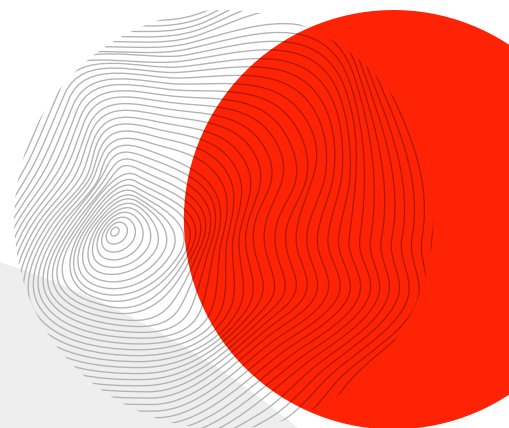




# UTS MODERN SLAVERY STATEMENT 2020



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# Acknowledgement

UTS acknowledges the Gadigal people of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

# From the Vice Chancellor

Professor Attila Brungs,  
Vice-Chancellor and President




As a public purpose institution, UTS has a critical responsibility to contribute to our community through research, education and practice. We measure our success, not only through the achievements of our students and staff in learning, research and innovation, but by the impact we have more broadly in the global community.

As a public purpose institution, UTS has a critical responsibility to contribute to our community through research, education and practice. We measure our success, not only through the achievements of our students and staff in learning, research and innovation, but by the impact we have more broadly in the global community.

The concept of social justice is key to our core and purpose at UTS and we are committed to driving social change in the world beyond our campus. This commitment is reflected by a diverse set of institution-wide social justice initiatives that have expanded in scope and depth since UTS was established.

Achieving positive social change is a central pillar of our UTS 2027 Strategy and is articulated in through our values, vision and purpose. Guided by the **UTS Social Impact Framework**, we are determined to actively contribute to resolving social challenges affecting communities by:

1. contributing to increased public good, social mobility and equity
2. supporting the creation of enabling environments for communities to thrive and
3. positively influencing and impacting the public, the individual, and the systemic forces that shape justice.

I am incredibly proud that UTS is home to **Anti-Slavery Australia**, based in the UTS Faculty of Law. Anti-Slavery Australia are leaders in the anti-slavery movement and the only specialist legal practice, research and policy centre committed to the abolition of modern slavery in Australia. Since its inception in 2003, Anti-Slavery Australia has provided research, policy and legal advice as part of a focused mission to abolish human trafficking, organ trafficking, slavery and slavery-like practices, such as forced labour and forced marriage, in Australia. The centre provides specialist legal advice to victims of modern slavery, conducts scholarly research into issues of human trafficking and slavery, and is an outstanding advocate for law and policy change at the federal level.

At UTS we recognise slavery as a grievous breach of human rights. This statement builds on the close to two decades of work carried out at UTS by Anti-Slavery Australia and sets out actions we intend to take to meet our obligations under the Commonwealth *Modern Slavery Act 2018*.

In developing this statement, UTS recognises that this represents just one step in tackling a global problem that our organisation cannot solve on our own. We are deeply committed to not only meeting our legislative obligations but to being an active part of the movement to eradicate modern slavery.



# Introduction

## UTS's structure, operations and supply chain

(Criteria 1 and 2)

The introduction of the Commonwealth *Modern Slavery Act 2018 (the Act)* represents an important development in ensuring focus on Australia's obligations under the Universal Declaration of Human Rights: that "no one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms".

This Statement outlines our commitment and approach to identifying and addressing modern slavery risks in our supply chain, operations, and investments, including those of the entities we control. It identifies actions UTS has undertaken, as a single reporting entity, in response to mandatory reporting criteria of the Act during the year ended 31 December 2020.

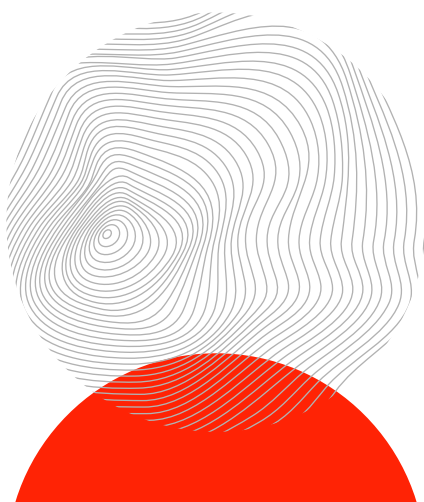
This Act requires entities based or operating in Australia, with an annual consolidated revenue of equal to or greater than \$100 million to report annually on the risks of modern slavery in their operations and supply chains, and take actions to manage, reduce, and where possible remove these risks.

This Statement represents UTS's first report in compliance with s13 of the Act and has been approved by Council as the principal governing body. It addresses the Act's Reporting Criteria by:

1. Identifying the reporting entity
2. Describing the reporting entity's structure, operations and supply chain
3. Describing the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls
4. Describing the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes
5. Describing how the reporting entity assesses the effectiveness of these actions
6. Describing the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)
7. Providing any other relevant information

University of Technology Sydney (ABN 77 257 686 961) (UTS) is a statutory corporation established in NSW pursuant to the *University of Technology Sydney Act (1989) NSW*. Our principal address is 15 Broadway Ultimo NSW 2007. We are registered with the Australian Charities and Not-For-Profits Commission. Our CRICOS (Commonwealth Register of Institutions and Courses for Overseas Students) provider number is 00099F.

The structure and operations of UTS and our controlled entities are described in our **Annual Report**.



The UTS supply chain is diverse and complex, relating to hundreds of products and services required to support the university’s operations including in relation to infrastructure construction and maintenance, administration, academic programs and research. UTS Strategic Procurement works on an ongoing basis to rationalise the number of suppliers used across the university in order to increase UTS’s buying power through key supplier relationships to service the majority of university needs. A list of UTS Preferred

Suppliers and Supplier Panels has been developed, with suppliers registered following a public tender process to provide visibility and transparency over the goods and services we buy.

UTS Preferred Suppliers and Supplier Panels are bound under contract to abide by UTS terms and conditions. Our **Procurement Policy** specifically aims to ensure that UTS and our suppliers act ethically and responsibly in the acquisition of goods and services, taking

into consideration economic, social and environmental impacts including in relation to modern slavery. The Principles of the Procurement Policy specify that “UTS will report on modern slavery risks (and the response to those risks) in university operations and supply chains as required by the **Modern Slavery Act 2018 (Cth)**.”

## 2 Consultation

(Criteria 6)

This statement is made by UTS following consultation with our controlled entities (established via **Section 16A** of the University of Technology Sydney Act 1989 (NSW)) including:

**UTS College (formerly Insearch Ltd), which is lodging a separate modern slavery statement;**

- Insearch Education International Pty Ltd
- Insearch Global Pty Ltd
- Insearch India LLP
- Insearch Shanghai Limited

Discussions have also commenced with UTS entities which do not meet the reporting threshold (listed below), to identify current and/or prospective activities which present risks in relation to modern slavery practices.

**accessUTS Pty Ltd and**

**UTS Global Pty Ltd;**

- UTS Beijing Ltd UTS
- Research and Innovation Institute (Shenzhen) Co Ltd





## 3 Our commitment to human rights

Modern slavery is a violation of human rights. At UTS we recognise our legal, ethical and moral responsibility to ensure our operations, research activities, supply chains and investments are scrupulous in avoiding modern slavery and other human rights harms. UTS will work to ensure that our students, staff, suppliers and partners respect and share our commitments to human rights.

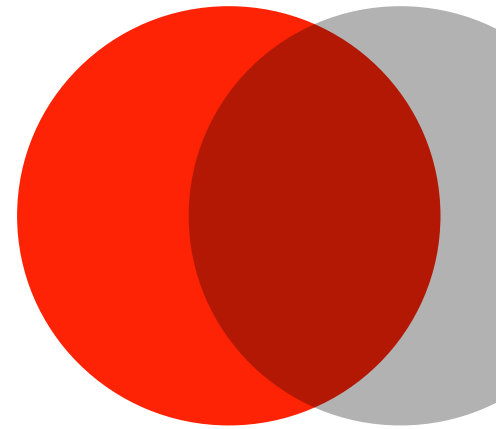
UTS commits to using our voice to advocate for an end to modern slavery globally in support of victims and survivors of modern slavery. In all our endeavours we will operate on principles of dignity, equality, and mutual respect within a human rights framework. We will act consistently with the Protect, Respect, Remedy framework set out in the **UN Guiding Principles on Business and Human Rights**.

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## 4 Our commitment to our students

Every UTS student should be free from slavery.

Within our diverse community we recognise that certain groups of people, including international students, may be at higher risk of exploitation through slavery-like conditions. We will act to mitigate this risk, building advocacy and support mechanisms (including **counselling**) into the student experience and providing assistance to those at risk.



## 5

# Recognising modern slavery

**Modern slavery is an umbrella term for conduct which would constitute:**

- an offence under Division 270 or 271 of the *Criminal Code*; or
- an offence under either of those Divisions if the conduct took place in Australia; or
- trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

Modern slavery can be defined as the recruitment, movement, harbouring or receiving of children, women or men using force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.

**Modern slavery can occur in many forms including:**

## **Slavery**

When a person exercises the rights of ownership over another person. This includes the power to make the victim an object of purchase or to use their labour or services in a substantially unrestricted manner.

## **Human trafficking**

The recruitment, harbouring and movement of a person for exploitation through modern slavery.

## **Servitude**

When a victim is significantly deprived of their personal freedom and does not consider themselves free to cease providing labour or services or leave their place of work because of coercion, threats or deception.

## **Forced labour**

Any work or services people are forced to do against their will under threat of punishment and where they are not free to stop working or to leave the place of their work because of coercion, threat or deception.

## **Debt bondage**

Where a person pledges their services as security for a manifestly unreasonable debt. This is the world's most widespread form of slavery, where victims trapped in poverty borrow money and are forced to work to pay off the debt.

## **Forced marriage**

A person is forced to marry through coercion, threats or deception or where they are incapable of understanding the nature and effect of the marriage ceremony.

## **Worst forms of child labour**

When children are exploited in slavery or slavery like practices or engaged in hazardous work that can harm their health, safety or morals or used to produce or traffic drugs. The worst forms of child labour can occur in different contexts including orphanage trafficking and child labour in factories, mining and agriculture.

Victims of modern slavery become trapped in these circumstances due to poverty, exclusion and a lack of power and choice making them vulnerable to exploitation and forcing them to take risks in search of safety, opportunities to provide for their families or improve their prospects.



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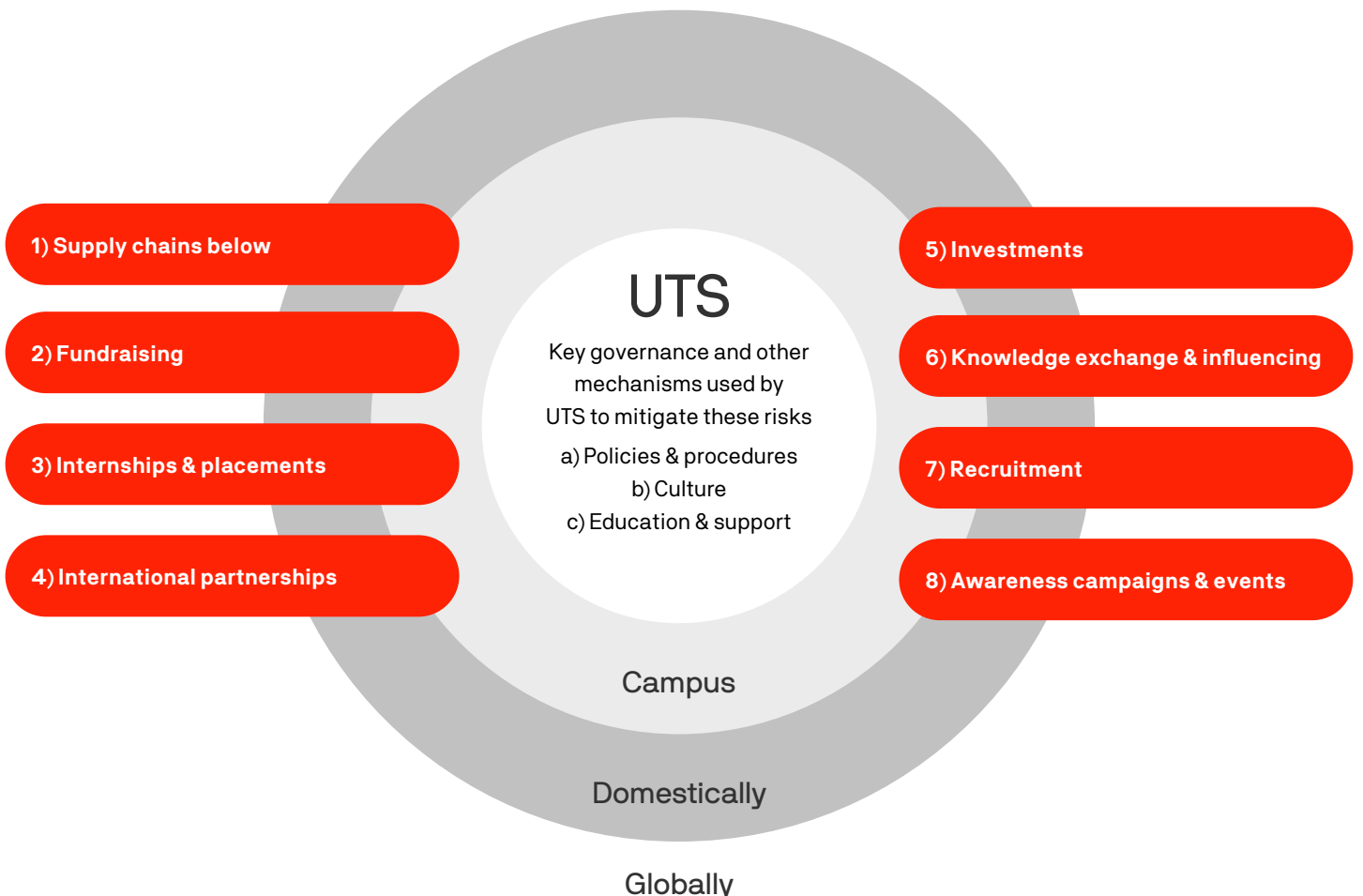
# Identifying risks of modern slavery practices in UTS operations and supply chains: Our approach

(Criteria 3)

During 2019-20, an initial risk assessment exercise was conducted to establish the university's sphere of influence where modern slavery risks may occur, its risk areas and relevant mitigation strategies. These key areas of potential risk, and the governance and other mechanisms used by UTS to mitigate these risks, are identified below.

**Figure 1: UTS's sphere of influence where modern slavery risks may occur**

## Sphere of Influence



## 6.1

## UTS Policies and Procedures

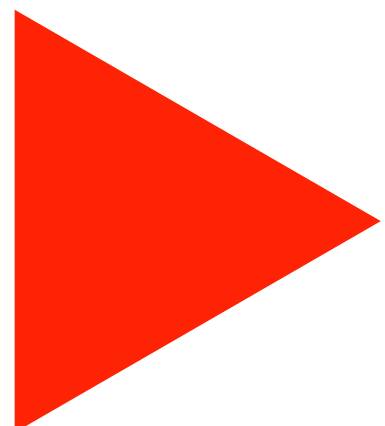
The UTS **Code of Conduct** (the Code) sets out behavioural standards and professional expectations for anyone who works for, or on behalf of, the university. It works with the **Social Impact Framework** and the **Sustainability Policy** to translate our values, vision and strategy into action and behaviours.

**The Code requires all staff and affiliates to:**

- treat all members of the university and wider community with dignity and respect in line with the **Equity, Inclusion and Respect Policy**
- comply with all legal, industrial, contractual and administrative requirements, and lawful and reasonable directions given by or on behalf of UTS
- be aware of and apply any legislative and regulatory requirements relevant to their position, specialisation or line of work
- make decisions reasonably and without bias guided by facts and best practice
- maintain timely, adequate and appropriate documentation to support decision making
- act responsibly when becoming aware of any unethical or unacceptable behaviour
- exercise academic freedom and freedom of expression in line with the Academic Freedom and Freedom of Expression Policy
- be familiar with, implement and comply with all UTS policies, procedures and guidelines.

The Code requires, where possible, that staff responsible for contract development, contract management and/or engaging contractors ensure that its behavioural requirements are included in the contract. Where this is not possible, behavioural expectations must be otherwise managed within the contract.

Any behaviour or conduct that is inconsistent with the Code or the Equity, Inclusion and Respect Policy is unacceptable and managed as a breach of the Code or a breach of contract (as appropriate). UTS will investigate any unethical or unacceptable behaviour brought to its attention, particularly that which may have an adverse effect on the wellbeing of staff or students, and take any necessary action.



## 6.2 Culture

UTS supports and promotes diversity, fairness, respect and the dignity and human rights of all. Any form of modern slavery is an abuse of human rights. As a public institution, we are committed to driving social change within and beyond our campus. We aim to ensure that our research, education and practice benefit the people who work and study at the university, as well as the wider community.

**This culture is supported by the principles outlined in our Equity, Inclusion and Respect Policy which state our commitment to:**

- build a culture where the principles of diversity and inclusion are integrated into our everyday activities
  - our UTS Community upholding our organisational values and standards, with all interactions including virtual, digital, in person and/or via social media accounts being respectful and abiding by our culture
  - equal educational and employment opportunities for all students and staff via clear and transparent processes
  - expressing our values and principles within our mission statements and through our strategic goals
- provide an environment fostering equality and fairness, respecting and valuing diversity
  - meeting our compliance requirements in relation to modern slavery
  - work towards a solution to address the historic and ongoing disadvantage that has created barriers to access and progression for some groups in the community
  - supporting and encouraging rational and rigorous research, discussion, critical enquiry and public discourse in a respectful, open minded and generous spirit.



## 6.3

## Education and Support

UTS activities in community awareness raising about modern slavery and support for victims are focused through Anti-Slavery Australia (ASA), a specialist legal, research and policy centre in the Faculty of Law. UTS highly values the leadership the centre provides in tackling modern slavery globally and in supporting victims.

For close to 20 years, ASA has been the only specialist centre providing free legal and migration services through its collaboration with academic and solicitor, Jennifer Burn, to people who have experienced or are at risk of modern slavery in Australia. Clients can contact the centre directly through a national advice hotline or **My Blue Sky**, a website dedicated to education and support in relation to forced marriage. Clients are also referred by the Australian Federal Police, Australian Red Cross, and other community support organisations. ASA has assisted hundreds of clients across every state and territory in Australia, who have been trafficked, enslaved or forced to marry in Australia. Through a holistic, person-centred approach, ASA helps clients navigate the legal process including providing advice and assistance on immigration, citizenship, employment law, family law, criminal law and victims' compensation. This work enables survivors of modern slavery build positive futures for themselves and their families.

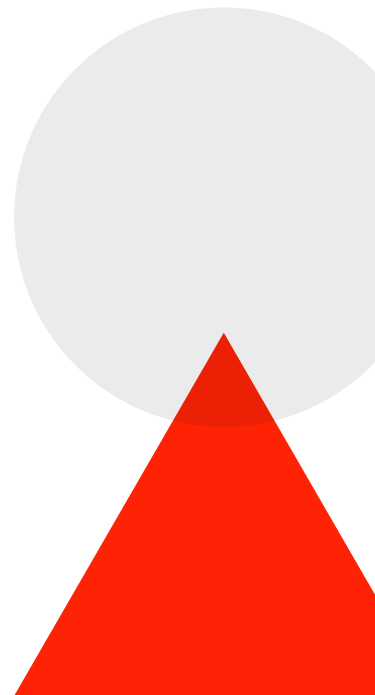
ASA offers a range of training (including to UTS staff and students) to increase awareness about all forms of modern slavery, the indicators of modern slavery, protections that are available, best practice and referral pathways and training about the *Australian Modern Slavery Act* and the supply chain reporting requirements.

Training is delivered to frontline service providers, business, law enforcement, community and government, the health care sector, not for profits, students and educators. For many years the centre has provided access to free training to all sectors of the community. Recognising that awareness of modern slavery in the Australian community is low, UTS launched a free, self-paced online course on **Modern Slavery** in 2020.

In addition to free training, the centre has developed new training programs with a registration fee. Anti-Slavery Australia at UTS uses all proceeds from training registration fees to enable the centre to provide access to free legal advice to victims of modern slavery in Australia.

The centre also works to engage communities, raise awareness about what trafficking and slavery means and empower communities to take a stand against slavery and respond appropriately. It does this through events such as conferences, awards, media engagement, public advocacy and the arts.

We expect all members of the UTS community to uphold their personal responsibilities to respect human rights. We seek to strengthen individual agency and accountability within the UTS community by increasing awareness of modern slavery and building capacity among our staff and students through providing modern slavery training, based on ASA's online modern slavery courses.



7

# Our actions to address the risks of modern slavery practices in UTS operations and supply chains

(Criteria 4)

Having identified the spheres of influence noted in Section 6, the university has commenced a program of actions to mitigate potential modern slavery risks in eight identified risk areas. The existing controls and actions underway in these areas are detailed below.



## 7.1

# Supply Chains: Responsible Procurement and Supplier Engagement

As large-scale consumers of a wide range of goods and services, we benefit from local and global supply chains. The prevalence of modern slavery in supply chains globally is a significant issue, especially in relation to goods or services such as cleaning and IT.

Our **Procurement Policy** sets out the requirements for procuring goods and services for or on behalf of UTS.

The Policy requires that:

- Procurement processes are transparent, ensuring open and effective competition.
- Value for money is determined by evaluating all relevant risks, costs and benefits on a whole of life basis. Price alone may not represent best value for money.
- UTS acts ethically and responsibly in the acquisition of goods and services, taking into consideration economic, social and environmental impacts.
- UTS reports on modern slavery risks (and the response to those risks) in university operations and supply chains as required.

Since the introduction of the *Modern Slavery Act*, UTS has introduced provisions into our procurement contracts to ensure compliance by suppliers is maintained and any non-compliance identified and reported to the university. Any breaches or suspected breaches of the Procurement Policy are to be reported to the relevant supervisor, dean or director for investigation and action by the Chief Financial Officer (CFO).

Any instances of suspected modern slavery should be reported to a staff member's relevant manager or supervisor (for escalation as appropriate), Anti-Slavery Australia or the Australian Federal Police. UTS will notify relevant statutory authorities and/or agencies, and action may be taken by a statutory authority

and/or agency where relevant legislation is breached, resulting in criminal action, fines or imprisonment. UTS will also ensure that victims are referred to appropriate health and wellbeing support. UTS policies including the **Fraud and Corruption Prevention and Public Interest Disclosures Policy**, **Code of Conduct**, **Staff Complaints Policy** and **Child Protection Policy** support the appropriate reporting of suspected incidences of modern slavery.

Through our Procurement Policy, robust procurement principles and contractual arrangements, we set high expectations and engage with our suppliers to identify and address modern slavery risks, leveraging our position as a large public institution to improve practices beyond our own campus.

Guidelines and protocols direct those involved in procurement, evaluation and approval, and set out requirements for suppliers to comply with legal obligations including in relation to areas such as workplace health and safety and employment laws. They further guide UTS staff involved in procurement to give consideration to:

- social responsibility
- compliance requirements in relation to modern slavery
- climate change impacts and emissions considerations
- water, energy and resource use
- waste generation and recyclability
- government restrictions and guidelines
- innovation and long-term environmental and economic viability.

UTS is further committed to addressing modern slavery risks in its supply chain and is part of the Australian University Procurement Network (AUPN). We have supplied data to the AUPN to establish common suppliers across the sector in

higher risk areas. Declaration forms will be issued asking suppliers to identify their modern slavery risks and identify the actions being taken to manage these risks. The AUPN is developing a program of works in this area including supplier risk assessment, procurement training and strengthening of procurement processes. UTS, as a member of this group, will implement the outputs of this exercise as they are completed.

UTS is prioritising action against modern slavery risks in cleaning contracts, by adopting the core principles of the **Cleaning Accountability Framework (CAF)**. The CAF principles, also supported by Australian Human Rights Commission (AHRC), incorporate ethical procurement, the promotion of decent working conditions, fair and transparent pricing, quality outcomes, engendering employment practices to eliminate exploitation and providing cleaners the ability to speak up safely.

We encourage constructive dialogue with suppliers, and strongly encourage staff, students and members of our community to report any suspected human rights abuses via our **Staff Complaints Policy**, **Student Complaints Policy** or the **Fraud, Corruption and Public Interest Disclosures Policy**. Promoting these policies and encouraging staff, students and suppliers to report suspected human rights abuses will continue to be a focus of our work on modern slavery over the next 12 months.

In relation to the controlled entities AccessUTS and UTS Global, supply chain and procurement activities have been initially assessed as low risk for modern slavery as predominantly these activities relate to professional services (accounting, legal, banking, communications and marketing). These entities will align with the next steps taken by UTS in assessing its wider supply chain.

## 7.2 Fundraising

The UTS **Philanthropic Fundraising Policy** sets out the clear expectations of all staff across the university in undertaking fundraising activities. These expectations focus on conducting all activities ethically, in line with the university's strategies, values and policies. We expect all UTS staff engaged in fundraising to conduct themselves as ambassadors for the entire university in line with the code of conduct and the **Equity, Inclusion and Respect Policy**.

The university has reserved the right to reject funds from any source based on an assessment of their alignment with the university's values. All prospective donors are assessed through a due diligence and risk assessment process by our Advancement Unit. This process includes assessing how the donors' funds were earned and a level of basic due diligence assessing the fit with UTS (both strategic and values-based) and considering any human rights, unethical or unfair activities performed by the donor. Depending on the outcome of the initial risk assessment, external due diligence may be sought to help inform any decision to accept or refuse a donation.

Fundraising, internship, and investment activities are not undertaken by controlled entities.



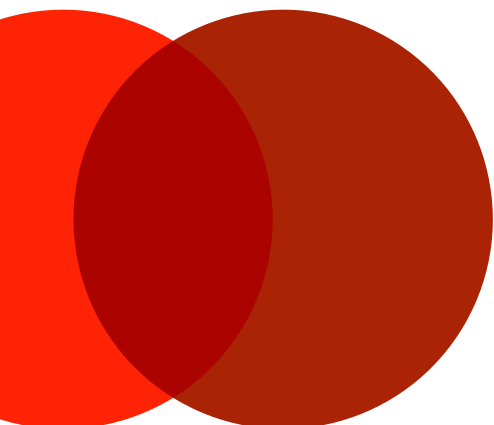
## 7.3 Internships and placements

Enabling our students to participate in industry experiences to support them becoming job-ready at the conclusion of their course is a priority for UTS. To support this process, UTS has a tailored one stop shop for our students, CareerHub, to help students find jobs, internships, volunteering and industry experience opportunities.

Any organisation wishing to post an opportunity onto CareerHub must complete the registration process, which includes signing up to our terms and conditions which set out our values and expectations. When posting opportunities, for domestic internship or placement, the organisation must sign a placement agreement with the student, which contains contractual protections for our students to address modern slavery and other risks. In relation to international placements, the university will work with the local provider to create contracts that align with domestic Australian arrangements and/or leverage our partnerships to influence the contractual arrangements of the third party and minimise modern slavery risks.

Our UTS Careers team monitor the conduct of the organisations placing opportunities on CareerHub and review feedback from students who have undertaken opportunities from this platform. In partnership with the relevant UTS faculty, further action and investigation is undertaken if any ethical, moral or other significant issues are identified.

A UTS Internships Policy, which includes duty of care considerations for the university and host organisations, is currently under development and will be published in 2021.



## 7.4 International Partnerships

As a public purpose university, we occupy a unique institutional position. We are advocates and a critical voice on issues that concern and impact communities, and we use this position to advance the rights of vulnerable communities in Australia and globally.

We commit to harnessing UTS's capacity to further contribute meaningfully to public dialogue on modern slavery, driving it beyond a focus on legal compliance towards practical, survivor-centred responses to addressing modern slavery. We will draw on the leading role that Anti-Slavery Australia has played and continues to play as an advocate for law and policy reform on modern slavery.

Our modern slavery research and advocacy agenda strives to translate research into policy action, working collaboratively to ensure inclusive participation of affected and at-risk individuals.

We will extend our reach through collaboration with business, government, community partners and other organisations to use our collective influence to minimise modern slavery risks and drive action to address modern slavery.

We seek to positively influence the policies and practices of our partners in relation to modern slavery. All prospective domestic

and international partners are assessed through our due diligence and risk assessment process.

This process includes assessing how the partners have earned their funds and a level of basic due diligence assessing the fit with UTS (both strategic and values-based) and considering any human rights, unethical or unfair activities performed by the potential partner. Depending on the outcome of the initial risk assessment, external due diligence may be sought to help inform any decision to either agree to or decline a partnership opportunity.

## 7.5 Investments

As a university we have adopted a responsible investment ethos: a broad-based approach to investing which factors in people, society and the environment, along with financial performance, when making and managing investments.

We recognise the responsible investment definition outlined in the United Nations Principles for Responsible Investment as a strategy and practice to incorporate Environmental, Social and Governance (ESG) factors in investment decisions and active ownership (or stewardship).

The university acknowledges the relevance of the UN Sustainable Development Goals in enabling institutional investment to better align investors with broader objectives of society and that this can assist to better manage risk and generate sustainable, long-term returns.

When investing funds, ESG factors will be considered in the selection of investments and in the investment process, to ensure socially responsible investment, consistent with the university's values. Short term funds are currently restricted to investment with Australia's Big 4 banks. Other funds are invested under an ESG-integrated stewardship policy.





## 7.6

## Knowledge exchange and influencing

UTS is committed to carrying out our research, learning and teaching to the highest standards of ethics and integrity.

Acknowledging where our research intersects with high-risk geographies and industries, we seek to adhere to the principles of the **Australian Code for Responsible Conduct of Research** and **National Statement on the Ethical Conduct of Human Research**. The statement encompasses the values and principles of research merit and integrity, justice, beneficence and respect, including specific reference to vulnerable populations, or victims of illegal activities.

We will further endeavour to develop measures to know if we cause or contribute to human rights breaches or if our actions are linked to breaches of human rights.

We recently revised our research **policy frameworks** and procedures to ensure they reflect current legislation and our commitment to addressing modern slavery. Our policies will be reviewed regularly to ensure relevance and currency, and we will regularly and clearly communicate our expectations of our suppliers and partners. We seek to positively influence the policies and practices of our research partners in relation to modern slavery and are also developing principles and guidelines for accepting research funding, including considerations for ensuring funders do not have any links or affiliations with modern slavery practices.

Before we look to share knowledge through collaborations or research activity, we will undertake our due diligence and risk assessment process. This process assesses the potential use or dual use of the knowledge shared, the fit between UTS and the external party (both

strategic and values based) and considers any human rights, unethical or unfair activities performed by the external party and compliance with Australian legislation and regulation. Depending on the outcome of the initial risk assessment, external due diligence may be sought to help inform any decision to either entering into or declining the knowledge sharing activity.

UTS will continue to develop our own program of research into modern slavery through Anti-Slavery Australia with research that is grounded on a unique combination of practical, firsthand experience with survivors, coupled with the academic rigour required by the UTS Faculty of Law. This ongoing body of research, includes partnerships and commissioned work into areas including human trafficking, forced marriage, dowry abuse, online sexual exploitation of children, asylum seeker exploitation, survivors' perspectives and modern slavery reporting requirements.

## 7.7

## Recruitment

UTS's **Recruitment and Appointment** Vice-Chancellor's Directive (under review) sets out the key principles that the university uses to guide its recruitment and selection practices. These include:

- recruitment and selection being undertaken within the context of achieving a diverse workforce profile capable of achieving the university's vision and strategic objectives
- recruitment and selection will be guided by the principles of equal employment opportunity to:
  - ensure that the most capable person is selected for a position on the basis of merit and without regard to irrelevant

factors such as a person's sex, sexual preference, transgender status, race, colour, ethnic or ethno-religious background, descent or national identity, marital status, disability, age, political conviction or religious belief

- recognise that historic and ongoing disadvantage creates barriers to access employment for people in equity target groups through such special measures as targeted recruitment programs
- recruitment and selection practice will be conducted in such a way as to protect and enhance the reputation

of the UTS brand in the labour market and be fair, equitable, transparent and compliant with relevant legislation.

Recruitment activities performed at the university over the last 12 months have followed these principles and others included in the directive not necessarily relevant to modern slavery. At the university, conditions of employment are determined by various legislation, collective agreements, common law and university policies, practice and by-laws. The industrial conditions governing the employment of UTS staff are prescribed in the Academic and Professional staff agreements and the Senior Staff Group Collective Agreement.

## 7.8

## Awareness events, campaigns and training

Anti-Slavery Australia has been raising awareness of modern slavery risks through events and campaigns for close to two decades. Since the introduction of the Act, Anti-Slavery Australia has reached over 80,000 learners (in 2020) through modern slavery education and training activities, webinars and speaking engagements.

The centre has developed a **free online course on modern slavery**, available on the UTS Open platform. It is aimed at high school students, university students, community workers, front line responders, educators, and Australian community members who want to learn more about modern slavery, human rights and social justice issues.

In addition, the centre has launched a **Practical Guide to the Modern Slavery Act** designed for organisations addressing modern slavery in their operations and supply chains. The course is specifically designed to provide practical guidance on the supply chain reporting requirements set out in Australia's Modern Slavery Act. The course includes innovative, interactive activities, case studies and expert interviews, and is available via the UTS Open website.

Anti-Slavery Australia also works to raise awareness of modern slavery issues beyond our university through community engagement activities such as **Human Mart**, an interactive art installation which highlights 61 true stories of modern slavery in Australia.

## 7.9

## Future Actions: Next steps towards a future free from modern slavery abuses

Over the next 12 months UTS has identified a series of priority actions including:

- working to further our progress in relation to the **Cleaning Accountability Framework (CAF)** and working with our cleaning contractors to extend the CAF across the broader higher education sector
- working with the Australian University Procurement Network (AUPN) to establish common suppliers across the sector in higher risk areas; to develop declaration forms asking suppliers to identify their modern slavery risks and identify the actions being taken to manage these risks; and developing a program of works in this area including supplier risk assessment, supplier questionnaire assessments and training, procurement training and strengthening of procurement processes. As an AUPN member UTS will implement the outputs of this exercise as they are completed.
- continuous improvement of our policy portfolio to ensure modern slavery considerations are embedded in all relevant frameworks, decision making processes and practices. This will include reviewing the adequacy of existing complaint mechanisms to respond to modern slavery and ensuring the adequacy of enforcement mechanisms for suppliers.
- introducing targeted modern slavery awareness training for UTS staff, students and community partners
- investigating implementation of human rights due diligence in line with the **United Nations Guiding Principles on Business and Human Rights** through identifying adverse human rights risks and impacts including modern slavery, mapping supplier profiles, developing a supplier engagement communication strategy and identifying suppliers in key risk areas.

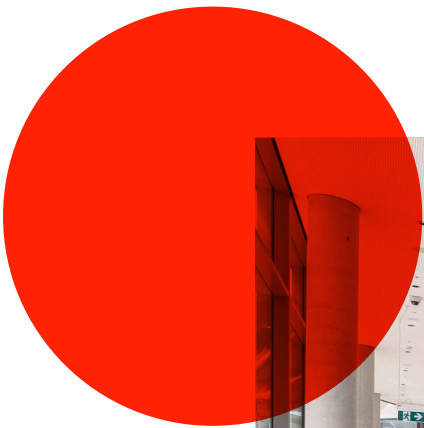
# 8 Impact of COVID-19

Like other higher education institutions across the sector, UTS was faced with unprecedented challenges in 2020. The COVID-19 pandemic upended our normal approach to work, study, research and, on a wider level, the way we live our daily lives.

Our students moved to online learning and our staff moved to remote working. Our international students were heavily impacted, with a large number unable to travel to Australia to start, or to continue their studies. In spite of these huge challenges, we saw immense effort behind the scenes to ensure that UTS continued to run effectively and our students were provided with the best possible experience in the circumstances.

In 2020, the university's focus shifted dramatically to those in our community who were most vulnerable and most negatively affected by COVID-19. International students and students from a refugee or asylum seeker background were disproportionately impacted by the COVID-19 crisis and relief packages for international students were incorporated into the work we were already doing with community groups in our precinct.

During the pandemic, UTS developed student financial support packages (including interest-free loans, grants, and funds to buy the equipment necessary for studying from home) and a crisis volunteering initiative which employed UTS students to assist not-for-profits in need of extra hands during the crisis, including Foodbank, Oz Harvest and the Glebe Youth Service. These initiatives aimed to ensure that students who may be already vulnerable, including to modern slavery, were protected.



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# Assessing the effectiveness of our actions

(Criteria 5)

UTS monitors the effectiveness of our actions to address modern slavery through a variety of reporting and review processes including:

- annual risk assessment activities and the development of risk mitigation strategies in line with the **UTS Risk Management Policy** and procedures
- reporting and review of student and staff complaints via Safety and Wellbeing Reports to UTS Council as required by the **Health and Safety Policy, Office of the UTS Student Ombud Annual Report** and Student Complaints Resolution Office in line with the **Student Complaints Policy and Procedures**
- reviews of UTS Procurement Policies and Procedures procurement practices.

UTS has also developed a **Social Impact Framework** to measure our social impact as a university, and to guide our efforts in the future. The Framework is the first of its kind for an Australian university and outlines a clear, shared strategic vision for UTS to follow to increase our social impact.

The **Social Impact Framework** is shifting broad practice at UTS (and beyond) in three distinct ways:

- It recognises and rewards excellence in practice.
- It evaluates existing initiatives so we are able to continually refine and reform efforts, in order to remain forward-thinking and proactive in our social justice response.
- It is a key tool used to identify gaps and lead to new social justice initiatives.

UTS Social Impact Framework, Domain 6 specifically focuses on UTS business operations and strategies including our key elements of our work to eliminate modern slavery in our operations and supply chains. We aim to demonstrate our long-term independent commitment to social impact and understand that driving social change begins on our own campus and in our community. We strive to embed human rights, inclusivity, sustainability and accessibility as a key part of our business and employment practices.

We publish an annual **Social Justice Report** which tracks our progress and records and celebrates our achievements of UTS staff and students in the social justice space.



