

# Charles Darwin University

## Modern Slavery Statement



# 2020 Modern Slavery Statement

## Introduction

This is Charles Darwin University's (CDU) first statement under the *Modern Slavery Act 2018* (Cth) (the Act) and covers the period 1 January 2020 to 31 December 2020. This statement outlines the steps we have taken to identify, manage and mitigate the risks of modern slavery in our operations and supply chains.

CDU acknowledges that modern slavery is a global issue affecting millions of people and occurs in many forms as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting.

CDU is committed to operating ethically and establishing processes to identify and mitigate the risks of modern slavery in our supply chains.

## About Charles Darwin University

CDU is a new world university built on social justice, sustainability, creativity and collective effort. At CDU we have a passion and a vision to use our skills and knowledge to help shape a brighter future. We are a dual-sector university, which provides training and education to more than 21,000 students across eight campuses and centres in the Northern Territory and Australia. It's a place where everyone can strive for their goal to make things better, however big or small. CDU is one of Australia's strongly multicultural universities and is deeply engaged with our Indigenous people and culture.

## Our Structure, Operations and Supply Chains

CDU is a body corporate established under the *Charles Darwin University Act 2003*. CDU is a public university based in the Northern Territory, employs over 1,500 employees and has over 21,000 students. The CDU consolidated group has an annual revenue of over \$320 million. For the 2020 calendar year, CDU had the following subsidiaries:

- Menzies School of Health Research (MSHR), which includes Bridging the Gap Foundation Trust (closed December 2020) and Bridging the Gap Foundation
- Charles Darwin University Foundation
- Charles Darwin University Foundation Trust
- Charles Darwin University Charitable Trust (closed October 2020)
- CDU Amenities Limited, which includes Cairns Language Centre Pty Limited (closed October 2020), Cairns Business College Pty Limited (sold July 2020), Cairns Education Australia Pty Limited (sold July 2020) and ICHM Pty Limited (sold February 2020)

The CDU Council, comprising 15 members, is the principal governing body of the University, established under the *Charles Darwin University Act 2003*, the Council is led by the Chancellor and a Deputy Chancellor. The Council is responsible for the governance of the University, acts in its best interest, drives performance through strategy and stewardship, provides overall strategic guidance, and oversees senior management in carrying out that strategic direction.

## Operations

CDU's principal activities are to undertake teaching activities that fulfil the qualification requirements of Higher Education and Vocational Education and Training. CDU undertakes research and provides research facilities and where appropriate, co-operates with other universities, industry, professional

bodies and communities whether within or outside of Australia to disseminate knowledge and advance skills and their practical application.

## **Supply Chains**

In 2020, CDU procured from over 2,000 suppliers' goods and services used in the course of teaching and research activities. In our assessments, our highest risks of modern slavery are in the supply of:

- information technology goods and services
- construction materials, cleaning and office and laboratory and clothing supplies
- security and facility management services
- catering and food supply

CDU procures 80% of its goods and services from suppliers located in Australia and 20% from internationally based suppliers. From the internationally based suppliers, 0.14% and 0.09% of our procurement spend is in China and India, respectively. These countries are considered to have high risk for modern slavery practices. However, our spend in these countries relates to agent commission, which are not in the high-risk categories of goods or services.

## **Risks of Modern Slavery in Operations and Supply Chains**

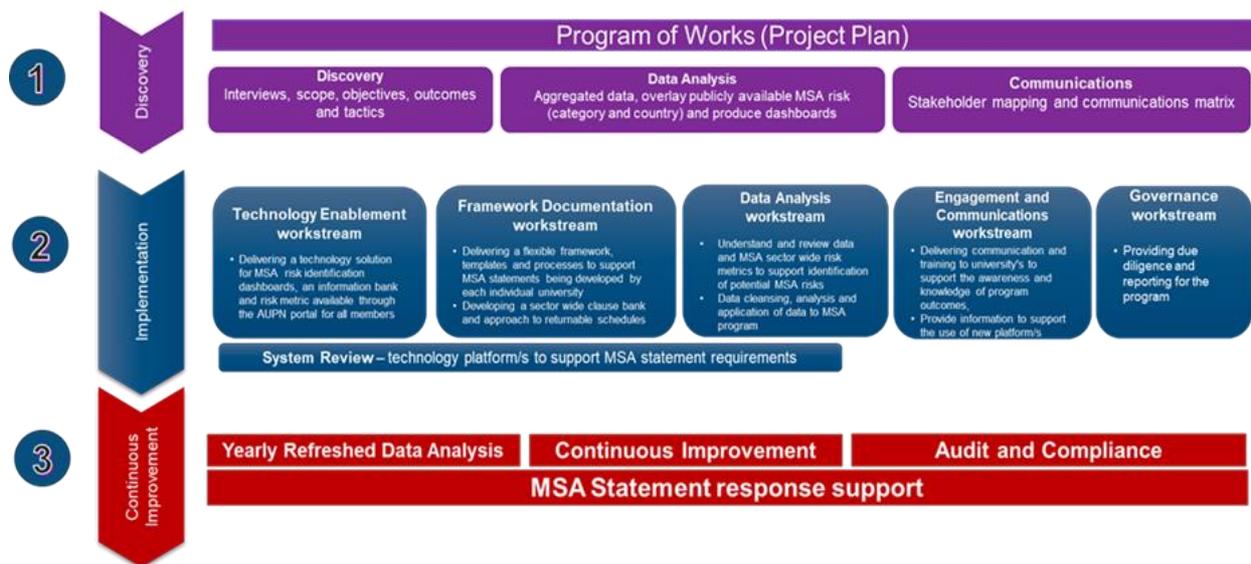
### **Operations**

In our operations, the risk of modern slavery is deemed to be low for the following reasons:

- The CDU Enterprise Agreement, along with policies on Workplace Health and Safety and recruitment processes provide a framework for CDU's employment practices.
- Procurement of goods and services from external suppliers requires assessment of modern slavery risks in accordance with the Procurement Policy and Procedures.
- Oversight of modern slavery risk is managed by a central procurement function within the University to ensure that consistent practices are adopted in supplier onboarding, terms and conditions with suppliers and tendering conditions to mitigate the risks of modern slavery.

### **Supply Chains**

In addition to ensuring that our internal business practices and procurement procedures are established in a manner that minimizes the risk of modern slavery, CDU has consulted and collaborated with the Australian University Procurement Network (AUPN). The AUPN's establishment of the Modern Slavery Working Group has led to the following sector wide Modern Slavery (MS) Program:



## Actions taken to assess and address risks

CDU has undertaken the following risk management actions to assess and address modern slavery risks in its operations and supply chains:

- Raising awareness of Modern Slavery and requirements under the law within the organization and controlled entities, focusing on the issue and risks of modern slavery and practical ways to help eliminate modern slavery practices.
- Taking actions such as researching suppliers and their supply chain, identifying any signs of modern slavery risks, asking the supplier questions on their awareness of modern slavery, incorporate specific questions in tender evaluation considerations and response schedules.
- Introduced anti Modern Slavery clauses in all procurement documentations, contracts for goods and services and supplier questionnaire.
- Continued sector collaboration via the AUPN.

## Effectiveness of Our Actions

CDU is working to understand the effectiveness of our actions. Our ongoing collaboration with the University sector will also enhance our future capacity around mitigating modern slavery risks. During 2020, we targeted our efforts at raising awareness and providing processes for identifying and mitigating risks.

## Next Steps for CDU

CDU is committed to contribute to the elimination of modern slavery by 2030, and in collaboration with the wider University sector will be undertaking the following immediate measures in early 2021:

- Strengthening the process for onboarding new suppliers that will assist in assessing risks of modern slavery.
- Identifying and preventing suppliers that have been known to contain modern slavery in their practices from being inadvertently selected in future procurement.
- Implementing a technology solution to assist in identifying modern slavery risks in supply chains and conducting audit of suppliers in high risk categories.

## Declaration

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 (Cth) and constitutes the Modern Slavery Statement of Charles Darwin University for the year ending 31 December 2020. The statement has been approved by Charles Darwin University Council on 24 June 2021.

A handwritten signature in black ink, appearing to read 'Scott Bowman', is written on a light-colored rectangular background.

**Professor Scott Bowman AO**  
**Vice Chancellor and President**