



# Modern Slavery Statement

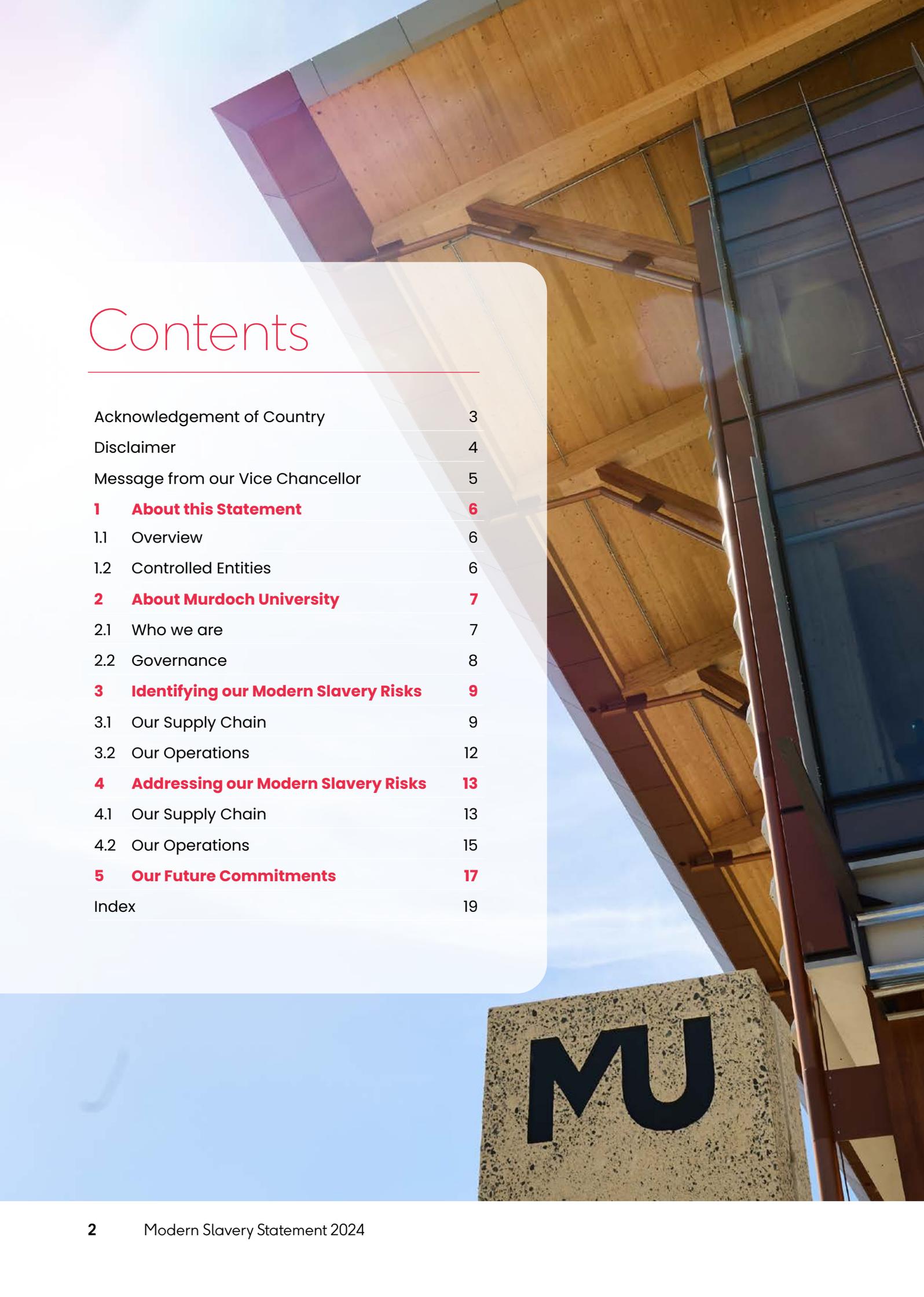
*REPORTING YEAR 2024*

Ngala kwop bididi.  
Building a brighter future, together.

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# Acknowledgement of Country

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Murdoch University respectfully acknowledges the Whadjuk and Binjareb Noongar peoples as the Traditional Custodians of the boodja on which our Western Australian campuses stand. We honour the unbroken connection of First Nations peoples to Country, culture, and community, and recognise their enduring sovereignty over these lands.

In preparing this Modern Slavery Statement, we hold space for the painful truths of Australia's history – including the forced labour of First Nations peoples, the dispossession of their economic autonomy, and the systemic inequalities that persist as a direct consequence of colonial practices.

We draw inspiration and guidance from the resilience and wisdom of Noongar Elders, past and present, whose stewardship of this boodja for millennia embodies sustainable relationships between people, place, and purpose. Their example informs our commitment to ethical practices that protect human dignity across all aspects of our work.

Murdoch University remains steadfast in our responsibility to address modern slavery through truth-telling, cultural humility, and meaningful collaboration with First Nations communities. We recognise that justice requires both remembrance of the past and active participation in shaping equitable systems for the future.

# Disclaimer

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*This statement contains information about modern slavery that may be unsettling or distressing for some people.*

For some people, the comments made in this statement may trigger traumatic emotions or may indicate that you or someone who you know is vulnerable to the impacts of modern slavery. If you or someone you know is in danger or need to talk to someone, the following resources are available to help.

In an emergency, you should always call emergency services by dialling triple zero (000).

In addition, 24-hour free phone counselling and support is available from the following resources:

- Lifeline – 13 11 14
- Mental Health Emergency Response Line – 1300 555 788 (Perth Metro); 1800 676 822 (Peel Region)
- Crisis Care – 1800 199 008

Everyone has the right to feel safe and secure on our campuses. Our Security Services team are in place to help you on your university journey by keeping Murdoch safe. If you feel unsafe on campus or are concerned for someone else's safety on campus, you can contact the Security Services team on (08) 9360 6262, 24 hours a day.

Murdoch University provides specialist 24/7 multilingual emergency safety and wellbeing support for international students through our preferred Overseas Student Health Cover (OHSC) provider. Student Central, located in Boola Katitjin (Building 360), can provide international students support in accessing this service.

If you are a student at Murdoch University, you can also access free, confidential counselling services through the Murdoch University Counselling Service.

- Perth – (+61) 8 9360 1227
- Mandurah – (+61) 8 9360 1227
- Singapore – (+65) 6 309 5227
- Dubai – (+971) 4 574 9800

If you are experiencing the effects of any form of modern slavery, you can also contact the Australian Federal Police (AFP) on 131 237 or access the AFP website at [www.afp.gov.au](http://www.afp.gov.au) for assistance. The AFP can provide advice and refer you to other services that provide emergency accommodation, financial support, counselling, legal and immigration advice.

# Message from our Vice Chancellor



At Murdoch University, our shared purpose is to change lives and society for the better through accessible education and research, contributing to the solution of societal and environmental challenges and providing an inclusive, caring community in which everyone can realise their potential.

We recognise that ethical supply chains are essential for achieving this purpose and that we have a moral obligation to ensure our operations respect core human rights and dignity.

As we reflect on our 50th anniversary, we recognise that modern slavery has emerged as a distinct challenge in recent decades, yet preventing exploitative practices fundamentally aligns with our founding principles. Our longstanding commitment to social justice, cultural inclusion, and empowering vulnerable communities provides a natural foundation for addressing modern slavery risks. What began as institutional values in 1973 now informs our proactive approach to combating modern slavery in a manner that ensures our legacy of social impact evolves to meet contemporary human rights challenges.

Throughout 2024 we continued our commitment to addressing the issue of modern slavery through ongoing efforts to identify, assess, and mitigate

risks within our operations and supply chains. This commitment requires a proactive approach to monitoring and reporting, as well as engaging with stakeholders to stay informed about emerging challenges.

Collaboration is crucial in addressing modern slavery effectively. We work with industry bodies, government agencies, and other stakeholders to contribute to sector-wide initiatives and best practices. This collaborative approach helps us refine our strategies and ensure accountability. We are committed to maintaining open communication and reporting on our progress, ensuring that our approach reflects our values of authenticity, integrity, respect, inclusivity, and openness.

As we move forward, we will continue to engage with stakeholders and explore ways to enhance our practices. Our goal is to ensure that our operations align with our mission to make a positive societal impact.

A handwritten signature in black ink, reading "A Deeks". The signature is fluid and cursive, with the first letter 'A' being particularly large and stylized.

**Professor Andrew Deeks**  
*President and Vice Chancellor*

# About this Statement



## 1.1 Overview

Murdoch University (ABN 61 616 369 313) is a statutory corporation established in Western Australia under the *Murdoch University Act 1973*.

Pursuant to the *Modern Slavery Act 2018 (Cth)*, this statement sets out the actions taken by Murdoch University to identify and address modern slavery and human trafficking risks in our operations and supply chain for the year ending 31 December 2024.

This is Murdoch University's fifth Modern Slavery Statement and is submitted on behalf of Murdoch University and its controlled entities.

This statement was approved by the Senate of Murdoch University on 13 May 2025.

## 1.2 Controlled Entities

Throughout 2024, Murdoch University had seven wholly owned and controlled subsidiaries, all of which are covered by this statement:

<b>Entity</b>	<b>Description</b>
<b>Murdoch Investments Company Pty Ltd</b>	A wholly owned entity of Murdoch University, the entity's primary purpose is as the holding company of Murdoch Retirement Services Pty Ltd.
<b>Murdoch Retirement Services Pty Ltd</b>	A wholly owned entity of Murdoch Investments Company Pty Ltd, the entity is responsible for the operations of the St Ives Retirement Village.
<b>Innovative Chiropractic Learning Pty Ltd</b>	A wholly owned entity of Murdoch University, the entity is responsible for the operations of Murdoch University's chiropractic clinic.
<b>Murdoch Ventures Pty Ltd</b>	A wholly owned entity of Murdoch University, the entity is Murdoch's primary investment making entity.
<b>Murdoch Singapore Pte Ltd</b>	A wholly owned entity of Murdoch University, the entity is responsible for the operations of Murdoch's Singapore campus.
<b>The Alan and Iris Peacocke Research Foundation</b>	A philanthropic entity established to support medical, health and agricultural research at Murdoch University.
<b>Algae Harvest Pty Ltd</b>	A wholly owned entity of Murdoch University, the entity has not undertaken any operations of note since its registration.

# About Murdoch University

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## 2.2 Who we are

Murdoch University has, from its foundation in 1974, been a University of Difference. Established as the second university in the State of Western Australia, Murdoch has always been associated with environment and conservation, social justice and inclusion, and providing pathways into and through a university education for people who had previously been excluded.

In 2024 we celebrated our 50<sup>th</sup> anniversary of changing lives and society for the better through accessible education, translational research, and through programs that enhance and support our community. Against this backdrop, we continued our important work in delivering our strategy: *Ngala Kwop Biddi: Building a Brighter Future, Together*. Underpinned by our three strategic themes of Sustainability; Equity, Diversity and Inclusion; and First Nations, we have a clear roadmap for achievement of our vision as a university of choice for people who care, who value inclusion, curiosity and innovation and who desire to make a positive social impact.

## 24,729 students\*

Undergraduate	16,219
Postgraduate	8,529
Domestic	10,528
International Onshore	8,772
Transnational Education	5,433

\* Student categories do not add to total, as students may have enrolled in multiple categories in the year.

## 60.6% domestic equity students\*

First Nations Students	2.53%
Low SES Student	19.67%
Students with a Disability	23.85%

\* Domestic Equity Students figure includes students in one or more identified equity groups - First Nations, low socio economic status, regional

## 1,856 staff\*

Academic Staff (FTE)	794
Professional Staff (FTE)	1,062

\* Full time equivalent

## Total revenue \$583,437,000

Increase in revenue	23.5%
Total research income	\$48,184,000

## 2.2 Governance

### Senate

Under the *Murdoch University Act 1973 (WA)*, the governing body of the University is the Senate. Senate is ultimately responsible for all University affairs – approving the Strategic Plan; overseeing policy and procedures and guiding programs and activities. To assist in the effective governance of the University, Senate has established five committees:

- The Audit and Risk Committee helps Senate meet its governance, risk and compliance oversight responsibilities.
- The Chancellor’s and Nominations Committee advises on governance issues; determines remuneration for Senior Officers; and reviews the performance and succession plans for Vice Chancellors and Senior Officers. This committee also recommends the appointment of Senate members.
- The Honorary Awards and Ceremonial Committee awards honorary degrees and Senate medals and oversees guidelines and policies relating to honorary degrees, Senate medals, graduation ceremonies and regalia.
- The People Safety and Culture Committee advises on governance issues in relation to staff and students. It oversees strategies to enhance people and organisational effectiveness, and staff and student engagement and safety. It monitors complaints, allegations of misconduct, integrity and critical incidents. Taking primary responsibility for Senate’s oversight of work health and safety, it receives regular reports on work health safety performance and incident reports on any major incident.
- The Resources Committee advises on a wide range of governance issues including financial control and sustainability, investment capability, campus development, commercial activities, oversight of the University’s subsidiary entities, the finances of the Guild of Students (in an advisory capacity), and other relevant matters.

### Executive

As set out in the *Murdoch University Act 1973*, the Vice Chancellor is chief executive officer and academic principal. The Vice Chancellor is also tasked with the leadership and development of the University and achievement of its Strategic Plan. Professor Andrew Deeks is the Vice Chancellor having taken up the position on 26 March 2022.

The Vice Chancellor appoints an executive group, collectively titled the Senior Leadership Team, that has responsibilities for the academic and professional operations of the university.



# Identifying our Modern Slavery Risks

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## 3.1 Our Supply Chain

### Overview

Murdoch University recognises that proactively identifying modern slavery risks within our supply chain is fundamental to fulfilling our ethical obligations and upholding human rights standards. The complex, interconnected nature of global supply chains demands sustained vigilance, particularly given the heightened vulnerabilities associated with labour-intensive sectors, opaque subcontracting practices, and regions with limited regulatory frameworks. By systematically mapping risks, we strengthen our capacity to address systemic issues such as exploitative labour conditions, unsafe working environments, and the marginalisation of at-risk populations. This foundational work not only informs targeted due diligence but also reinforces our commitment to fostering responsible business practices, ensuring accountability across all tiers of our supply chain, and driving meaningful change through collaborative engagement with industry partners and stakeholders.

### Data Informed Approach

Murdoch University employs a technology-enabled approach to modern slavery risk mapping, leveraging our Workday Enterprise Resource Planning System to undertake comprehensive supplier due diligence and risk assessments. We inform and enhance our approach to risk mapping by utilising reputable third-party data sources which are built upon industry-specific risk indices and global labour rights databases. This systematic approach allows us to cross-reference internal spend data with external risk indicators, ensuring our risk assessments remain responsive to emerging trends and sector-specific vulnerabilities. Through ongoing engagement with international human rights organisations and participation in sector-wide benchmarking initiatives, we continuously refine our methodologies to proactively identify high-risk procurement categories.



## Supply Chain Profile

To illustrate the complexity in our supply chain, Murdoch University directly engaged 1,984 suppliers across 49 countries and 142 unique spend categories throughout 2024. By applying the risk profiles ascribed to these countries and spend categories by the Australian University Procurement Network's (AUPN) Anti-Slavery Working Group, Murdoch University's spend profile is represented below:

### Top 10 Spend Categories

<b>AUPN Category<sup>1</sup></b>	<b>Risk</b>	<b>%</b>
Student Recruitment (International)	Medium	13.42%
Software Licences (Not SAAS)	High	5.48%
Agency Contractors and Temporary Workers	High	4.81%
Outsourced Educational Services	Low	4.27%
Clinical Trial Services	Low	3.97%
Building Repair & Construction	High	3.79%
Implementation Support Services	High	3.44%
Media & Advertising	Medium	3.38%
Scientific Equipment	High	3.15%
Infrastructure As A Service (IAAS)	High	2.86%

<sup>1</sup>Note that AUPN Categories were updated in 2024, and therefore may not align with figures outlined in previous Modern Slavery Statements

### Total Spend by Spend Category Risk Level

<b>Risk Level</b>	<b>%</b>
Low	16.65%
Medium	30.18%
High	53.17%

### Top 10 Countries by Spend

Throughout 2024, Murdoch University engaged suppliers from 49 countries across the world. Over 98% of our total spend in 2024 was in the top 10 countries as shown below.

<b>Country</b>	<b>%</b>	<b>Risk Level</b>
Australia	90.89%	Low
Bhutan	1.60%	Medium
Pakistan	1.07%	Very High
United States of America	0.90%	Low
Netherlands	0.76%	Low
United Kingdom	0.75%	Low
United Arab Emirates	0.61%	Medium
Singapore	0.56%	Low
India	0.51%	High
Kenya	0.31%	High

### Total Spend by Country Risk Level

<b>Risk Level</b>	<b>%</b>
Low	94.97%
Medium	2.88%
High	1.08%
Very High	1.07%



### **Our Informed Approach**

Throughout 2024, Murdoch University continued its efforts to deeply understand and address modern slavery risks within our supply chain. Central to this effort is our Modern Slavery Questionnaire, which was refined in 2023 and continues to elicit meaningful insights into our supplier's supply chains and actions to mitigate the risk of modern slavery. This process supported the engagement of 492 new suppliers in 2024 and enabled us to map our extended supply chain and identify key areas of concern.

Through the lens of continuous improvement and as part of a broader review of our procurement frameworks, in 2024 we developed and released our first set of Supplier and Payment Guidelines, which added a risk-based element to our modern slavery due diligence processes. By embedding risk-adjusted decision-making processes into our supplier onboarding mechanisms, we have been able to effectively prioritise our due diligence efforts where risks are most acute.

### **Collaboration with the Australian University Procurement Network**

Murdoch University continues to advance its commitment to ethical supply chains through active participation in the AUPN Anti-Slavery Program, a sector-wide collaboration of 41 Australian and New Zealand universities. This partnership enables us to pool resources, share risk assessments and align strategies to address systematic challenges across our shared supply chains – particularly in high-risk categories like IT, construction and textiles.

Through this forum, we have significantly increased our awareness of emerging modern slavery risks and contemporary best-practice mitigations. The AUPN's facilitation of external subject matter expert presentations has proven invaluable, with diverse viewpoints presented by suppliers, educators, government bodies, NGOs and modern slavery monitoring organisations.

Throughout 2024, we collaborated closely with the AUPN and other universities to deliver a range of initiatives designed to build on our awareness and effectively mitigate sector-level risks by leveraging our collective capacity and knowledge. A number of these initiatives are discussed further in this Statement.

## 3.2 Our Operations

### Overview

Murdoch University acknowledges that there is an inherent risk of modern slavery within our operations and community, particularly given the global nature of our education, research and community engagement activities. We recognise these risks may manifest across our diverse staff and student cohorts, including international students who face unique vulnerabilities such as language barriers, visa dependencies, and unfamiliarity with local workplace protections.

We are committed to identifying and addressing potential risks within our university community, which in many cases, may result in us being a trusted support network for vulnerable people who have nowhere else to turn. By embracing this role, we remain vigilant in safeguarding the rights and dignity of all individuals who contribute to and participate in our diverse and vibrant community.

### Students

Murdoch University takes great pride in its diverse and vibrant community of over 24,000 students that come from a wide range of backgrounds and origins, both international and domestic. This rich diversity is a core strength of Murdoch, fostering an inclusive and culturally enriching environment that prepares students to thrive in an increasingly globalised world.

Murdoch University's appointment of a Chief Experience Officer (CXO) in January 2024, alongside significant investments in our CXO portfolio, has strengthened our capacity to deliver right-sized services that support students and help to address modern slavery risks. This strategic enhancement enables proactive identification of vulnerabilities through confidential counselling channels, culturally sensitive grievance mechanisms, and targeted outreach programs. Our redesigned support framework empowers students to disclose potential exploitation in employment, accommodation, or educational settings, with staff available to recognise indicators of modern slavery and to make appropriate referrals to specialised support networks.

### Employees

As an employer of over 1,800 full-time equivalent staff, Murdoch University is committed to upholding ethical employment practices and safeguarding the rights and well-being of our employees. We recognise the potential risks of modern slavery within employment contexts and have implemented robust recruitment processes and staff support mechanisms to identify and mitigate these risks within our workforce.

Murdoch University's employment framework is fundamentally designed to eliminate modern slavery risks through proactive prevention and cultural accountability. Our core intent remains the creation of equitable working conditions that inherently resist exploitation, prioritises the protection of vulnerable staff cohorts and dismantles systemic inequalities. By upholding these mitigation measures and fostering a culture of transparency and accountability, we strive to ensure that our employee base is free from any form of modern slavery or exploitation.



# Addressing our Modern Slavery Risks

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## 4.1 Our Supply Chain

### Contract Clauses

To support Murdoch University's management of modern slavery risks, we implemented a range of modern slavery clauses within our contract templates in 2022. Throughout 2024, these clauses continued to provide an important contractual mechanism that enable us to work with our suppliers to identify and mitigate modern slavery risks.

At a high level, these clauses:

- Provide assurances that our suppliers will conduct their business in line with the principles expressed within the *Modern Slavery Act 2018* (Cth).
- Require that suppliers have undertaken their own due diligence to confirm that there are no known instances of modern slavery within their organisation or supply chain.
- Provide Murdoch University the right to conduct reasonable audits of the supplier's operations to validate statements made by the supplier.

### Training and Industry Engagement

Building on our approach to supply chain focused training, as outlined in previous Modern Slavery Statements, our central Procurement and Purchasing Team advanced its modern slavery expertise throughout 2024 by completing the Commonwealth Attorney-General's Department modern slavery training program. This federal initiative has strengthened our capacity to identify supply chain risks through government-endorsed methodologies, while equipping our team to support university stakeholders in implementing enhanced due diligence practices. Further to our participation in formal training programs, 2024 also saw increased levels of engagement with industry events designed to raise awareness and to equip participants with practical tools to mitigate and manage the risk of modern slavery.

This was evidenced by the attendance of senior staff at events organised by the Department of Finance and Ethixbase360, featuring presentations from a person with lived modern slavery experience, renowned human rights lawyers, and a founding leader of Walk Free, a globally recognised authority on modern slavery data.

### International Student Recruitment Agents

With over 8,700 onshore international students enrolled at Murdoch University in 2024, we engage a diverse range of third-party partners globally that support our international student cohort. Accordingly, a significant portion of Murdoch University's higher risk international spend is with international student recruitment agencies.

We recognise that across the tertiary education sector, international student recruitment agencies represent a key modern slavery risk in our supply chain, with potential links to human trafficking, forced labour and misleading or deceptive recruitment practices. Murdoch University plays a critical role in identifying potential signs of modern slavery by closely monitoring student applications, student attendance and payment of fees.

In addition, our International Compliance Manager undertakes comprehensive due diligence activities when engaging international student recruitment agencies in line with relevant legislative and regulatory requirements. Relevantly, our standard agreement with international student recruitment agencies includes contractual obligations that pertain to the identification and prevention of modern slavery practices. Furthermore, comprehensive annual reviews are undertaken by our International Office to ensure that agencies are continuing to meet the high standards expected of them and to ensure that they are not undertaking misleading or deceptive recruitment practices that are in contravention of *The National Code of Practice for Providers of Education and Training to Overseas Students 2018*.



### **Medical Equipment and Laboratory Consumables**

Underpinned by our collaboration with the AUPN, we participated in a sector-wide risk assessment and remediation exercise focused on common medical equipment and laboratory consumable suppliers. Throughout this exercise, we supported a highly informed and engaged Sector Risk Working Group to effectively undertake deep due diligence into over 70 of the sector's largest suppliers. By leveraging the aggregated bargaining power of the sector, we were able to drive extremely high engagement rates, resulting in the collection of broad and meaningful insights into our supplier base.

Based on these insights, a small cohort of suppliers were selected to participate in a collaborative approach to driving remediation and uplifting modern slavery awareness and mitigation measures. Through the development of transparent remediation plans, the AUPN will gain the ability to measure year on year improvement as we look to work with our suppliers to drive an uplift in modern slavery approaches.

Through this collaborative approach, our work with the AUPN has supported the transformation of supplier relationships from transactional interactions to strategic partnerships focusing on ethical procurement and supply chain management.

### **Supplier Debarment Regime**

As part of our review of our procurement framework, we strengthened our approach to acting upon instances of slavery-like practices by implementing a robust supplier debarment regime that prohibits the engagement of contractors known to have engaged in exploitative practices. To support our debarment regime, we rely on many different information sources to identify contractors that undertake business in a manner which does not align with Murdoch University's values, legislative requirements or ethical norms. As an example of leveraging an external data source, our debarment initiative leverages and mirrors the Western Australian Government's list of debarred suppliers, which has a particular focus on addressing systematic wage underpayment issues.

By actively refusing to contract with businesses that fail to meet ethical employment standards, we have reinforced our commitment to minimising modern slavery risks while promoting fair labour practices across our supply chain.

## 4.2 Our Operations

### Modern Slavery Advisory Group

Our Modern Slavery Advisory Group (MSAG) was established in 2020 as a core advisory group to support the university's management of modern slavery risks across our operations and supply chain. Accountable to the Chief Financial Officer, the MSAG has strong executive support and a clear communication channel to the Vice Chancellor and Senate.

Throughout 2024, the MSAG championed a number of initiatives as outlined within this Modern Slavery Statement. The group is comprised of senior representatives from a diverse range of functions including procurement, operations, property management, wellbeing and equity, research and teaching. By adopting this cross-functional model, we are able to leverage the collective and diverse knowledge of the group's members and better understand how modern slavery risks may present within the organisation.

Perhaps more importantly, as MSAG members gain an increased understanding of modern slavery, members are able to, and encouraged to, identify further change opportunities within their respective areas and to lead relevant change initiatives at a local level.

### Complaints Mechanism

In acknowledging the potential risks of modern slavery practices within our organisation, Murdoch University provides established mechanisms for staff, students, and the public to report any instances of suspected forms of modern slavery. In line with our Student Complaints Management Procedure, students can submit anonymous complaints, providing a safe channel to report exploitative practices or violations. Additionally, the university's general complaints process allows formal written complaints to be submitted to the University Secretary's Office by any party. While not dedicated solely to modern slavery concerns, these reporting avenues can be utilised to raise suspicions or allegations related to modern slavery within our operations or supply chains.

To enhance visibility of our robust complaint's mechanism, and in line with the commitments made in our previous Modern Slavery Statement, our public facing Modern Slavery webpage was updated in 2024 to raise awareness of these reporting mechanisms.

### Responsible Investment Charter

Murdoch University maintains two long-term managed investment portfolios designed to support the University in meeting its strategic goals. These investment portfolios leverage a 'pooled fund' structure, where the underlying assets are not held directly by Murdoch University. Instead, the University 'pools' its funds with other investors, and these pooled funds are managed by professional portfolio managers. This investment approach means that Murdoch University does not make direct investment decisions such as whether to buy or sell shares in an individual company.

Murdoch University recognises that beyond its immediate core operations and supply chain, there is an inherent risk of modern slavery practices within the underlying asset holdings of any investment product. The University acknowledges the complexity of this issue, as many of these underlying assets are exchange-listed companies with global operations and international, multi-tiered supply chains.

Murdoch University seeks to ensure that its investment activities are aligned with responsible investment principles, and more broadly, our strategy; Ngala Kwop Biddi. This ambition is brought to life through our Senate approved Responsible Investment Charter. The Responsible Investment Charter establishes various commitments and requirements, including that any fund manager engaged by the University must be a signatory to the UN Principles for Responsible Investment (UNPRI), or demonstrate equivalent practices in alignment with the six Principles for Responsible Investment. In totality, these requirements ensure that our fund managers continue to incorporate strong environmental and social governance (ESG) philosophies and practices when making investment decisions.

Due to the high emphasis on ESG principles codified in our Responsible Investment Charter and our existing responsible investment screens, we have deemed the inherent risk of modern slavery within our investment holdings to be low.

## Staff Awareness and Capacity Building

Throughout 2024, Murdoch University's Modern Slavery Advisory Group (MSAG) prioritised initiatives aimed at enhancing staff awareness of modern slavery risks and indicators across our operations. Recognising the breadth and diversity of our core activities in education, research, and community engagement, we adopted a multifaceted approach to address this challenge. To do this effectively, we leveraged both internal resources and external expertise to deliver impactful awareness-building programs.

For example, we actively promoted and saw strong and active participation in the *Forced Marriage Training for Frontline Workers* offered by Speak Now, a national project led by Anti-Slavery Australia. This training was particularly timely, as the sessions coincided with reports of forced marriage convictions in Victoria. We are confident that this initiative has equipped our student-facing staff with the tools to identify indicators of forced marriage and other forms of exploitation.

Further to this and building on the foundation of our supply chain modern slavery training program developed in 2023, we began developing a new training offering throughout 2024. This program is tailored to Murdoch's unique operating context, core activities, internal support networks, and identified risk factors. To ensure local relevance and engagement, we collaborated with one of our international students from the School of Media and Arts to develop the training content. Launching in early 2025, this initiative reflects our commitment to fostering meaningful and context-specific education on modern slavery risks.

By embedding these efforts into our broader staff awareness framework, we aim to continually empower staff with the knowledge and skills necessary to identify and address modern slavery risks effectively.

## Student Awareness

To raise student awareness of modern slavery at our university, we took several initiatives aimed at fostering engagement and education on this critical issue. One of our key efforts was promoting the Migrant Justice Institute's National Temporary Migrant Survey, which provided students with an opportunity to contribute to a broader understanding of the challenges faced by international students, including vulnerabilities to exploitation and modern slavery. By encouraging participation in this survey, we helped students become more informed about the realities of modern slavery and its impact on marginalised communities.

In addition, our Access, Wellbeing and Equity team facilitated a Wellbeing Expo, which served as a platform to highlight various support services available to students while indirectly addressing issues related to exploitation and vulnerability. This event created a space for open conversations about wellbeing and equity, helping students understand the importance of safeguarding their rights and supporting others in need. We also continued offering our International Student Café in The Den, which is a drop-in session where students can connect with staff from Access, Wellbeing, and Equity for general support. While not explicitly focused on modern slavery, these sessions provided a safe environment for students to seek guidance on any concerns they might have, including those related to exploitation or unfair treatment. Together, these initiatives reflect our commitment to raising awareness and supporting student wellbeing in the context of broader social justice issues like modern slavery.

## Employee Assistance Program

Throughout the year, we onboarded a new Employee Assistance Program (EAP) provider to bolster our commitment to fostering a safe, supportive, and equitable community for all staff. Our EAP program focuses on ensuring the holistic wellbeing of our staff by offering confidential access to counselling, legal advice, financial coaching, and family support. This comprehensive range of services ensures that staff have robust resources to navigate complex situations that could impact their security or wellbeing.

Our new EAP provider was rigorously assessed against stringent equity, diversity, and inclusion (EDI) criteria to ensure culturally responsive care to staff from diverse communities, many of whom may have an increased exposure to modern slavery practices. Further to this, the expanded legal and financial support services are particularly noteworthy in our efforts in combating modern slavery, as our EAP now has increased capacity to support staff with matters such as migrant worker exploitation and financial abuse, both being common indicators of modern slavery.

While modern slavery prevention is embedded within our operations, our EAP reinforces our proactive approach to addressing vulnerabilities by equipping staff with the necessary tools to seek support where required.

# Our Future Commitments

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**Murdoch University remains steadfast in addressing modern slavery risks and is strongly committed to delivering initiatives that build upon our existing frameworks.**

We are encouraged by the progress we have made in increasing our community's awareness of modern slavery, but we recognise that addressing modern slavery risks is a continuous journey requiring strong commitment and action. To this end, we are committed to continuing our close collaboration with key external stakeholder groups including the AUPN, and we will continue to drive internal initiatives to further increase awareness and mitigate the risk of exploitative and unfair practices constituting modern slavery.

#### **Supplier Code of Conduct**

In our 2023 Modern Slavery Statement, we committed to developing and implementing a Supplier Code of Conduct to govern our supplier's approach to managing modern slavery risks and upholding principles of environmental sustainability; equity, diversity and inclusion; and First Nations advancement. This initiative was not completed in 2024, as our focus and efforts were instead diverted to unforeseen opportunities identified through our sector-wide collaboration with the AUPN, in addition to internal initiatives that significantly enhanced our approach to mitigating modern slavery risks within our own operations.

We continue to recognise the importance of implementing and upholding a robust Supplier Code of Conduct, and we have therefore recommitted to delivering this important initiative in 2025.

### **Training and Awareness**

As noted earlier in our Statement, we will be seeking to launch and promote our internally developed modern slavery awareness training program to our staff cohort in the early stages of 2025. It is anticipated that this program will further enhance our employee's knowledge and capabilities in identifying and mitigating modern slavery risks. Further to this, we believe through this training program that we will broadly equip our frontline staff with the tools and support networks that they may need in order to provide assistance to students who may be subject to modern slavery practices.

Equipping our staff with these capabilities is critically important as we look to move into our next phase of awareness building. Specifically, throughout 2025 we will seek to shift our attention to further increasing student awareness, which may require frontline staff to utilise the tools and knowledge imparted from our various staff awareness initiatives. Armed with the findings of the National Temporary Migrant Survey, which are expected to be available in early 2025, we will consider appropriate means of working across the university to deliver modern slavery education campaigns and/or other risk mitigations.

### **AUPN Collaboration**

As we look ahead to 2025, we are eager to continue our collaborative efforts with the Australasian Universities Procurement Network (AUPN). We are particularly driven to contribute to their initiatives, which are designed to enhance human rights transparency and manage modern slavery risks across university operations and supply chains. By working together with the AUPN, we aim to leverage collective expertise and resources to drive meaningful change. Our participation in these initiatives not only supports a sector-wide commitment to responsible supply chain management but also has the ability to genuinely enhance the satisfaction and wellbeing of our staff and students. We believe that our ongoing collaboration with the AUPN will play a crucial role in advancing our shared goals of combating modern slavery and promoting ethical practices in higher education.





# Index

The following list outlines where information related to each mandatory reporting criteria in the *Modern Slavery Act 2018* (Cth) can be located within our statement.

<b>Criteria</b>	<b>Reference</b>
Identity of reporting entity	Section 1
Description of structure, operations and supply chains	Section 2 & 3
Description of identified modern slavery risks	Section 3
Descriptions of actions taken to assess and address modern slavery risks	Section 3 & 4
Description of how the reporting entity has measured the effectiveness of those actions	Throughout
Description of the process of consultation with owned or controlled entities	Section 1
Other relevant information	Throughout



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