

Modern Slavery Statement 2024



Australian
National
University

Reporting period January to December 2024

Acknowledgement of Country

The Australian National University (ANU) acknowledges the Ngunnawal and Ngambri-Kamberri people, who are the Traditional Owners of the land upon which the University's Acton campus is located.

This Ngunnawal and Ngambri-Kamberri land supports students and staff throughout their time at ANU. It will continue to hold a space for future generations to come together and learn from Country and one another.

We pay our respects to all Aboriginal and Torres Strait Islander peoples, Indigenous peoples, past, present and future, and acknowledge that this land from which we benefit has an ancient history that is both rich and sacred.

The ANU community makes a commitment to always respect the land upon which we stand and to ensure that the voices of this land's Indigenous peoples are both heard and listened to so that we may move towards a future marked by cooperation and mutual respect.



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■ Introduction

At every level, the impact of modern slavery is profound and devastating. It strips individuals of their dignity and rights, undermines the integrity of organisations, and perpetuates systemic injustices worldwide. The Australian National University recognises the deep harm caused by serious exploitation and is committed to playing our part in tackling this abhorrent issue.

We are steadfast in our responsibility to identify and address modern slavery risks within our operations and supply chains. We are dedicated to maintaining responsible, ethical, and transparent practices, ensuring that respect for human rights remains at the core of everything we do.

We also acknowledge that this is an ongoing journey. There is always more work to be done, and we are committed to continually strengthening our approach, improving our systems, and working collaboratively to drive meaningful, lasting change.

This statement is made pursuant to the *Modern Slavery Act 2018* and is guided by the mandatory criteria under section 16. It is the fifth Modern Slavery Statement of the Australian National University and covers the period 1 January 2024 to 31 December 2024.





About the Australian National University (16(1)(a))

Our Origin

The Australian National University (ANU) was established in 1946 by federal legislation. It is the first and only national university in Australia. We were created to provide our nation and our region with the research and education foundations to build capacity and accelerate national prosperity.

Since our founding, ANU has tackled the biggest challenges, by drawing together the world's best experts with an interdisciplinary focus. This, in turn, has delivered transformational outcomes and benefits for Australia and across the world. It is both our privilege and responsibility.

We are committed to knowing the country on which we are situated and strive to recognise and embed First Nations languages and knowledge into our University and across our campus.

Our National Mission

The following key activities comprise the special mission of ANU:

- Maintaining and enhancing distinctive concentrations of excellence in research and education, particularly in areas of national importance to Australia;
- Supporting the development of Australia's national unity and identity, including by improving Australia's understanding of itself and the history and culture of its Indigenous peoples, its Asia-Pacific neighbours, and its place in the international community;
- Maintaining and further developing the University's strong focus on research and an educational philosophy that includes students as part of a community of scholars;
- Enhancing Australia's prosperity through supporting sustainable economic development, innovation and creativity, and research and education (particularly in areas of national importance to Australia);
- Providing a national, regional, and international public policy resource to address major issues confronting governments, business and communities;
- Aspiring to the highest international standards of scholarship; and
- Maintaining and further developing long-term strategic relationships with government, business, other universities and institutions and the public, both within Australia and internationally.

Our Values

Our values are embedded into our institutional culture, defining the quality of our workforce and student body, and are consistently reflected and shaped through our activities:

- Academic freedom and integrity
- Fairness and justice
- Safety and wellbeing
- Truth-seeking, transparency and accountability
- Inclusion, equity and diversity

2024 Snapshot

University Rankings

ANU is ranked 30th in the 2025 QS World University Rankings, 4th in Australia and 73rd in the Times Higher Education (THE) 2025 World University Rankings.

The University is proud it has more subjects ranked in the World Top 10 than any other Australian university. In the QS Ranking by Subject 2024, there are five disciplines ranked in the top 10 in the world:

- Archaeology (8th)
- Politics and International Studies (8th)
- Anthropology (9th)
- Philosophy (9th)
- Development Studies (10th)

Our Students

24,522 enrolled students with:

- 51% undergraduates
- 36% postgraduate coursework
- 10% higher degree research
- 3% non-award
- 1% are First Nations students
- 41.3% are international students

Our Staff

- 5,137 employees (headcount)
- 2,015 academic employees
- 3,122 professional employees
- 108 First Nations employees
- 54.8% female employees
- 53% international employees

Our Alumni

- Over 145,000+ alumni

Learning and Teaching Excellence

Quality of entire educational experience (Student Experience Survey 2024)

- 78% of undergraduate students were satisfied with the quality of their entire educational experience

Full-time employment for domestic graduates (Graduate Outcomes Survey 2024)

- 75% undergraduate
- 89% postgraduate coursework

Campus Accommodation

- Accommodation for approx. 6,500 students

Campus Environment

- More than \$3.5 billion in physical assets managed
- \$11.2 million spent on building maintenance
- \$14.9 million spent on asset replacement
- \$29.4 million spent on capital works to rejuvenate facilities for teaching and research
- 133,461 m² of roofing repaired as part of hail remediation to ANU campus buildings
- More than 15,331,326 m² of grass mowed
- 3,332 plants planted and propagated
- 1,129 tree audits completed 1,280 m² of compost, green waste and woodchip produced
- 959 events held in Kambri 85 events held at Llewellyn Hall
- 3,170 functions held on the ANU Acton campus

Environmental Sustainability

QS World University Rankings: Sustainability 2025*

- Ranked 48
- Overall score: 92.1

*[Top universities.com/sustainability-rankings](https://topuniversities.com/sustainability-rankings)



Structure, Operations and Supply Chain (16(1)(b))

Structure and Governance

ANU is governed under the auspices of the *Australian National University Act 1991* (ANU Act) and the *Public Governance, Performance & Accountability Act 2013*. Under the ANU Act, the governing authority of the University is the ANU Council which comprises the Chancellor, the Hon. Julie Bishop; members appointed by the Commonwealth Minister for Education; and members elected from within the ANU community of staff and students.

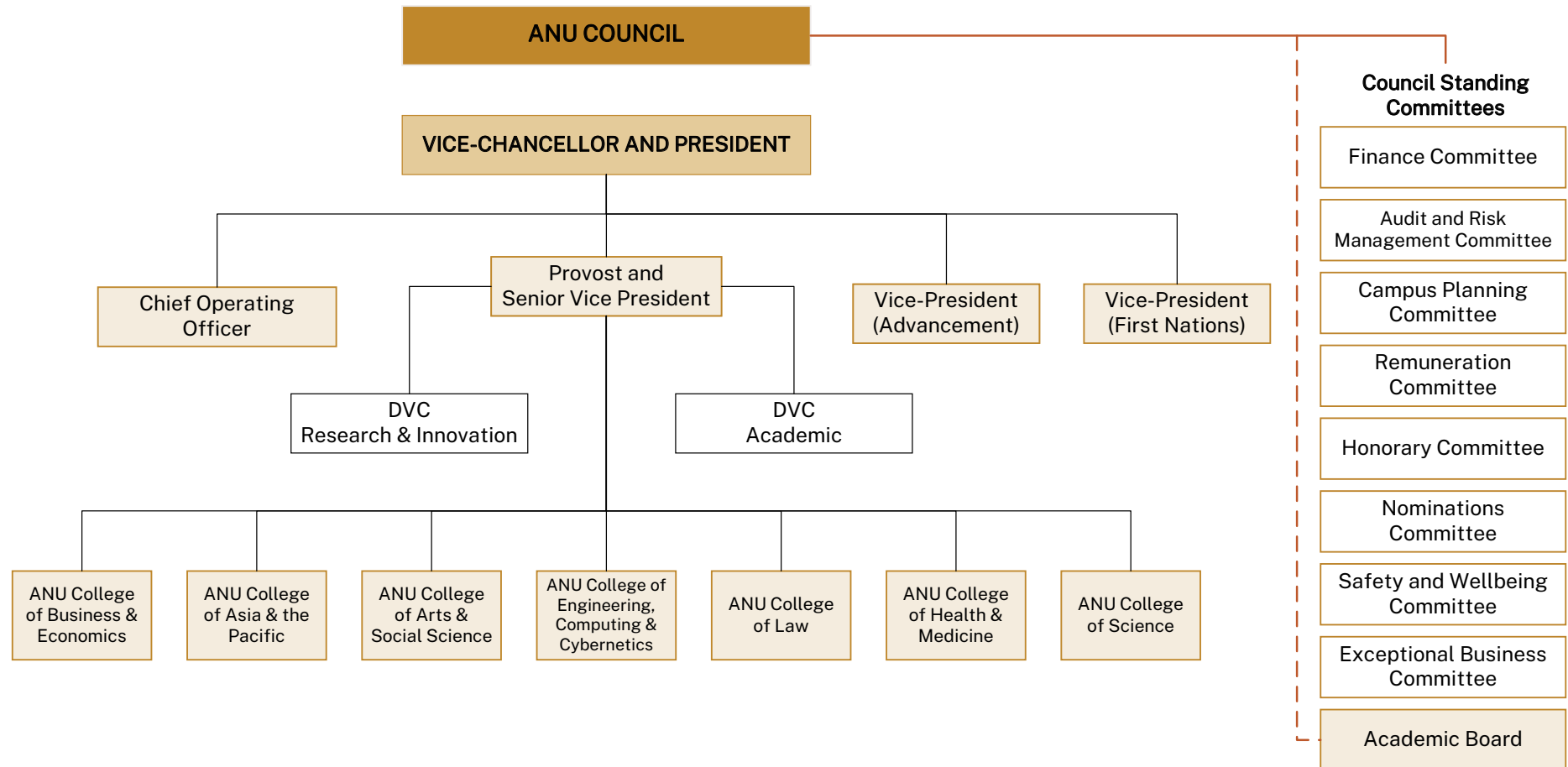
The Council oversees the strategic direction of the University and ensures that effective governance and responsible financial and risk management is maintained. The Council appoints the Vice-Chancellor and, except where restricted by the ANU Act, delegates management of the University to the Vice-Chancellor, as principal academic and Chief Executive Officer of the University. Distinguished Professor Genevieve Bell AO FTSE FAHA FASSA was Vice-Chancellor during this reporting period.

The Council, as the principal governing body of the University approves the modern slavery statement.

The governance arrangements of the University provide assurance to Council, via its committees and the Internal Audit Program in respect of risk oversight, management and reporting. Each Council Committee has a publicly accessible charter that outlines its membership and responsibilities. Committees are held to these responsibilities and are required to report to Council annually on their performance.

Council and Committees have quality assurance mechanisms to ensure that they remain fit for the challenges of governing the national university. The Committee structure includes Committees required under legislation and others created directly by Council. The structure changes over time as Council and the University seek more efficient and effective ways of operating.

ANU Structure (December 2024)



Wholly Owned Entities

ANU Enterprise Pty Ltd (ANUE)

121 Marcus Clarke Street, Canberra, ACT. ACN, 008 548 650

ANU Enterprise is a wholly owned subsidiary of the University and was established in 1979. It is a not for profit, for-purpose Company and is registered with Australian Charities and Not-For-Profits Commission. ANUE is part of the service offering of the ANU Research, Partnerships and Translation Division, which is within the ANU Research and Innovation Portfolio. ANUE provides a range of delivery and support services, including specialist and tailored project management, and academic consultancy services. The services offered enable researchers to focus on their areas of expertise and help ensure ANU research maximises our societal impact as well as commercial opportunity.

ANU Enterprise itself holds two controlled subsidiaries, The Social Research Centre Pty Ltd (SRC) and Australian Scientific Instruments (ASI) Pty Ltd (ASI). SRC was purchased by ANU Enterprise in 2014. It is a for-profit commercial company, which provides innovative social research and evaluation services to Australian researchers, policy makers, academics and business leaders to advance Australian society and its place in the world.

ASI was established as a for-profit commercial company in 1997, to manufacture and sell (under licence) instrumentation developed by the ANU Research School of Earth Sciences. The Company ceased operating following the sale of its business lines to third parties, whilst maintaining the licencing and royalty flow to the ANU. The Company remains registered but is dormant from an operations perspective effective from 1 January 2024.

ANU Enterprise is governed by a board of senior ANU staff with the appropriate skills and experience in business, governance, contract research, accounting and higher education. ANU Enterprise, through the DVC RI Portfolio, provides the Council and the Finance Committee with an annual business plan and budget as well as biannual reports on agreed financial and non-financial performance metrics and other operational matters. It also provides, through the DVC RI Portfolio, the Audit and Risk Management Committee with biannual reports in relation to statutory financial reporting and governance activities.

ANU International Holdings Pty Ltd

E1 Tower, No. 1 East Chang'An Avenue, Dongcheng District, Beijing, China 100005 Operates as ANU China Centre

ANU International Holdings (registered in China as Beijing ANU International Business Consulting Co.,Ltd) is a subsidiary of the ANU established to provide a compliant and structured framework for owning and managing the University's international operations in China. It plays a critical role in advancing the University's commitment to maintaining and strengthening long-term strategic relationships with government, businesses, institutions, students, alumni, and the public, internationally. Its purpose is to enable key functions such as liaison, events, marketing, recruitment, government relations, and alumni engagement. By serving as the legal and operational foundation for international operations, ANU International Holdings ensures alignment with regulatory requirements while facilitating effective and sustainable international engagement.

ANU (UK) Foundation

c/-Chapel & York Ltd., Unit 12 Ladycross Business Park, Hollow Lane, LINGFIELD, RH7 6PB

The ANU (UK) Foundation, constituted in England and Wales, operates for the purpose of advancing education. The ANU (UK) Foundation Board of Trustees facilitates on behalf of ANU the raising and acceptance of grants, donations and bequests, in alignment with the strategies of the University, which may arise in the United Kingdom. The University has a strong connection to the United Kingdom and Europe through its many alumni. The ANU (UK) Foundation plays a key role in keeping our global community connected by promoting excellence in education and research. The ANU (UK) Foundation Board works closely with the University to understand the University priorities and to identify how the Foundation can support them. The ANU (UK) Foundation is currently focusing on promoting the London Alumni Scholarship, which supports students from disadvantaged backgrounds to attend the ANU. Other areas supported are the Sustainable Farms Initiative and postgraduate scholarships for students from the ANU Research School of Earth Sciences.

The Foundation operates under its own name, is registered with the UK Charity Commission (Registered Charity Number 1123279), and is a company limited by guarantee registered in England and Wales (Registered Company Number 6436055).

Operations

During 2024, the ANU operational structure comprised seven academic Colleges, each housing schools and specialised research centres. The Colleges are responsible for delivering the core functions of undergraduate and postgraduate education and research within their respective fields.

- ANU College of Arts and Social Sciences
- ANU College of Asia and the Pacific
- ANU College of Business and Economics
- ANU College of Law
- ANU College of Engineering, Computing and Cybernetics
- ANU College of Health and Medicine
- ANU College of Science

The University operates three sites in the ACT; the main campus in Acton, Mt Stromlo Observatory and Spring Valley Farm. There are three other campus locations across Australia; Kioloa Coastal Campus (NSW), Siding Spring Observatory, NSW and the North Australia Research Unit (NARU) in NT. The University also operates several rural clinical schools in NSW (Eurobodalla, Bega, Cooma, Cowra, Goulburn and Young).


The University has 15 student residences located on or near our Acton campus in Canberra. Two of the residences are affiliated, meaning they are owned and staffed independently of ANU. The remaining student residences are either managed by ANU directly, by UniLodge as a contracted operating manager, or jointly managed by ANU and UniLodge. The applicable manager/s is the employer of its staff in the residences.

During the reporting period, the University had a number of commercial tenants that operated on our premises, including 89 on the Acton site, 5 across other ACT locations, and 34 on sites outside of the ACT.

Supply chain

ANU is a major procurer of a wide range of services, goods and capital works necessary to support the functions of the University. Procurement at ANU is guided by our [Procurement Policy](#) and [Procurement Procedure](#).


The University has over 5,900 vendors (excluding staff and students) incorporated both domestically and internationally, however the majority of ANU supplier spend occurs with Australian based companies. The major exception to this is in relation to IT hardware. The University engages in a mix of short-term and longer-term supplier arrangements. A list of University-wide contracts is available on [our website](#).



Top countries by spend


- Australia (91%)
- United States of America (3%)
- China (1.4%)
- Hong Kong (1.0%)

The breakdown of ANU supply chain spend is spread across many areas, but can be summarised into the following broad categories:



Property and facilities Spend categories

- Construction
- Cleaning
- Security
- Catering
- Energy



Business Services Spend categories

- Investment Services
- Marketing and Media
- Travel
- Information Technology Services
- Research & Teaching
- Laboratory and Animal Care Supplies
- Library supplies



Modern Slavery Risks and Actions to Address Risks in Operations and Supply Chain (16(1)(c) and 16(1)(d))

ANU understands the potential to cause, contribute to, or be linked to modern slavery through our operations and supply chains and is committed to taking meaningful and appropriate action to address the risks identified. Central to this commitment is:

- A continually improving policy framework which encompasses ethical conduct and risk management.
- Building internal capacity to recognise and respond to modern slavery indicators through the provision of targeted training and awareness raising.
- Undertaking screening and due diligence activities to mitigate potential risks introduced with partner engagements.
- Collaborating with other universities to address sector specific risks.

Key risks and actions to mitigate are detailed below.

Risk in Operations

Student Recruitment

Risk

Students can conceivably be at risk during the recruitment process, if they are induced into paying fees to agents to assist them with their application or fees for visa services in excess of the Australian Government imposed fee. Further risks to students can occur around their relationship with fee and stipend sponsors, if they are induced to enter into arrangements which offer very low levels of financial support in exchange for admission sponsorship.

Controls and Mitigations

The University has established a robust Education Agent Management Policy and Procedure framework which includes thorough due diligence when onboarding new agents, ongoing monitoring and annual reviews to ensure compliance with the Education Services for Overseas Students Act 2000 (ESOS Act) and University policies, as well as regular agent training to ensure agents understand the University's ethical standards, admissions processes, and student welfare requirements. By implementing and adhering to this policy and procedure, the University minimises the risk of exploitation and promotes ethical recruitment practices, thereby managing the modern slavery risks associated with education agents in the international student recruitment space.

Investment portfolio

Risk

ANU holds an investment portfolio. There is a risk that these investments, if not appropriately managed, may support business activities that in varying degrees of directness engage in practices of modern slavery.

Controls and Mitigations

Policy

In 2013, ANU became one of the first universities in the world to adopt a Socially Responsible Investment (SRI) policy. The policy seeks to ensure a socially responsible approach is maintained through the process of determining where ANU makes investments, and that potential social harm or benefit is considered as part of investment activities. This includes avoiding investment opportunities that are likely to cause substantial social injury.

In 2024, the University reviewed its SRI Policy to consider additional negative and positive investment screens. The review led to a trial positive screen promoting Long Term Investment Pool (LTIP) investment in companies committed to minimising modern slavery, as defined by the UN Global Compact Principles 4 and 5

Controls

Apart from 3.3% of LTIP investments, all managers submitted documentation of their compliance with the Modern Slavery Act 2018.

One asset manager, holding 3.3% of LTIP, resides in a jurisdiction without Modern Slavery legislation that requires a statement. The Investment Office assessed this manager's operational and supply chain risks. As a regulated investment manager that invests in Insurance-linked Securities, the risk of modern slavery in this manager's operations or supply chains is very low. The less than 0.1% Private Equity investment made prior to the adoption of the Modern Slavery Act 2018 does not provide an annual Modern Slavery statement.

Training and Awareness

The ANU has a requirement that all asset managers must undertake due diligence on companies they invest in on behalf of the University. During the reporting period, the Investment Office reviewed the most recent Modern Slavery statements from the external asset managers.

Donations & Gifts

Risk

Research and education activities can be supported by financial or in-kind gifts offered to ANU by third parties and, in cases where these are offered to the ANU, our actions are guided by the principles and requirements of the Gifts and Fundraising Policy. These resources may potentially have been accumulated as the proceeds of activities that constitute modern slavery.

Controls and Mitigations

The Advancement Portfolio is responsible for soliciting and stewarding monetary and non-monetary gifts made to the University. It determines the financial providence of gifts that may be sensitive or precedent-setting and their appropriateness for ANU, with this judgment including consideration of risks such as connection to modern slavery. All proposed gifts over \$250,000 undergo a due diligence assessment. ANU received \$32.26 million in philanthropic gifts in 2024. The University has appropriate policies and governance structures for the acceptance of gifts to ensure they meet regulatory and compliance requirements.

Risk in Supply Chain

Risk

The University is aware that modern slavery may be present in our supply chain, particularly with respect to the provision of hardware manufactured offshore in countries with large amounts of low skilled labour, where modern slavery has been identified as occurring or likely to occur. The University also recognises the potential for modern slavery to occur within our domestically based supply chains.

Through active participation in the Australian University Procurement Network (AUPN) Modern Slavery working group, the University remains current in our understanding of global supply chains risks.

Further, in 2024, supply chain risks were assessed via the ArcBlue Modern Slavery Risk Rating Tool. This tool combines an assessment of:

Category risk: Using data obtained from:

- The Global Slavery Index (Walk Free Foundation).
- RESEPECT (Responsible and Ethical Private Sector Coalition against Trafficking).
- ACAN (Australian Catholic Anti-Slavery Network).
- Guidance on Reasonable Steps to manage modern slavery risks (NSW Anti-slavery Commissioner).

Country risk: Based on the Global Slavery Index data by country using the Total Vulnerability Score (out of 100)

Supplier risk: A model that takes country, category and spend risk into consideration.

The tool then assigns an aggregated AUPN perceived risk for a (normalised) supplier.

Based on 2024 spend data, the top 5 high risk categories were identified as potentially higher risk:

- New Build Works (i.e. any building contract or service for total repairs of construction).
- Temporary Labour (i.e. temporary staff / contractors provided by agencies for any purpose).
- Laboratory Consumables / Scientific Equipment.
- Marketing Materials & Promotional Items (i.e. merchandise for the purposes of marketing whether being gifted or sold).

Controls and Mitigations

Throughout this reporting period the University Procurement and Contracts Office (UPCO), which is responsible for supply chain due diligence, progressed the following initiatives to address supply chain risks.

Standard contracting provisions

Relevant ANU legal precedents (i.e. precedents relating to the procurement of goods and/or services by the University) contain appropriate and up to date Modern Slavery provisions. Where particular contracts are identified as posing a higher risk of modern slavery, additional clauses can be required to reduce risk.

Where possible, when enacting extensions of existing agreements or signing vendor terms, contracts are reviewed, and Modern Slavery clauses are included where required.

Modern Slavery Awareness Training

Participating in Modern Slavery Awareness Training (initially rolled out in 2022) is now an established practice in the three dedicated procurement areas (Information Technology Services, Facilities and Services and Finance and Business Services). New hires in these three areas are required to complete their training within the first 3 months of their employment.

Australian Universities Procurement Network (AUPN) Modern Slavery Program

The ANU is a member of the Australian Universities Procurement Network (AUPN) which represents the Australian and New Zealand higher education sector. ANU had an academic staff member on the AUPN Advisory Board during its formation.

The AUPN is leading a sector collaboration to support member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfillment of reporting requirements under the Act. By working together, we hope to minimise the duplication of activities and associated costs across individual universities, including risk assessment, implementation of systems and remediation. We also hope that leveraging our aggregated buying power will improve our capacity to identify and action any modern slavery risks and drive more effective changes through our supply chains.

Third Party Engagement

The AUPN also actively engaged with a large number of expert guest speakers to train and help build awareness around different aspects of Modern Slavery. Speakers included:

Speakers	Presentation and discussion Topic
Australian Red Cross	International Student Risk Update
Property Council Australia	How the Property Council Australia Addressed Sector Risk & Remediation
Supply Chain Sustainability School	Circular Economy as a Way of Resolving Modern Slavery
University of Sydney Modern Slavery Unit	Approach to Managing Modern Slavery Risk in Procurement
Energy Procurement Supply Chain Association	Addressing Suppliers via a Sector Collaboration Approach
The Freedom Hub	The Real-life Impacts of Modern Slavery – Australian Survivor Stories
Unchained Solutions	Steps to Strengthen Your University Modern Slavery Statement Planning
The Freedom Hub	Best Practice When Engaging with Suspected Victims of Modern Slavery in a University Setting
Ethical Clothing Australia	Tips to Support Ethical Clothing Procurement Practices

Modern Slavery Supplier Questionnaire/Audit

In 2024 the AUPN established a Risk Category Working Group and selected the category Medical Equipment and Laboratory Supplies as the focus category. As this initiative overlapped considerably with the ANU questionnaire that was launched in late 2023, our efforts were combined to present one consistent approach.

- Self-Assessment Questionnaires (SAQs) were sent to 72 suppliers for deeper due diligence insights
- 47 suppliers completed the SAQs (representing 22% of total category spend across the sector)
- 5 suppliers were approached to pilot remediation plans.

Along with the University of Sydney, ANU will play a key role in guiding 1 of the 5 selected suppliers through improvements that will contribute positively to ethical sourcing practices across the sector in 2025.

Assessing the Effectiveness of Actions (16(1)(e))

ANU recognises that assessing the effectiveness of our efforts to counter modern-slavery risks is evolving and maturing. While there are many great initiatives across the university, it is acknowledged that these will not achieve maximum effectiveness unless underpinned by a coordinated, strategic approach. During this reporting period, ANU has acted to address the strategic gaps identified in the following ways:

Risk Oversight

The University's risk culture continues to mature, and as part of a commitment to embedding a robust risk management culture across the organisation, a decision was taken to establish a University Risk Office and appoint a dedicated Chief Risk Officer.

This appointment will take effect during 2025 and responsibility for governing the University's management of modern slavery risk will reside in that area.

Socially Responsible Investment Monitoring and Reporting

The University reports annually to the ANU Council on its compliance with the Socially Responsible Investment policy. These reports are published on the ANU website.

The Investment Office reviews the alignment of external asset managers with the modern slavery positive screen on a quarterly basis.

Sustainability Policy and Principles

In 2024, ANU drafted a Sustainability Policy. In addition to addressing modern slavery and supporting human rights, this policy also covers a wide range of environmental, social and governance issues including climate change, nature, equity, diversity, respecting, celebrating and learning from First nations peoples. Whilst ANU has already committed to addressing these issues, having a policy in place will facilitate embedding our principles consistently throughout the University. This policy is scheduled for release in 2025.

In conjunction with the Sustainability Policy, staff in both University Procurement and Environmental Sustainability are working to apply sustainability principles, including around modern slavery, into emerging procurement platforms and frameworks.

Modern Slavery Awareness Training Evaluation

While the improvement focus has been on the overarching risk framework, we continue to monitor the effectiveness of our Modern Slavery Awareness Training. Once all new hires in dedicated procurement teams have completed their training course, a one-on-one session is scheduled to discuss the course with the Performance and Governance Manager. This meeting is used to ensure each participant has attained an understanding of the content, to clarify any questions, and to discuss the implications of modern slavery on the ANU community particularly in relation to the procurements or contracts they manage.

ANU is committed to building on the work that has commenced and will continue to work on developing the frameworks and processes necessary to assess the effectiveness of the actions we are taking to address modern slavery risks in our operations and supply chains.

Consultation with Wholly Owned and Controlled Entities (16(1)(f))

All wholly owned and controlled entities were provided the opportunity to contribute to and comment on the ANU Modern Slavery Statement 2024.

Additionally, there has been regular engagement with ANU Enterprise Pty Ltd throughout the reporting period in relation to the preparation of any bids or tenders on behalf of the ANU. The application of ANU Policy on modern slavery is considered and is a checklist item before bids are submitted for approval.

Other Relevant Information (16(1)(g))

During the reporting period, ANU deepened its commitment through the continuation of the Modern Slavery Working Group, targeted curriculum initiatives, student engagement, academic research, and policy advocacy — all aimed at equipping the University community to contribute meaningfully to the global effort to end modern slavery.

Modern Slavery Working Group Activities

This group, established in 2023, reports through the Chief Operating Officer to the University's highest body (the Council), which oversees the preparation of the Modern Slavery Statement. The group comprises a mix of professional staff and academics (from law and accounting) with particular interest or expertise in modern slavery and its reporting.

During this reporting period, the Working Group:

- Explored ways to further build on the modern slavery awareness-raising covered in conventional and less traditional credit-bearing degree courses run by ANU academics.
- Continued efforts to raise awareness of modern slavery risks among staff and students, with particular focus on international students. This emphasis is not only due to that cohorts increased vulnerability within the Australian labour market but also because ANU recognises that our international students will become future leaders in business, policy, and politics in our region.

Teaching and Learning – Modern Slavery in the ANU Curriculum

Modern slavery continues to be integrated into the curriculum in the College of Business and Economics. In the Research School of Accounting, the new modern slavery reporting requirements are covered in the context of new accountability demands on corporations. In the Research School of Management, courses discuss the ethical implications and challenges of managing global supply chains in terms of labour standards.

During the reporting period, ANU law students continued to be actively engaged in the fight against modern slavery through a partnership (since 2018) with Walk Free, a global non-profit organisation dedicated to ending modern slavery, and Wikirate, a Berlin non-profit that evaluates corporate responsibility.

Under academic supervision by ANU Professor Jolyon Ford, ANU Law students collaborated with the WalkFree and Wikirate 'Beyond Compliance' partnership on evaluation of modern slavery reporting, as well as some students doing for-credit internships on research projects, contributing to these NGOs' groundbreaking reports that influence policy and raise public awareness. The students tend work on sector-specific tasks for the internship host organisations. Internship programs allow students to obtain law course credit while working directly with WalkFree and Wikirate, gaining hands-on experience in evaluation, research, advocacy and campaign strategies.

These initiatives are complemented by a range of other activities designed equipping students with the knowledge and skills to become effective researchers and changemakers in the global effort to understand and eradicate modern slavery. Activities include:

- Seminars and workshops led by Professor Ford and other experts in the field.
- ANU Law student interns also helped research what universities across the globe are doing to report and act on modern slavery.
- The ANU College of Law also welcomed the UN Special Rapporteur on Contemporary Forms of Slavery, the Hon. Tomoya Obokata. The Special Rapporteur shared reflections on his mandate, and the efforts of Australia and Australians on addressing modern slavery.

Research

During the applicable period, ANU academics have also discussed modern slavery through the publication of academic papers and participating in conferences including:

- Christ, K.L., Ikpor, I.M. & Burritt, R.L. (2024). "Accounting for modern slavery risk transparency in Nigerian businesses: institutional context, disclosure and the way forward", *Journal of Behavioural Economics & Social Systems*, in press.
- Christ, K.L. and Burritt, R.L. (2024). "Management aspects of addressing modern slavery risk in corporate supply chains", Chapter 29 in (Eds) Maria Krambia Kapardis, Colin Clark, Ajwang' Warria, Michel Dion. *The Palgrave Handbook of Modern Slavery*. Springer Nature Switzerland, pp. 613-617.

Associated with this research are three submissions into government inquiries in Australia and the UK on modern slavery:

- Inquiry into the Customs Amendment (Preventing Child Labour) Bill 2023, Australian Senate Legal and Constitutional Affairs Legislation Committee 11 April 2024. Submission #1. [Christ, K.L. and Burritt, R.L.].

- Inquiry into the impact and effectiveness of the 2015 Modern Slavery Act, The House of Lords Select Committee on the Modern Slavery Act 2015, 16 March 2024. [Christ, K.L. and Burritt, R.L.].
- Submission to the “Inquiry into the Modern Slavery Amendment (Australian Anti-Slavery Commissioner) Bill 2023 [Provisions]”, Senate Legal and Constitutional Affairs Legislation Committee, Australian Parliament, 2 January 2024 [Christ, K.L. and Burritt, R.L.].

Maturity Checklist

The below table summarises the commitment, actions taken, and plans for improvement to eliminate modern slavery from ANU operations and supply chains. We are committed to playing our role as a leading research university and a responsible business entity to contribute to the global fight against modern slavery and the promotion of human rights.

We are actively working to strengthen our approach and are committed to advancing our efforts through 2025

We acknowledge that there is still room for improvement and the University is committed to maturing our approach through 2025.

	Governance and strategy	<ul style="list-style-type: none"> ✓ Establish Modern Slavery Working Group □ Embed Modern Slavery Governance in new Risk Office (pending) □ ANU Sustainability Policy (pending)
	Collaboration and leadership	<ul style="list-style-type: none"> ✓ Active participation in AUPN Modern Slavery Program ✓ Engage with subject matter experts
	Risk identification and management	<ul style="list-style-type: none"> ✓ Risk assess supply chains □ Integrate modern slavery risks into corporate risk documentation (pending)
	Supplier engagement and management	<ul style="list-style-type: none"> ✓ Integrate modern slavery clauses into contracts ✓ Self-Assessment questionnaires for suppliers
	Training and awareness	<ul style="list-style-type: none"> ✓ Training for procurement specialists ✓ Training for asset managers ✓ Awareness sessions for the ANU community ✓ Inclusion in course curriculum
	Reporting and transparency	<ul style="list-style-type: none"> □ Consistent evaluation of effectiveness of risk mitigations (pending) ✓ Socially Responsible Investment Report ✓ Annual Modern Slavery Statement



Australian
National
University

Contact us

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Approval

The ANU Modern Slavery Statement 2025
was approved by the University Council
on 30 May 2025.

A handwritten signature in blue ink, appearing to read 'Julie Bishop'.

The Hon Julie Bishop
Chancellor

30 May 2025