, sporting, health, and recreation experiences of the community. As a multi-faceted organisation, UOW Pulse provides food & beverage, retail, sports & fitness, catering & events, and children's services, geared to improve the quality of campus life. Our focus has evolved to providing an encompassing campus life with the purpose to enrich our students time on campus through affiliated clubs and societies, faculty clubs, sporting clubs and the other regular student engagement activities.

UOW Global Enterprises

UOWGE is a wholly-owned subsidiary of the University of Wollongong, aligned with UOW's goal to be a global education provider. Established in 1998, UOWGE owns and operates:

- The University of Wollongong in Dubai (UOWD);
- UOW College Australia (UOWCA);
- UOW College Hong Kong (UOWCHK); and
- UOW Malaysia (UOWM).
- UOWGE also manages UOW India, an international branch campus of UOW.

These institutions offer more than 210 programs, including higher education, vocational training, English language and professional development programs, to around 16,800 students annually. UOWGE is governed by a board of directors, with representation from the University of Wollongong, and supported by key academic and operational committees.

UNIVERSITY OF WOLLONGONG IN DUBAI (UOWD)

UOW Dubai was established in 1993 as an English language centre by the University of Wollongong. UOWD is a vibrant, dynamic and diverse institution, with an outstanding record of educating highly employable graduates and an international reputation for the quality of its educational practices. With more than 6,300 students from over 100

nationalities being taught by academics from around 50 countries, UOW Dubai offers a truly multicultural learning environment. Students can study one of 44 programs, from foundational courses to undergraduate and postgraduate degrees, spanning ten industry sectors, including engineering, business, IT, education studies, nursing, communications and media.

UOW COLLEGE AUSTRALIA

UOW College Australia is one of Australia's longest operating university pathway providers. It provides a supportive learning environment where over 3,000 students build skills and knowledge through the delivery of quality academic pathway programs and vocational courses. UOW College Australia also provides English language programs for tertiary study and IELTS preparation and is an official IELTS Test and Occupational English Test (OET) Centre.

UOW COLLEGE HONG KONG

UOW College Hong Kong is a highly regarded institution in Hong Kong, providing quality tertiary education for over 2,550 students. The College now offers 54 programs - a range of accredited degree and associate degree programs, accredited UOW top-up degrees, and diploma courses across a range of disciplines.

UNIVERSITY OF WOLLONGONG, MALAYSIA

With 40 years of experience, UOW Malaysia is a pioneer in private higher education in Malaysia, welcomed as part of UOW's global network in September 2019. From 1983 to now, UOW Malaysia has grown in size, stature and network. UOW Malaysia was elevated to full university status in November 2023 and now has university college facilities at Utropolis, Glenmarie, a university college at Jalan Anson in the heart of Georgetown, Penang, and a fourth campus now in Batu Kawan, Penang. These highly respected colleges have more than 4,500 students, and deliver 83 programs across disciplines such as business, communications, computing, creative arts, engineering, hospitality, nursing, tourism and culinary art.

UOW INDIA (BRANCH OF UNIVERSITY OF WOLLONGONG)

UOW launched its first campus in India, at Gujarat International Finance Tec-City (GIFT), with its first offerings commencing in the second half of 2024. With an initial focus on finance and business postgraduate programs, UOW will build on its strong partnerships in India that stretch across higher education, government, industry and research organisations.

Our operations

The University has around 2,300 academic and professional staff members (full time equivalent), based across nine domestic campuses, located between Sydney and Bega. The main campus is located within the city of Wollongong, in the Illawarra region south of Sydney. In Australia, our campuses are supported by approximately 200 UOW Pulse staff. Internationally, we have campuses in Dubai, Hong Kong, Malaysia and India, staffed by 1,331 UOWGE employees (except India, which is a branch of University of Wollongong), as well as partnerships in China and Singapore.

The UOW Act states that the object of the University is “the promotion, within the limits of the University’s resources, of scholarship, research, free inquiry, the interaction of research and teaching and academic excellence”. Our pursuit of these objectives is guided by our principal functions as set out in Section 6 of the *UOW Act*.

EDUCATION

A GLOBAL EDUCATION

UOW’s ambition is that our graduates will be ethical, critical thinkers who are competitive in a global economy and who make a difference in their communities.

FACULTIES

- The Arts, Social Sciences & Humanities
- Business & Law
- Engineering & Information Sciences
- Science, Medicine & Health.

307

UOW offered 307 degrees and courses in 2024 across our onshore, offshore and online delivery operations.

STUDENTS

We provide a range of services to support our student population and conduct student recruitment activities across our Australian and global campuses.

35,076

Total student enrolments in 2023 for UOW and UOWGE

27,362

onshore

7,714

offshore

RESEARCH

 Our focus is on fostering globally recognised, impactful research that drives positive change, with an emphasis on partnership and collaboration. In the latest Excellence in Research Australia (ERA) results (2018), 90% of UOW disciplines were rated at above or well above world standard. UOW has also been awarded 5 stars for our research quality in the current QS World University Rankings.

PHILANTHROPY

 UOW became an autonomous institution thanks to the commitment, advocacy and donations of local people who had a vision of a brighter future for the Illawarra region. We continue to engage in a range of fundraising activities to support our operations across all our communities.

FACILITIES

 UOW has 9 domestic campuses and 5 international campus locations, as well as a comprehensive IT infrastructure to enable online learning and to serve our community. We continue to invest in our physical and online facilities to provide world class research and teaching environments.

INVESTMENT

 UOW makes a range of investments designed to support its operations over time, having regard to environmental, social and governance considerations.

Our supply chains

The UOW supply chain is diverse and complex, reflecting the diverse range and broad geographical scope of operations. However, while the University has approximately 7,000 recorded suppliers, less than 5% of these are ongoing key suppliers, engaged through a formal tender (or similar) process. Additionally, the majority of our goods and services come from suppliers and contractors based in Australia.

Procurement at UOW is guided by our Purchasing and Procurement Policy, which seeks to give primacy to obtaining value for money, ethical procurement, anti-slavery principles, environmental sustainability principles and our commitment to increasing Aboriginal and Torres Strait Islander supplier diversity.

UOW undertakes core business procurement for all UOW entities based in Australia, including UOW College Australia and UOW Pulse. This relates to goods and services such as software and hardware, utilities, travel, insurance and construction.

UOW PULSE

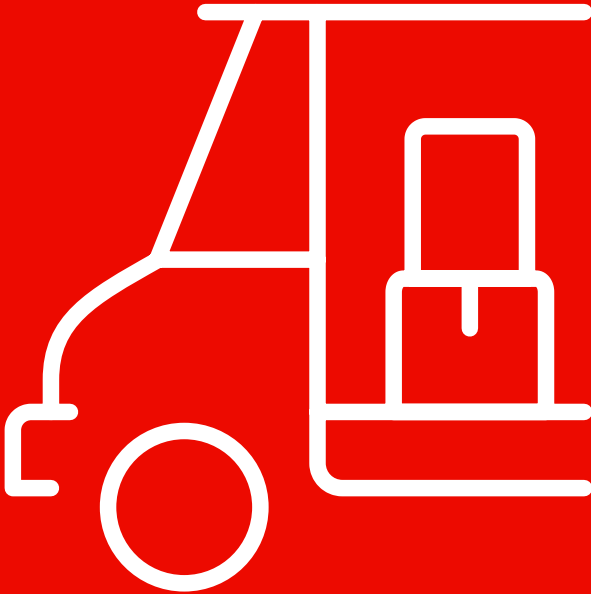
UOW Pulse manages procurement relating to its unique functions, including the purchase of food and beverages, and the acquisition of equipment, uniforms and merchandise as part of its retail offerings.

UOWGE

Procurement for UOWGE’s overseas entities is managed locally in each location. Significant expenditure on items and services such as information technology; stationery, library and printing supplies; travel and entertainment; maintenance and equipment supplies; and marketing are common across all three overseas locations, as well as unique supply items specific to each location.

The major categories of goods and services that UOW procures are:

- Cleaning
- Computer and IT technology
- Construction
- Consultants
- Education
- Equipment
- Insurance
- Lab supplies
- Office supplies
- Recruitment-labour hire
- Security
- Utilities





5 Modern slavery risks

UOW is committed to ongoing analysis of our supply chains and operations, to transparency and to continuous improvement in our efforts to identify risks of modern slavery.

Our operations as a group are international and broad ranging, as are our procurement practices. We acknowledge that risks of modern slavery may exist in almost all aspects of our operations and in any procurement we undertake, particularly given the nature of modern, global supply chains. We engage a range of measures to identify risk, including due diligence measures, supplier surveying, supplier engagement and contract reviews.

Our supply chains

UOW have identified elevated modern slavery risks in specific categories of goods and services, particularly where raw materials are sourced from high-risk regions or where labour intensive industries are involved. These include construction materials, IT equipment, clothing, promotional goods, and cleaning and maintenance services. Risks are further heightened where subcontracting and labour hire arrangements are used.

To address these risks, our policy requires staff to assess modern slavery risks when engaging or re-engaging suppliers. Preference is given to suppliers who demonstrate transparency, legal compliance, and a commitment to ethical labour practices. All new suppliers must provide advice on their Modern Slavery Principles and agree to the University's Code of Conduct.

In 2024, we continued to strengthen our approach through a procurement uplift program, which included enhanced due diligence, the implementation of risk mitigation tools, and membership in the Australian University Procurement Network and its Anti-Slavery Program. These initiatives support more effective risk identification, assessment, and remediation across our supply chains.

Our operations

Our analysis of risk is broad ranging and holistic, extending beyond procurement practices, suppliers and supply chains. We see risk arising in a range of our operations, including in relation to our students, our collaborations and our investments and fundraising.

OUR STUDENTS

In Australia, while forced marriage remains the most prominent modern slavery risk, other significant concerns have been identified, including debt bondage, forced labour, deceptive recruitment practices, and various forms of workplace exploitation that may not meet the threshold of modern slavery. These risks are particularly relevant to the student population due to the sectors in which they are commonly employed and the often precarious nature of their employment arrangements, such as casual or gig work. International students are especially vulnerable, as they may lack local support networks, have limited understanding of legal rights and workplace protections, and possess lower levels of English language proficiency.

Reports of modern slavery are referred to our Student Support and Wellbeing and Safe and Respectful Communities Teams who provide support to victims in Australia.

RESEARCH & OTHER INTERNATIONAL COLLABORATIONS

Collaborations for the purposes of research, teaching and learning are a critical part of UOW's operations. Our approach to due diligence, risk analysis and the formation of relationships is becoming increasingly comprehensive and sophisticated. However, we recognise that there is risk, particularly in respect of international collaborations, that modern slavery may be present in this aspect of our operations. As a result, UOW has taken foundational steps to review its Research Sponsorship and Collaboration Policy. Proposed changes include introducing relationship management provisions, enhanced and ongoing due diligence of partnerships, and processes to decline and discontinue its engagements where there are identified risks of Modern Slavery.

INVESTMENTS AND FUNDRAISING

Investing and fundraising activities are part of UOW's financial operations. While those activities are governed by clear policy and risk frameworks, the range of relationships means they have been identified as an area of risk in our operations. The university only invests with major financial institutions operating within Australia with Australian banking licences who are subject to Australian law and regulations.

UOW PULSE

UOW Pulse works with suppliers across several business units including retail, food and beverage, sport / recreation, children's services, facilities, student engagement and marketing. Potential risks include suppliers engaging in exploitative practices including forced labour or exploitative conditions, especially in low-skilled or outsourced roles such as cleaning and hospitality.



Our actions

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In 2024 we took steps to embed the processes and policies implemented in previous years aimed at identifying and addressing risks of modern slavery in our supply chains, while our focus for new initiatives shifted to the risks of modern slavery faced by our student population.

Procurement practices & policies

In 2024, the University continued to build on the foundational work of previous years to strengthen its approach to identifying and addressing modern slavery risks in procurement and supply chain operations. A key focus was the ongoing implementation of the procurement uplift program, which aims to enhance internal capability and secure additional resources to support ethical sourcing practices.

As part of this uplift, the University joined the Australian University Procurement Network and its Anti-Slavery Program, a strategic move designed to reduce duplication of effort and cost across the sector. This affiliation has enabled access to shared tools and insights, including Anti-Slavery Dashboards, which provide supplier specific risk ratings and comparative data across the higher education sector. These dashboards support more informed procurement decisions and allow for targeted risk mitigation strategies.

To further strengthen due diligence processes, the University increased the involvement of internal and external probity advisers in tender evaluations. This ensures that modern slavery risks are appropriately considered and addressed throughout procurement activities.

The University acknowledges the potential to increase our impact in relation to modern slavery risks across a range of different operations and is committed to expanding its focus accordingly.

In 2025, the University will focus on finalising remediation processes, expanding supplier risk assessments and embedding modern slavery considerations throughout the procurement lifecycle. Efforts will prioritise supplier engagement and staff training.

UOW PULSE

All UOW Pulse major suppliers complete a Modern Slavery Questionnaire before being accepted as a supplier, as part of our due diligence. With respect to UOW Pulse employees, several Enterprise Agreements (EA's) are in place across the business covering all team members, to ensure we comply with National Employment Standards. Compliance with EA standards and entitlements forms part of an annual independent audit. We also have anonymous reporting channels for workers and stakeholders, should they have any concerns with respect to Modern Slavery.

UOWGE

Procurement for UOWGE's overseas entities is managed locally in each location. Significant expenditure on items and services such as information technology; stationery, library and printing supplies; travel and entertainment; maintenance and equipment supplies and marketing are common across all three overseas locations, as well as unique supply items specific to each location.

Each UOWGE offshore entity currently adopts their own procurement practice and procedures and is working to continually improve these areas. All procurement agreements are reviewed centrally so as to ensure benchmarking standards across entities. Financial crime risk searches are undertaken for any new suppliers, and new suppliers are vetted by the requisite team. UOW College Hong Kong undertakes random online checks of supplier background and embeds Anti-Slavery Principles in their Procurement and Purchasing procedures, and UOW Dubai have a procurement policy which requires regular reviews of suppliers and requires suppliers to adhere to ethical and professional standards.

UOWGE are continuing on the development of a procurement framework that would act as an umbrella framework of standards applicable across all offshore and Australian entities. This would ensure a more consistent approach across offshore locations that better aligns with UOW's Modern Slavery obligations. In the meantime, UOWGE is bound by UOW's procurement policy and incorporates UOW's supplier code of conduct.

The University acknowledges the potential to increase our impact in relation to modern slavery risks across a range of different operations and is committed to expanding its focus accordingly.

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Risks of modern slavery in our student population

Through our risk analysis process, we identified our students as a group particularly at risk of being victims of modern slavery. This assessment was made for a range of reasons, including the industries they are often employed in and the basis on which they are employed (e.g. casual, gig economy). Vulnerability can be exacerbated by the cost of living and current housing shortage in the Illawarra and surrounding regions. For international students, this risk can be compounded by a lack of local support, lack of understanding of workplace laws and tenancy rights in Australia and, in some cases, lesser English language proficiency.

In 2024, the Division of Student Life led the delivery of dedicated welcome sessions for international students that were delivered in the lead up to each session at all onshore UOW campuses. Students received localised information about living in Australia, and heard from a range of stakeholders about health and wellbeing, visa and compliance, beach and water safety, exploitative practices including scams, sexual consent and sexual harm.

The launch of the Student Success Portal (Vygo) aimed to streamline the access to programs and services for students, with specific programs such as First Year Mentoring and an online International Student Community to support students transition and provide opportunities to build peer connections.

The student-facing website offers accessible information on modern slavery and related exploitative practices. It provides information in different languages, including guidance on seeking assistance and support. This content is regularly updated to reflect new resources and support pathways. Modern slavery awareness continues to be included during our annual RESPECT Week, a university-wide initiative promoting safety and respect for all students and staff. Facilitated by the Safe and Respectful Communities (SARC) Team, the event includes the dissemination of educational materials, and clear guidance on accessing support services. The SARC team deliver targeted education and training to international student cohorts during orientation, particularly those residing in university accommodation. In 2024, SARC also conducted modern slavery awareness raising through UOW social media.

To support staff in responding effectively to disclosures or concerns related to modern slavery, a training module—originally developed in 2021 and updated in 2022—remains available and is actively promoted among all student-facing personnel. Staff are also able to contact SARC for advice about supporting students.

The SARC team plays a pivotal role in both response and prevention efforts, offering specialist support to students affected by sexual assault, harassment, domestic and family violence, bullying, or discrimination. Their involvement in modern slavery initiatives ensures that information is trauma informed and that students have clear, accessible channels for communication and support.

UOWGE

UOWGE leads the University's international student recruitment, and the Global Recruitment Team are vigilant in monitoring agency conduct and actively train recruitment agents to ensure they understand their obligations under the Education Standards for Overseas Students (ESOS) Framework and the National Code of Practice. UOWGE include modern slavery risks, obligations and ethical practices in the ESOS induction and training, and have updated the agency contract templates to ensure that clauses are included in agent contracts that prohibit any form of exploitation or human rights abuses; and outline the consequences of non-compliance, including termination of the agreement.

UOW College also includes information for students relating to modern slavery in their welcome and orientation documents and presentations.

Training and awareness building

The general staff awareness training module, originally developed and launched in 2021, continues to be actively promoted. It undergoes regular review to ensure its relevance and was last updated to include enhanced guidance for staff in supporting students identified as being at risk.



We are committed to addressing modern slavery, however we acknowledge that there has been limited progress in assessing the effectiveness of our initiatives during 2024. We have established policies and frameworks, the implementation and evaluation of these measures requires further embedding.

Our priorities include:

- Strengthening Evaluation Processes: Developing robust methods to assess the impact of our modern slavery initiatives.
- Enhancing Awareness Programs: Increasing engagement and education among staff, students, and suppliers.
- Strengthening collaboration with UOWGE and UOW Pulse: To improve our strategies and benchmarks.

Modern Slavery Policy and Operational Leadership

- **Our Modern Slavery Prevention Policy:** In 2024, UOW drafted a Modern Slavery Policy, which is expected to be implemented in 2025. The Policy is in alignment with the University’s dedication to social responsibility and fostering meaningful change within our business operations and supply chains. This policy aims to raise awareness among our staff and students about slavery-like practices and explicitly forbids our employees from engaging in, allowing, or encouraging any form of modern slavery.

Risk Management Framework:

- **Actively integrating modern slavery risks into the University’s Risk Management Framework** will enable us to develop a more sustainable approach to identifying, controlling, and monitoring these risks. This integration will ensure that modern slavery risks are managed within the University’s routine operations rather than being treated as separate issues. We are committed to ongoing enhancement and refining of our risk management practices concerning modern slavery.

Risks of modern slavery in our student population

- We will continue to collaborate with specialist staff in developing our student facing resources, seeking and implementing feedback to ensure information is clearly and effectively communicated. We will continue to review and refine those resources over time, to ensure they maintain currency and relevance, and consider how to further increase awareness and available support.
- Delivering targeted information to international students through orientation and point in time workshops during semester in collaboration with Illawarra Legal Centre and Careers and Employability which builds opportunities for more in-depth engagement and understanding working rights. The implementation of UOW's Student Support Policy at the beginning of 2024, outlines the broad range of programs and services available to students and how they can access them.
- While reports of modern slavery are concerning, we view the willingness of students to report concerns and the increased capacity of staff to provide effective support as positive indicators of the impact and effectiveness of our initiatives.
- The university will continue to collaborate with specialist staff in the development of student-facing resources, actively seeking and incorporating feedback to ensure clarity and effectiveness in communication. These resources will be regularly reviewed and refined to maintain their relevance and to explore further opportunities for raising awareness and enhancing available support.

Procurement and supply chain

- **Provision of specialist education and training** for staff involved in procurement across the University to enable them to better identify, assess and respond to modern slavery risks.
- Through participation in the **Australian University Procurement Network** specialist training on modern slavery awareness has been made available to procurement staff. This training enhances staff capability to identify, assess, and respond to modern slavery risks in procurement activities.
- **Due diligence processes:** Develop and implement more robust due diligence processes to identify, assess, and address modern slavery risks in the University's operations and supply chains. The University has increased the involvement of both internal and external probity advisers in tender processes to ensure that due diligence is rigorously applied across operations and supply chains.
- **Remediation principles and processes:** In consultation with key stakeholders, develop remediation principles and provide a description of remediation processes enacted or that would be utilised to address modern slavery risks, if identified by the University.
- **UOW Pulse:** Any modern slavery issues, complaints or concerns are addressed at Executive Management meetings. UOW Pulse will not work with any prospective supplier where questionable practices are evident through the Modern Slavery Questionnaire. We monitor any grievances and work with the Auditors to ensure we remain compliant with EBA's and relevant legislation.

Education and collaboration

- **Collaborations and partnerships:** We recognise the value of engaging with leaders and experts in modern slavery and collaborating with others in similar work. This keeps us informed about best practices and innovative approaches. Learning from others and considering diverse perspectives helps us reflect on our past work and continuously improve our strategies.
- **Education and research:** As a research and higher education institution, we can leverage our educational and research capabilities to enhance understanding of modern slavery. This includes integrating modern slavery topics into courses and supporting related research projects.



Consultation and engagement

The University endeavours to take a collaborative approach to tackling modern slavery, liaising with its controlled entities, UOWGE and UOW Pulse to ensure a whole of organisation response.

By collaborating with these entities, sharing resources and insights, we can align our efforts and share responsibility for identifying and addressing modern slavery risks. Although each entity operates with distinct characteristics, we endeavour to maintain strategic alignment across the group, while accommodating necessary flexibility to reflect individual operational contexts.



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Compliance table

The table below identifies where in this statement each of the mandatory requirements prescribed by section 16 of the *Modern Slavery Act 2018* (Cth) has been addressed.

MSA CRITERION	REFERENCE IN THIS STATEMENT
Identify the reporting entity	Section 3
Describe the reporting entity's structure, operations and supply chains	Section 4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Section 5
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Section 6
Describe how the reporting entity assesses the effectiveness of these actions	Section 7
Describe the process of consultation with (i) any entities that the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement	Section 8
Any other relevant information	Sections 2, 3, and 7

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Approval

This statement for the University of Wollongong and UOWGE Ltd trading as UOW Global Enterprises (as reporting entities), and UOW Pulse Ltd (as a UOW subsidiary) was approved by the University Council of the University of Wollongong on 13 June 2025.

Professor G.Q. Max Lu AO
Vice-Chancellor and President

13 June 2025

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UNIVERSITY
OF WOLLONGONG
AUSTRALIA