

Modern Slavery Statement 2025

Edith Cowan University

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Introduction

Modern slavery remains a pervasive global human rights issue, affecting an estimated 50 million people worldwide. Modern slavery includes practices such as forced labour, human trafficking, servitude, deceptive recruitment, debt bondage, forced marriage, and the worst forms of child labour. These practices may occur across complex global supply chains and within an organisation's operations.

This document is the sixth Modern Slavery Statement for Edith Cowan University (ECU), and outlines its actions taken to identify, assess and address modern slavery risks during the reporting period ending 31 December 2025.

ECU is committed to respecting and promoting human rights, and ethical, lawful and responsible practices across its operations and supply chains.

The University follows a risk- and evidence-based, collaborative approach to understanding and managing modern slavery risks associated with procurement, employment practices, and partnerships. This is supported by strong governance (including ECU Council oversight, leadership from the Deputy Vice-Chancellor (Students and Education), and the University's Modern Slavery Working Group), ECU's participation in sector-wide initiatives such as the Australasian Universities Procurement Network, and University research.

In 2025, ECU continued to strengthen its systems, controls and assurance processes, particularly in relation to employment practices and supplier risk management.

This statement describes the University's structure and operations, identifies areas of potential risk, and outlines the actions taken to mitigate those risks and monitor effectiveness. Through these measures, ECU seeks to contribute to the global effort to combat modern slavery and to uphold the University's values.

ECU's Modern Slavery Statement 2025 has been prepared in accordance with the provisions of the *Modern Slavery Act 2018* (Cth). The statement was approved by the University's Council Executive on 29 May 2026.

This document is available online at ECU's website: <https://www.ecu.edu.au/about-ecu/reports-and-plans/modern-slavery>. It is available in alternate formats upon request.

ECU proudly acknowledges the communities upon which its Australian campuses are located: the Whadjuk, Wardandi, and Mooro peoples. The University acknowledges that the work undertaken on its campuses takes place on these sovereign nations and unceded lands.

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About ECU

Edith Cowan University (ECU) is one of Western Australia's oldest higher education institutions, and its youngest university. ECU has over 30,600 students, and approximately 2,270 staff.

ECU's purpose is to transform lives and enrich society. ECU is a university of connection, purpose, and high impact, driven to deliver for Western Australia and the world in all that we do. The University's students, staff, and governing body are guided by ECU's values of integrity, respect, rational inquiry, personal excellence, and courage.

ECU's eight schools – Arts and Humanities; Business and Law; Education; Engineering; Medical and Health Sciences; Nursing and Midwifery; Science; and the Western Australian Academy of Performing Arts (WAAPA) – deliver a variety of on-campus and online courses and undertake research across a range of disciplines.

Introduced in 2025, ECU's new Cultural Narrative Framework is a milestone commitment. Two foundational cultural narratives, *Life Layers* and *Birdiya Yok Bidi*, are central to this framework.

Birdiya Yok Bidi acknowledges the cultural and social leadership of the University's namesake, Edith Dircksey Cowan OBE, and Yooreel Fanny Balbuk. Fanny Balbuk resisted the colonial reshaping of her Whadjuk Noongar land, walking traditional pathways (bidi) through the city as a symbol of defiance and cultural continuity, as Perth developed around her. Edith Cowan similarly challenged societal norms by becoming Australia's first female parliamentarian, and advocating for women's rights, children's welfare, and social reforms. Though their efforts emerged from different cultural contexts, both women were committed to community, justice, and connection to place, leaving lasting legacies that reflect resilience and advocacy.

The Life Layers narrative is a gift from Whadjuk Noongar elders, comprising:

Layer	Characteristics
Djinda Worla (Stars)	Aspiration.
Moort Boodja (Ecosystem)	Collaboration and relationships.
Kaata (Hills)	Sustainability and utilising existing resources.
Kep (Water)	Fluidity and agility.
Ngarda (Subterranean)	Embedding fundamental principles and ways of working.

ECU's Cultural Narrative Framework aims to embed Noongar knowledge systems at the heart of the University, while fostering inclusive, interconnected narratives that reflect the diversity of local, national, and global communities. This framework creates a foundation for collaborative relationships, responsive practices, and sustainable growth, ensuring that ECU's identity and impact are shaped by reciprocity, respect, and shared knowledge.

The University was established by the Edith Cowan University Act 1984 (WA). ECU is a Table A provider as per the Higher Education Support Act 2003 (Cth), and a registered training organisation (RTO) as per the National Vocational Education and Training Regulator Act 2011 (Cth).

ECU is recognised as a self-accrediting authority by the Tertiary Education Quality and Standards Agency (TEQSA), and as a registered training organisation by the Australian Skills Quality Authority (ASQA).

ABN	54 361 485 361
TEQSA ID	PRV12160
RTO Code	4756
CRICOS No.	00279



Locations

During 2025, the period of this Statement, the University operated three campuses in Western Australia, at Joondalup, Mount Lawley, and Bunbury (ECU South West), and one campus in Colombo, Sri Lanka (ECU Sri Lanka).

Mount Lawley Campus closed at the end of 2025, and ECU City, located in the Perth Central Business District, opened in Semester 1, 2026.

ECU City	500 Wellington Street, Perth WA 6000, Australia
Joondalup	270 Joondalup Drive, Joondalup WA 2027, Australia
Mount Lawley	2 Bradford Street, Mount Lawley WA 6050, Australia
ECU South West	585 Robertson Drive, Bunbury WA 6230, Australia
ECU Sri Lanka	288 Sri Jayawardenapura Mawatha, Rajagiriya, Sri Lanka

Structure and operations

Edith Cowan University provides higher education and vocational education and training, and conducts research and development.

ECU's services and products include:

- Teaching and educational services.
- Research and research support services, and collaborations with other organisations.
- Educational outreach in schools and communities.
- External products and services in areas such as training, consultancy, fitness, arts, entertainment, and health care.
- Facilities for hire and lease.
- Student accommodation.
- Academic scholarships and prizes through its charitable foundation.
- Professional services to support the University's operations.

Governance

ECU is governed by a University Council, which oversees the operation, affairs, concerns, and property of the University, in accordance with ECU's Corporate Governance Statement and the *Edith Cowan University Act 1984*.

The University Council, led by the Chancellor, and the senior management team, led by the Vice-Chancellor, work together to ensure that the University achieves its strategic goals. ECU's Council establishes committees to assist in meeting its responsibilities, which report to Council or the Academic Board as appropriate.

Staff

ECU and its controlled entities employed the following numbers of staff in 2025:

Organisation	Staff
Edith Cowan University	2,266
ECU Holdings	2
Edith Cowan Accommodation Holdings	2
Edith Cowan S L Services (Private)	0

Note: Staff numbers for Edith Cowan University are provided in full-time equivalent (FTE) and include an estimate of casual staff. ECU Holdings and Edith Cowan Accommodation Holdings displays headcount of staff undertaking supporting activities, officer, or board member roles, who are directly employed with ECU.

Staffing category	Staff
Academic	918
Teaching and research	401
Research only	127
Teaching focused	391
Professional	1,347
TOTAL	2,266

Note: Full-time equivalent (FTE) numbers shown. FTE is a measure of staff resources expressed in terms of the number of full-time staff who would be required in a full year to perform equivalent duties. FTE includes vocational education and training staff, and an estimate of casual staff. Due to rounding, numbers may not sum to totals.

Overseas locations	Staff
Academic (casual)	5
Thailand	1
United Arab Emirates	1
United States	3
Professional (casual)	1
United Kingdom	1
TOTAL	6

Note: Headcount shown, as of 31 December 2025.

A photograph of three young adults, two women and one man, walking along a paved path in a lush, green, tree-lined area, likely a university campus. They are all smiling and looking towards the right. The woman on the left is wearing a blue button-down shirt over a white top and carrying a black bag. The man in the middle is wearing a brown and black striped t-shirt. The woman on the right is wearing a dark blue puffer jacket and carrying a backpack. The background is filled with tall trees and dappled sunlight.

Controlled entities

ECU Holdings Pty Ltd

ACN 635 918 286
270 Joondalup Drive, Joondalup WA 6027, Australia

ECU Holdings generates revenue via commercial activities for re-investment in the University's academic activities.

Edith Cowan Accommodation Holdings Pty Ltd

ABN 80 135 260 383, ACN 135 260 383
270 Joondalup Drive, Joondalup WA 6027, Australia

Edith Cowan Accommodation Holdings provides residential and commercial accommodation and related activities to offer an affordable and supportive living environment for ECU students residing on campus in Australia. These services are provided through a single supplier, Campus Living Villages.

Edith Cowan S L Services (Private) Ltd

PV00306328
Sri Lanka

ECU is the sole shareholder of Edith Cowan S L Services (Private) Ltd, a company registered in Sri Lanka in 2024. The company is directed by representatives of ECU. As of 2025, it had not commenced trading activities.

Supply chains

ECU’s supplier categories comprise research and teaching, technology, professional services, and property and facilities. The University has long-term relationships with major suppliers, underpinned by regular reviews and competitive tendering. The University also has many occasional or one-off suppliers, due to its diverse range of teaching and research activities.

In 2025, ECU’s largest supplier by spend was Nippon Telegraph and Telephone Corporation (NTT), which provides information technology network hardware and ancillaries to support networks across ECU’s Australian campuses.

Other major suppliers include Synergy (electricity), Salesforce (customer relationship management system), SoftwareOne (enterprise software licensing), and Schiavello Systems (furniture, fixtures and equipment, primarily for the new ECU City campus).

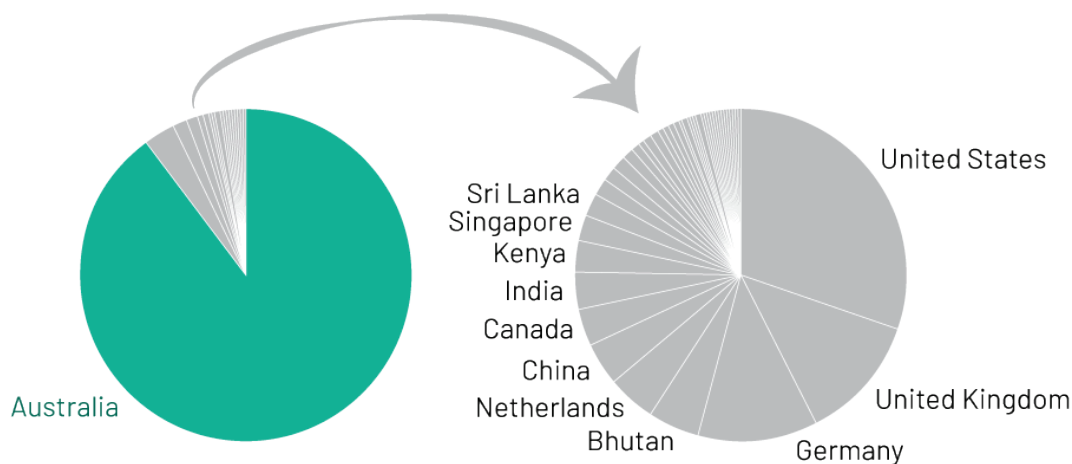
ECU Sri Lanka is managed by the Australian College of Business and Technology (Private) Ltd (ACBT) under a services agreement. Many of its products and services at ECU Sri Lanka are provided through the standard ECU contracts, such as software licensing and electronic library resources.

ACBT is part of the Navitas Group, and its parent group Marron Group Holdings Pty Ltd publishes an annual [Modern Slavery and Human Trafficking Statement](#).

Spend by country

In 2025, 90 per cent of ECU’s spend was with suppliers in Australia, more than 4.5 percentage points higher than 2024.

Top 10 countries for ECU spend	%
Australia	90.0
United States	3.0
United Kingdom	1.2
Germany	1.2
Bhutan	0.5
Netherlands	0.5
China	0.4
Canada	0.4
India	0.4
Kenya	0.3



The table below shows that ECU's total 2025 spend was \$42,730 in the ten countries considered to have the highest prevalence of modern slavery, as per the Walk Free Foundation's [Global Slavery Index 2023](#).

Countries with highest prevalence	Spend (\$ '000)
North Korea	Nil
Eritrea	Nil
Mauritania	Nil
Saudi Arabia	14
Türkiye	16
Tajikistan	Nil
United Arab Emirates	13
Russia	Nil
Afghanistan	Nil
Kuwait	Nil

ECU's spend in Saudi Arabia (\$14,461) related to student recruitment events, exam supervision, staff accommodation, and meals. The spend in Türkiye (\$15,529) related to exam supervision and conference attendance, including conference fees, accommodation, and meals. The spend in the United Arab Emirates (\$12,740) included thesis examination, teaching activities, and conference attendance. Given the high modern slavery risk, hospitality expenditure in the countries with the highest prevalence of modern slavery must be carefully managed.

ECU had nil expenditure in the ten countries considered to be most vulnerable to modern slavery governance risks:

Countries with highest vulnerability	Spend (\$ '000)
South Sudan	Nil
Somalia	Nil
Central African Republic	Nil
Democratic Republic of the Congo	Nil
Yemen	Nil
Afghanistan	Nil
Chad	Nil
Syria	Nil
Sudan	Nil
Iraq	Nil

Spend by category

Categories of products and services have different modern slavery risks. For example, ECU's procurement of marketing services, IT software licences, library materials, insurance, utilities, and professional memberships and subscriptions has a low risk of modern slavery.

Other spend categories inherently have higher risks. This includes those with complex supply chains, that predominantly use low-skilled labour, with informal or unregulated operations, and those staffed by individuals more vulnerable to modern slavery.

ECU's spend in the categories with the highest risks of modern slavery practices was as follows:

Highest-risk sectors	Spend (\$ '000)
Construction materials and trades	19,893
Electronics and electrical equipment	8,793
Medical equipment and laboratory supplies	4,745
Cleaning services	4,734
Transport and logistics	3,421
Hospitality services	2,580
Security services	1,068
Textiles, garments and uniforms	404
Agriculture and food production	32
Mining, metals and raw materials	Nil

Note: The spend categories are organised by functional use, rather than a formal procurement taxonomy, to align with recognised high-risk sector groupings.

Due to the complexity of the University's procurement requirements, many suppliers fall below the Modern Slavery Act reporting threshold. ECU therefore assesses these suppliers by considering their approaches to ethics and sustainability, and their responses to modern slavery questionnaires from the Australasian Universities Procurement Network (AUPN).

Spend in construction materials and trades included construction and fit-out for the new ECU City Campus, plus routine campus maintenance such as electrical and plumbing works, and grounds maintenance. These suppliers included [BGIS](#), [Renascent Australia](#), [CBRE](#), Westside Commercial Interiors, and [Byte Construct](#).

Due to the completion of ECU City Campus during 2025, the University's largest suppliers in the electronics and electrical equipment category were [NTT](#), for firewall, cabling, and networking supplies; [Dell Australia](#), for infrastructure hardware, computers, and peripherals; and Vizcom Technologies and What Noiz, for audio-visual equipment.

As a research and scientific organisation, the University had significant spend in medical equipment and laboratory suppliers, identified as a high-risk category by the AUPN. ECU's largest expenditure was with Axt for x-ray microtomography equipment. Suppliers also included [Laerdal](#), Thermo Fisher Scientific, Geneworks, and [Danaher Corporation](#).

Commercial cleaning services were primarily provided by contracted suppliers [Quayclean Australia](#), [ISS Facility Services Australia](#), and [Cleanaway](#). This category also included nitrile powder-free gloves used for cleaning purposes, purchased from [Complete Office Supplies](#).

The largest component of the transport and logistics spend related the closure of the Mount Lawley Campus and transfer of equipment and resources to the ECU City Campus and the Joondalup Campus, and relocation costs for new staff members; as such, the largest provider in this category was Office Relocation Solutions. Other major providers included the Public Transport Authority of Western Australia (for the Joondalup CAT bus service), [Australia Post](#), and [Uber](#). However, transport and logistics is a complex category because freight was often organised by suppliers, where the University's oversight was limited.

Most of the spend in the hospitality services category related to venue hire, particularly for the University's graduation ceremonies at the Perth Convention and Exhibition Centre, and for WAAPA productions. Expenditure also included student and staff accommodation and other events within Australia and in the United States, United Kingdom, Indonesia, Fiji, Kenya, Sri Lanka, Mauritius, Colombia, and South Africa. Nearly \$400,000 of the spend was with Edith Cowan Accommodation Holdings, where the University has direct oversight, but this category also included spend by third parties (e.g. consultants, student placement organisations) where the accommodation provider was not recorded.

ECU's security services spend involved only two suppliers; in particular, the University's contracted provider [MSS Security](#), which provided security services on the University's Australian campuses.

The University's expenditure for textiles, garments and uniforms was primarily on staff uniforms and lanyards, sports uniforms, and ECU branded merchandise and promotional materials. The largest supplier was [Position Promo](#).

The suppliers within the agriculture and food production category provided fertilisers and turf for ECU's campus grounds, and tea bags and sugar from Complete Office Supplies, produced by companies including [Nestlé](#), [Twinings](#), [Jacob Douwe Egberts Australia](#) (Moccona), [Sugar Australia](#), [L'OR](#), and [Zoetic](#).

The University did not purchase industrial metals, minerals, or bulk raw materials.

Controlled entities

Edith Cowan Accommodation Holdings has only one supplier, Campus Living Villages. The suppliers for ECU Holdings are a subset of the broader University's. Edith Cowan S L Services had not commenced trading.

Assessing the risks

All organisations have modern slavery risks in their supply chains and operations. It is critical to acknowledge and assess these risks so that meaningful mitigation and remediation can occur.

Within ECU's operations, the University has determined that its risk of directly *causing* modern slavery is very low. The University's activities are governed by its risk management framework, key policies, and compliance with Australian legislation. Risks of causing modern slavery practices include the use of forced labour, debt bondage, or human trafficking.

ECU's procurement and human resources policies and processes, and its internal governance structures, mitigate risks of *contributing* to modern slavery. Risks of contributing to modern slavery include unrealistic pricing or delivery expectations being placed upon suppliers.

The risks of being *linked* to modern slavery practices are higher than the previous two categories. Organisations can be linked to modern slavery through the activities of partner organisations, their partners' partner organisations, and so on. In particular, there are inherent risks in technology regarding the origins of materials. This is a complex area, but it is assessed as low risk because the University primarily procures from large multinational corporations that are required to comply with Australian law, including the *Modern Slavery Act 2018* (Cth).

The University continues to evaluate and monitor these risks through its membership in the [Australasian Universities Procurement Network](#) (AUPN). Working with 40 other universities across Australia and New Zealand reduces

duplication for universities and suppliers, enabling efficient and effective risk assessments and joint remediation actions. In 2025, the AUPN prioritised the supply chain for medical equipment and laboratory supplies, and sent 72 suppliers a modern slavery questionnaire. Five suppliers demonstrated a limited understanding of modern slavery, and a university supplier anti-slavery tool kit was developed to provide guidance. The AUPN continued to provide regular anti-slavery forums, newsletters, and university case studies to share evolving best practice.

The University's international arrangements with recruitment agents and partner organisations consider sanctions, human rights, and alignment with legislation related to modern slavery and ethical practices.

The 2025 internal audit of the Finance and Business Services Operational Risk Register evaluated the risks identified and recorded for this area of the University, including risks related to people, regulation, and effectiveness. This audit ensured that the risks are adequately captured.

ECU's online reporting process enables staff, students, and the public to notify the University of suspected modern slavery practices within its supply chain or operations. The University received no reports of modern slavery practices in 2025.

Controlled entities

The modern slavery risks for Edith Cowan Accommodation Holdings are assessed by Campus Living Villages Pty Ltd, its sole supplier. The risks for ECU Holdings are a subset of those managed by the University, and include the need for ethical investments. Edith Cowan S L Services had not commenced trading.



The University's 2025 research publications related to modern slavery practices included:

- Aston, J., Tomer, A., Ghai, P., & Shrivastava, D. (Eds.). (2025). *Legal frameworks for sustainable global business*. IGI Global Scientific Publishing.
- Aston, J., Tomer, A., & Singh, R. (Eds.). (2025). *Comparative law: Global perspectives and emerging issues*. Cambridge Scholars Publishing.
- Tomer, A., Aston, J., Singh, S., & Malviya, R. (Eds.). (2025). *Comparative law in a transforming world: Select proceedings of International Conference on Comparative Law, 2025*. Springer.
- Aston, J., Tomer, A., & Singh, R. (Eds.). (2025). *Comparative law and global justice: Bridging legal systems*. Springer.
- Das, C., & Aston, J. (in press). Child-sex tourism: A convoluted legal web – The case of Indo-China. In J. Wen, M. Kozak, J. Aston, & W. Wang (Eds.), *Interdisciplinary tourism research: An intellectual feast*. Routledge.

ECU also made a specialist submission to a Parliamentary inquiry:

- Aston, J. (2025). *Inquiry into Whistleblower Protection Authority Bill 2025 (No. 2)* [Report]. Parliament of Australia.

ECU continues to embed information regarding modern slavery risks and practices into its curricula where applicable. In 2025, the content was embedded into a new unit, CRI3140 Global Criminology.

Addressing the risks

ECU practises a ‘three lines of defence’ model of risk assurance: the procurement function, the risk management and compliance functions, and internal audit.

In addition, the University’s Modern Slavery Working Group develops strategies to address the requirements of the Modern Slavery Act. The Working Group includes representatives from procurement, human resources, compliance, planning, risk management, international office, and student services, and it reports to the Deputy Vice-Chancellor (Students and Education). The Working Group assesses the effectiveness of the actions taken to address risks through a plan, tracking document, and regular oversight.

First line of defence: procurement and education

ECU’s procurement actions are undertaken with the Australasian Universities Procurement Network (AUPN). Sievo software was used to track spend across categories and countries and highlight high-risk transactions for further oversight. The AUPN also engaged with community and industry, provided a portal with training resources, and issued self-assessment questionnaires to high-risk suppliers. The AUPN continued to work to remove the barriers in maintaining a coordinated approach and gathering insightful collective data.

ECU staff are required to complete a learning module on integrity via the staff learning management system, which includes content on the risks of modern slavery. All ECU procurement staff have completed the Australian Border Force’s online training course, *Modern Slavery in Public Procurement*.

ECU produced its first *Wellbeing Framework and Wellbeing Plan 2024–2025*, with offerings and initiatives to ensure ECU staff receive holistic support to thrive personally and professionally.

ECU established a University Executive Wellbeing Committee, and a network of supporting Wellbeing Committees across the University, underpinned by measures and metrics to assess outcomes.

International students may be at a higher risk of experiencing modern slavery due to less well-developed local support networks, financial pressures, and lack of knowledge of Australian workforce laws. As such, ECU’s orientation sessions for international students provided an overview of their employment rights in Australia, and the University’s support services.

Furthermore, education agents and third-party representatives are subject to a due diligence framework aligned with the *Education Services for Overseas Students Act 2000* (Cth), the *National Code of Practice for Providers of Education and Training to Overseas Students 2018* (Cth), and other relevant legislation. This includes pre-engagement assessment, contractual obligations to comply with applicable laws, including those on modern slavery, and ongoing reviews to ensure alignment with the University’s ethical standards and protection of student welfare obligations.

Second line of defence: risk management and compliance

ECU’s Integrated Risk Management Framework embeds systematic risk identification, assessment and treatment across the University, providing a consistent and structured approach to recognising modern slavery risks within academic, administrative and operational activities. This approach supports the University’s statutory obligations, compliance with the Modern Slavery Act, and broader industrial relations compliance requirements. Modern slavery risks are managed at the operational level and through the University’s Enterprise Risk Register, enabling clear governance, oversight and continuous improvement.

The University's Enterprise Risk Register contains two risks with clear links to modern slavery considerations:

- **Statutory compliance risk:**
This is a broad framework risk that considers the potential for a material statutory compliance breach at the University. It outlines the key mechanisms and controls used to understand, meet and maintain ECU's various statutory obligations, including those arising under the Modern Slavery Act.
- **Industrial relations compliance risk:**
This risk relates to non-compliance with industrial relations legislation. It considers the mechanisms and controls in place to ensure the University's processes align with industrial relations obligations and statutory requirements, which ensure and safeguard fair and equitable workplaces that appropriately balance the rights and responsibilities of employees and employers.

In 2025, ECU continued to strengthen its focus on governance, compliance, and systematisation of employment processes to mitigate modern slavery risks. Building on internal audits conducted in 2024 relating to employee recruitment and retention and employment practices, the University prioritised embedding consistent processes, controls and oversight mechanisms across recruitment, and broader employment compliance practices. These efforts reinforced ECU's commitments to ethical employment practices; upholding employees' rights and supporting their wellbeing and fair treatment; and ensuring alignment with regulatory requirements and obligations, and with the University's Enterprise Agreement.

Third line of defence: internal audit

ECU's third line of defence further strengthens the University's approach to managing modern slavery risks. Through independent assurance activities, the third line of defence provides objective evaluation of the effectiveness of the University's governance, risk management and control processes, including those relating to

modern slavery. This independent oversight helps confirm that controls are appropriately designed, operating effectively, and aligned with legislative and policy requirements.

Insights gained from these assurance activities support continuous improvement and reinforce the integrity of ECU's institutional-level approach to identifying, managing and mitigating modern slavery risks.

Policies and processes

The following policies relate to managing the risks of modern slavery practices, in accordance with ECU's values of integrity, respect, rational inquiry, personal excellence, and courage.

- *Staff Code of Conduct*: a framework for appropriate staff behaviour.
- *Misconduct*: the strategies, controls and processes for the prevention, detection and management of misconduct, fraudulent and corrupt behaviour, and for fair dealing in these matters.
- *Complaints*: the principles of ECU's approach to handling complaints from students and members of the public.

The guidelines below complement the University's policies and operations.

- *Public Interest and Whistleblower Protection Discloser Guidelines*: assist and protect staff who report corrupt or improper conduct.
- *Social and Sustainable Procurement Guidelines*: incorporate sustainability and social responsibility into purchasing decisions, including risks of modern slavery.
- *Misconduct Guidelines*: the University's strategies to prevent and detect acts of fraud, corruption, and misconduct.

The University's supplier contracts contain clauses related to modern slavery practices, and these are included in all legal templates.

Legislation and guidelines

Edith Cowan University's legislative obligations include the following acts related to governance, safety, wellbeing, grievance and complaints processes, and employee rights and working conditions:

- Modern Slavery Act 2018 (Cth)
- Corporations Act 2001 (Cth)
- Corruption, Crime and Misconduct Act 2003 (WA)
- Fair Work Act 2009 (Cth)
- Higher Education Support Act 2003 (Cth)
- Public Interest Disclosure Act 2003 (WA)
- Work Health and Safety Act 2011 (Cth)
- Work Health and Safety Act 2020 (WA)

ECU supports the following international conventions and guidelines regarding human rights and ethical conduct:

- United Nations (UN) Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Sustainable Development Goals
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-up
- Ten Principles of the UN Global Compact

The University has adopted the following Voluntary Codes related to human rights, as led by the University Chancellors Council:

- *Code of Governance Principles and Practice for Australia's Public Universities*, which sets out the composition of governing bodies, the need for their involvement in universities' risk management frameworks, and their oversight responsibilities.
- *Model Code for Protection of Freedom of Speech and Academic Freedom*, which ensures academic freedom, the freedom of staff and students to criticise ECU, and the freedom for staff and students to unionise.

Controlled entities

Controlled entities complete ECU's modern slavery self-assessment questionnaire annually. This assists them to identify and manage their modern slavery risks, and provides ECU with the ability to monitor and review the outcomes, and work with the entities to address the risks.

ECU Holdings follows the University's established policies and risk management strategies. Edith Cowan S L Services had not commenced trading. Edith Cowan Accommodation Holdings' sole supplier, Campus Living Villages (CLV), publishes an annual modern slavery statement.

Consultation and approvals

We hereby submit the Modern Slavery Statement of Edith Cowan University for the year ending 31 December 2025, for publication on the Australian Government's [Online Register for Modern Slavery Statements](#).

The Statement was completed in consultation with relevant representatives from its controlled entities. Their information informed ECU's Modern Slavery Statement 2025.

ECU's Modern Slavery Statement 2025 is made in accordance with the *Modern Slavery Act 2018* (Cth). It is provided pursuant to a resolution of the University's Council Executive on 29 May 2026, following endorsement by University Executive on 13 May 2026, and the Quality, Audit and Risk Committee on 25 May 2026.



Gaye McMath
Chancellor
29 May 2026



Professor Clare Pollock
Vice-Chancellor
29 May 2026

