



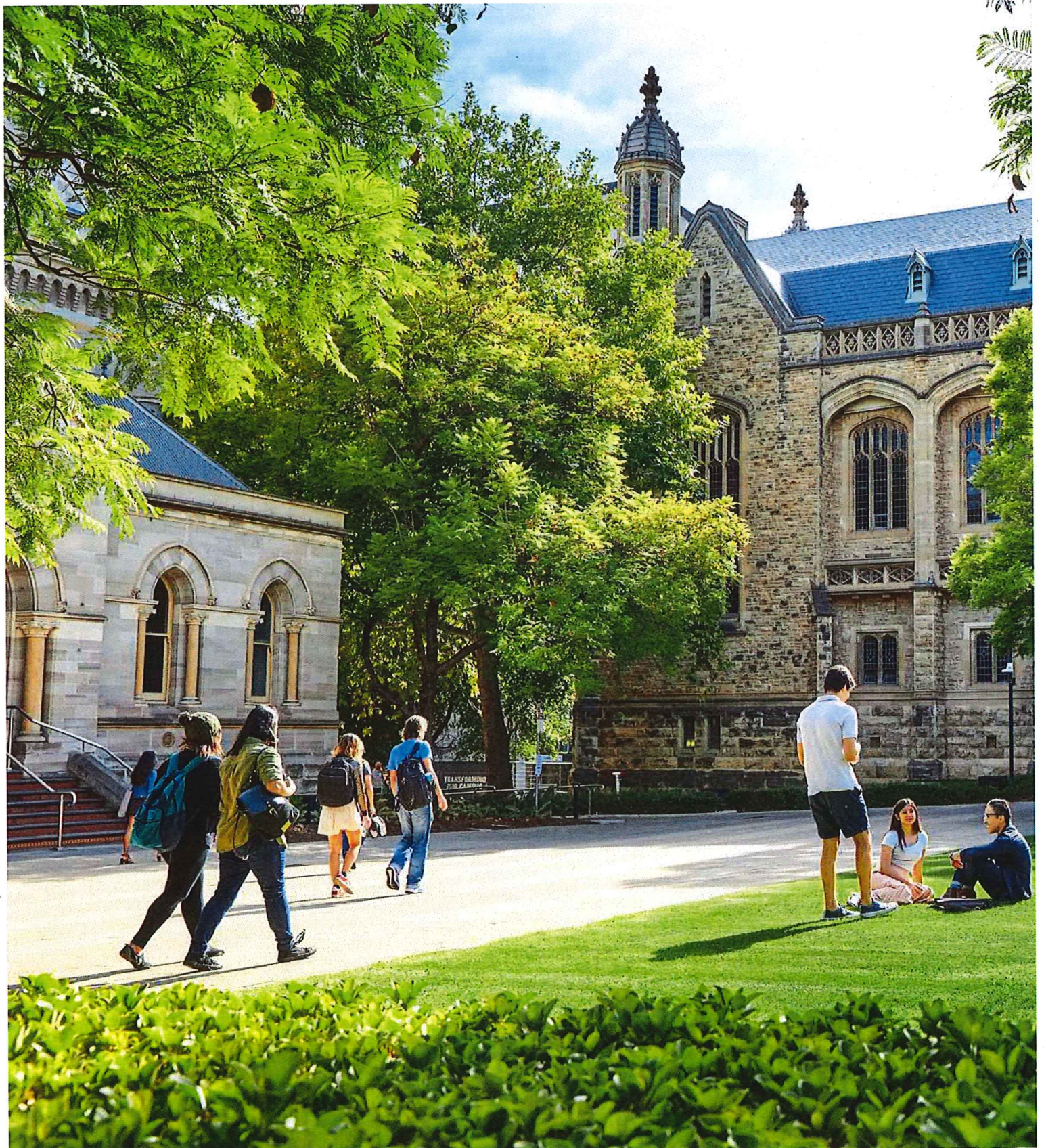
THE UNIVERSITY
of ADELAIDE



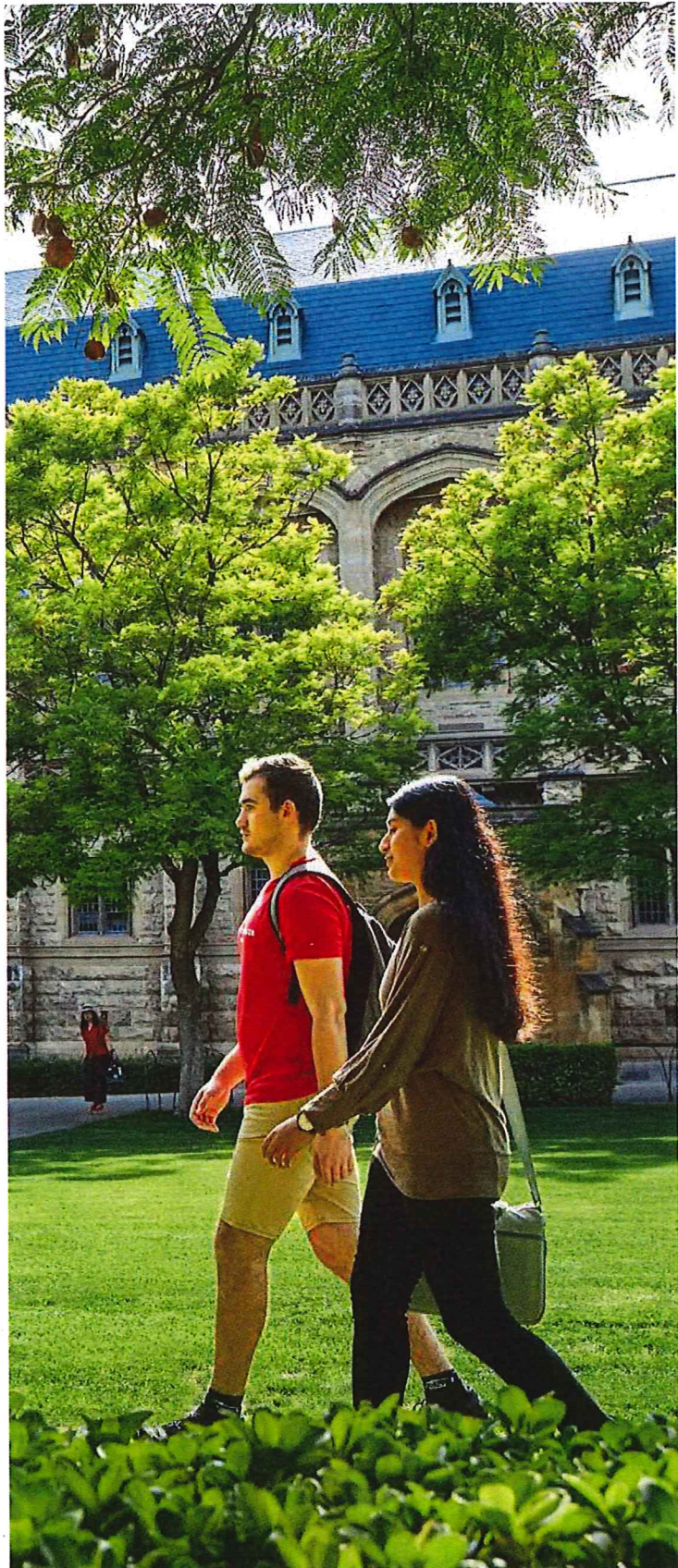
University of Adelaide

MODERN SLAVERY STATEMENT 2020

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INTRODUCTION



The University of Adelaide (ABN 61 249 878 937) is committed to protecting and respecting human rights and to taking steps to eliminate all forms of modern slavery.

This Statement reflects that commitment and fulfils the obligation of the University of Adelaide (the University) and its controlled entities under Part 2 of the Modern Slavery Act 2018 (Cth) (“the Modern Slavery Act”).

This Statement reports on the steps taken to assess and address the risks of modern slavery within its operations and supply chains during the 2020 financial year (1 January to 31 December 2020).

The University welcomes the opportunity to actively consider the risk of modern slavery and to provide an annual Statement on its efforts to eliminate any connections to modern slavery practices it identifies.

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05 The risks of modern slavery practices in the operations and supply chains of the University and its controlled entities

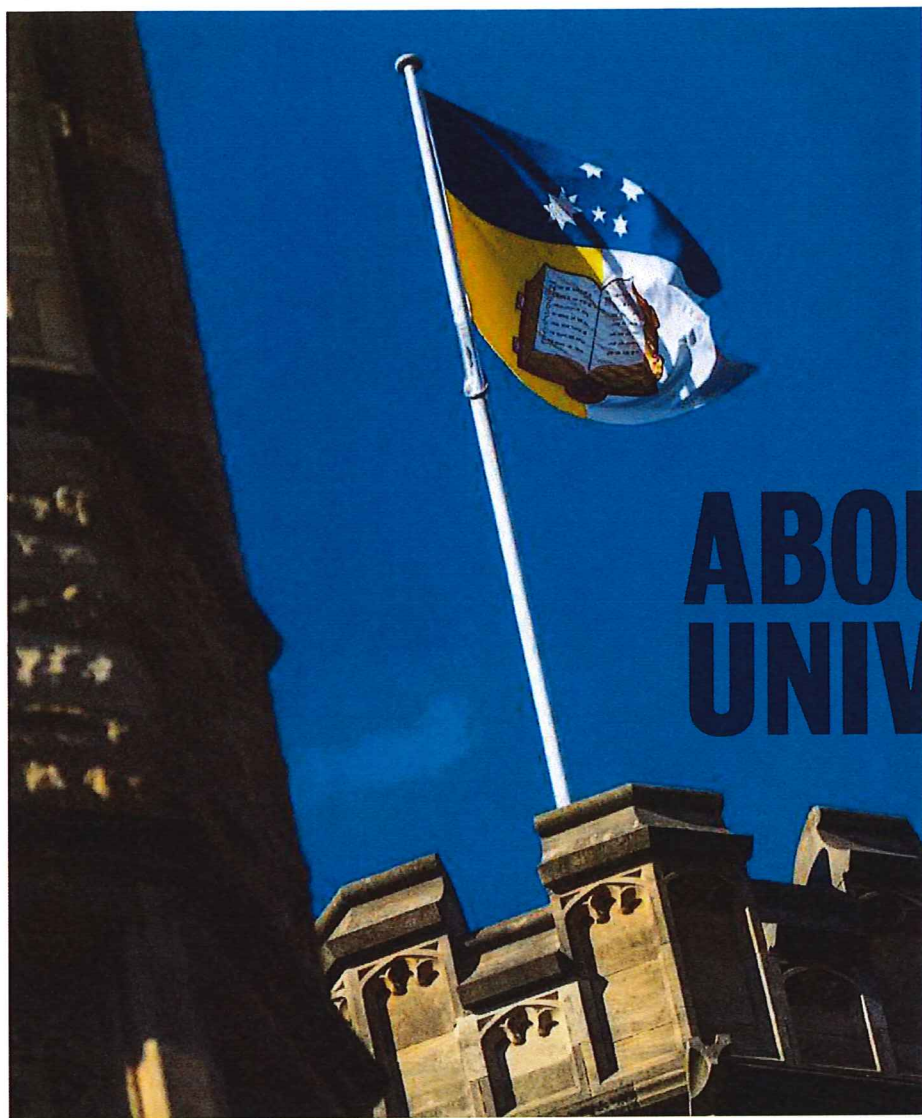
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ABOUT THE UNIVERSITY

Founded in 1874, it is one of Australia's oldest universities and is a member of Australia's prestigious Group of Eight research-intensive universities. The University consistently ranks in the top 1% of universities worldwide.

The University is constituted by the [University of Adelaide Act 1971](#) (SA) for the purpose of:

the advancement of learning and knowledge, including the provision of university education.

Founded in 1874, it is one of Australia's oldest universities and is a member of Australia's prestigious Group of Eight research-intensive universities. The University consistently ranks in the top 1% of universities worldwide.¹

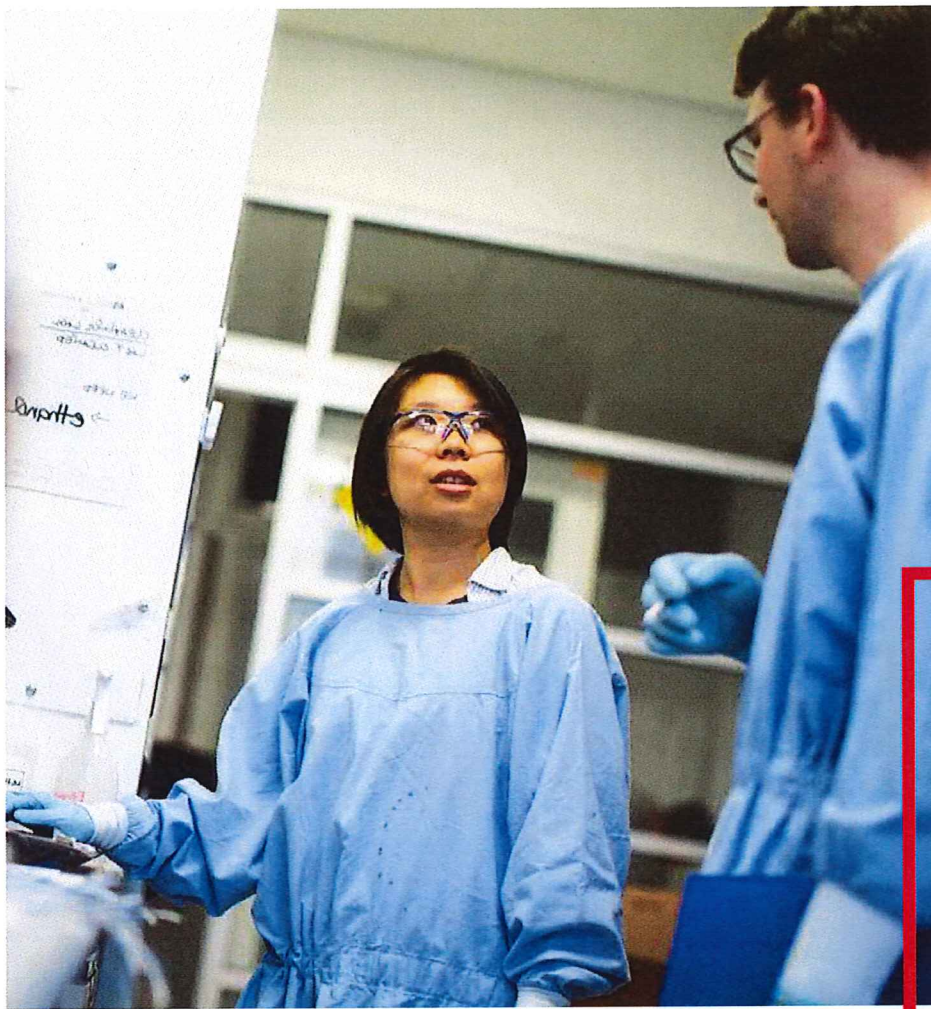
In 2020, the University's annual consolidated revenue was \$993,277,000.

The University is a diverse institution comprised by students, scholars and professional staff drawn from around the world. The student body alone consists of more than 27,000 students from over 90 countries. Students, along with nearly 3,500 members of staff, learn, teach and conduct research across the University's four campuses (three

located in and around Adelaide, at North Terrace, Waite, and Roseworthy, and one in Melbourne).

Australia is recognised as a world leader in the higher education sector and, as a part of that sector, the University understands the manifold challenges confronting the global community today, including the pursuit of sustainability and the impact of globalisation. In this context, the University recognises the shared duty of all Australians to respect and protect human rights, and is committed to understanding and, wherever possible, reducing the risks of modern slavery in its operations and supply chains.

¹ As ranked by the QSD World University Rankings, Times Higher Education World University Rankings, and the Shanghai Jiao Tong's Academic Rankings of World Universities.



**THE UNIVERSITY
RECOGNISES THE
SHARED DUTY OF
ALL AUSTRALIANS
TO RESPECT
AND PROTECT
HUMAN RIGHTS**

THE UNIVERSITY'S STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Structure

The principal governing body of the University is its Council, chaired by the Chancellor of the University, the Honourable Catherine Branson AC QC. Management of the University is the responsibility of the Vice-Chancellor and President, Professor Peter Høj AC FTSE FNAI (US), who has been appointed by the

Council to oversee and manage the academic standards, management and administration of the University. The Academic Board oversees the academic standards of the University.

The University is organised into five academic faculties and five administrative divisions:

- Faculty of Arts
- Faculty of Engineering, Computer & Mathematical Sciences
- Faculty of Health and Medical Sciences
- Faculty of the Professions
- Faculty of Sciences
- Division of the Provost
- Division of Academic & Student Engagement
- Division of Research & Innovation
- Division of University Operations
- Division of Vice Chancellor and President

As a research-intensive organisation, the University has seven research institutes and approximately 50 research centres, delivering excellence in research in a large range of fields.

As a leading research and teaching institution, the University enjoys broad and successful relationships with government, industry, communities, and research partners.

The University has established seven controlled entities to support its core and strategic purposes. During the reporting period, only the first three of those identified below are actively operating:

- Adelaide Unicare Pty Ltd, ABN 13 056 443 059
- Martindale Holdings Pty Ltd, ABN 56 007 936 834
- National Wine Centre Pty Ltd, ABN 75 117 597 592

- ACN 008 123 466 Pty Ltd (non-operating), ABN 31 798 859 716
- Adelaide Research & Innovation Pty Ltd (non-operating), ABN 55 008 027 085
- Australian Advanced Materials Manufacturing Pty Ltd (non-operating), ACN 621 994 465
- Australian Centre for Plant Functional Genomics (ACPFPG) Holding Company Ltd (non-operating), ABN 98 102 769 808

Each of the operating entities are subject to governance, monitoring and reporting requirements directed and reviewed by various Standing Committees of Council, and are required to regularly report directly to one of the four University's assigned liaison officers (Deputy Vice-Chancellor (Academic),

Deputy Vice-Chancellor (Research), the Chief Operating Officer or Chief Financial Officer).

Operations

The University's core business is teaching (including higher education, pathway programs and professional & continuing education) and research. This work is largely undertaken in Australia; however, some University employees and postgraduate candidates travel for work for varying periods or may reside overseas. Additionally, due to COVID-19, a number of students are located in overseas jurisdictions and are unable to return to Australia. The University's controlled entities operate in various South Australian locations.

Supply Chains

Supporting the teaching and research activities and campus operations

of the University requires a diverse range of goods and services provided by a large and complex supply chain. The University purchases materials required to deliver its core teaching services; construction and facilities management services; office equipment including computers and phones; catering services and meals; accommodation for staff travelling; laboratory supplies including consumables, pharmaceuticals, and scientific equipment; and many more goods and services.

In 2020 the University spent over \$338M on goods and services from over 30,000 suppliers, in 240 goods and service categories.

The University recognises that there are risks of modern slavery in the supply chains of all the goods and services we purchase and are committed to understanding these risks further.



**THE RISKS OF
MODERN SLAVERY
PRACTICES IN
THE OPERATIONS
AND SUPPLY
CHAINS OF THE
UNIVERSITY AND
ITS CONTROLLED
ENTITIES**

How is risk identified?

The Chief Financial Officer (CFO) is responsible for implementing controls for operational risks involving finance and procurement services and for ensuring compliance with regulatory obligations and codes of practice. Lead by the CFO, the University's Finance and Procurement Services Branch have developed a whole of organisation response to modern slavery risks, including the descriptions of risks set out in this statement.

This response has been facilitated by the University's membership of the Australian Universities Procurement Network (AUPN). AUPN members have collaborated on a project to identify key supply chain risks within the higher education sector and to share information about the effective management of these risks. Further details about this collaborative project are set out in the 'Risk in supply chains' section.

Oversight of all risks at the University is guided by the University's Risk Management Framework and is reported to the University's Council via the Audit, Compliance and Risk Committee, a Standing Committee of Council. The University Risk Management Committee monitors management of operational risk.

Risk in operations

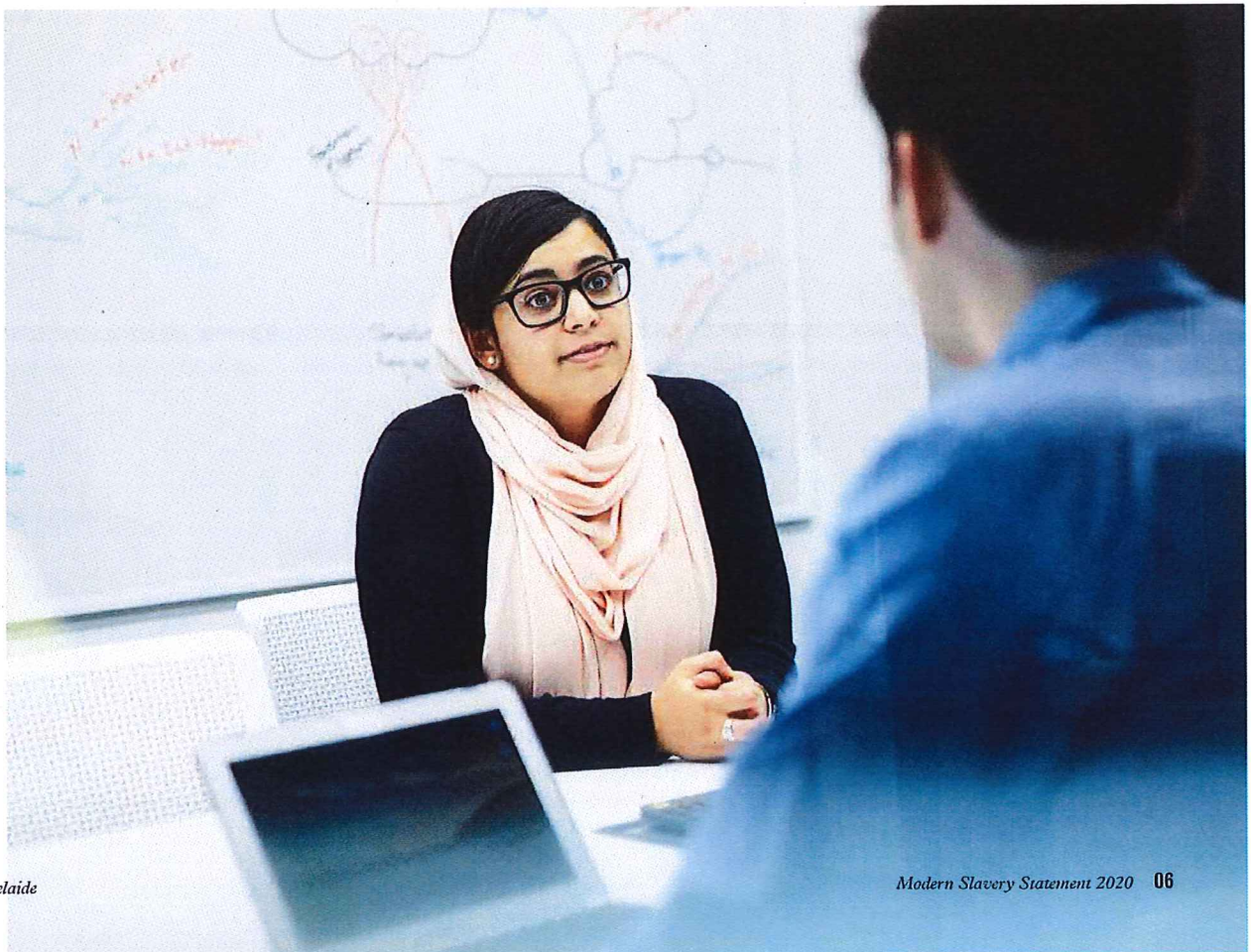
The University has assessed the likelihood and consequences of modern slavery in core operations to be low. That is, given the nature of the University's workforce and procurement needs, modern slavery risks are not expected to routinely arise but are possible, and are capable of being monitored and controlled by a targeted management strategy.

The basis for this assessment and the management measures that mitigate modern slavery risk is described in detail in the following sections.

Risk in the management of human resources

The University's operations and staffing profile do not reveal any of the characteristics that might give rise to a higher risk of modern slavery.² The nature of the University's workforce is highly skilled and all on-going, contract and casual staff are recruited using transparent, recognised processes. In performing their duties, staff are generally highly connected to the workplace and operational processes designed to achieve consistency in performance.

Continuing, fixed term, and casual employees of the University work under the University of Adelaide Enterprise Agreement 2017-2021, which has been approved by the Fair Work Commission. The Enterprise Agreement covers all aspects of employment, including working conditions, remuneration, leave, and other benefits.





The University does not use overseas labour brokers to recruit staff, and no staff of the University are subject to recruitment fees or personal or property security deposits. University employees are typically employed directly by the University; where labour hire companies are used, these are Australian based.

The University is diligent in checking that all new employees have the right to work in Australia. Most employees are based in Australia, however where work is undertaken overseas, University employees remain covered by its Enterprise Agreement.

In addition to the Enterprise Agreement, the University has a range of other policies, procedures, and supporting documents in place to help manage the risks of modern slavery in its operations:

- [Recruitment Policy and Procedure](#)
- [Behaviour and Conduct Policy](#)
- [Code of Conduct](#)
- [Whistleblower Policy](#)³

In addition to policies that prescribe workplace obligations, the University is a public authority under the *Independent Commissioner Against Corruption Act 2012 (SA)*. University employees, Council members and contractors are public officers and have an obligation to report suspected corruption, misconduct, and maladministration in public administration to the Office for Public Integrity (OPI). Members of the public, including University students, are able to make a complaint about suspected corruption, misconduct, and maladministration in the University to the OPI. All reports to the OPI are treated confidentially and investigated as appropriate.

² Walk Free Foundation, The Global Slavery Index 2018, <https://www.globallslaveryindex.org/>

³ The Whistleblower Policy is under review at time of writing

Risk in research operations

The University's research operations are primarily service based. The scope of research services conducted by University staff may include developing prototypes and field demonstrable products, as a proof-of-concept stage in the application of knowledge to the real world; however, the University is not a commercial producer or manufacturer of retail goods.

Most research services are undertaken by employees of the University, who are protected by the policies and procedures outlined above. Subcontractors are used when required, and these may be based either in Australia or overseas. When subcontractors are engaged, standard template agreements are available, and in the case of research funded by government sources, the terms of the University's agreement with its subcontractor will closely reflect those set out in the Government funding agreement.

Complex or unusual contracts are reviewed by the University's legal counsel.

The University's research operations also include international research collaborations, in which academic research leaders create and foster collaborations with universities, companies, and other entities outside of Australia. The outcomes of these collaborations (which include grants, papers, intellectual property, and student recruitment) can be of benefit to the University. These collaborations may be governed by formal agreements, but in typical academic-to-academic collaborations there is sometimes no formal agreement in place. The University does not have a clear understanding on how its collaborators act or engage with others.

The University of Adelaide complies with Commonwealth and State Legislation and National Codes of Practice in undertaking research activities involving human participants. Regulation of human

research includes the *Australian Code for the Responsible Conduct of Research 2018*, the *National Statement on Ethical Conduct in Human Research (2007, updated 2018)* and the *Australian Privacy Act 1988*. Human research may be conducted only with ethical approval.

Risk in teaching operations

University teaching operations are also service based, with the majority of teaching services delivered by employees who are protected by the policies and procedures outlined above. Contractors are used occasionally.

The majority of the University's teaching operations are based in Australia; however, some are located overseas, through joint ventures with partner universities.

Employees of the University who are located outside of Australia are still protected by the Enterprise Agreement and the suite of policies and procedures that apply to all University staff.

The University recognises that temporary work visa holders in Australia, including holders of international student visas, are at higher risk of exploitative working conditions including underpayment of wages.⁴

The University recognises the vulnerability of international students and provides a range of support services and information as required under the Education Services for Overseas Students Act.⁵

The University is committed to ensuring that the whole international student experience while in Australia is as positive as possible and will continue to raise the awareness of international students of their rights and where to get help if they experience exploitative working conditions and/or modern slavery-like practices.

⁴ Walk Free Foundation 2018, Modern Slavery Index Country Profile: Australia, <https://www.modernslaveryindex.org/2018/findings/country-studies/australia/>

⁵ <https://international.adelaide.edu.au/life-on-campus/working-while-studying>



Risk in Controlled Entities

The University's three operating controlled entities and the risks of modern slavery in their operations and supply chains are detailed below:

Adelaide Unicare Pty Ltd

Adelaide Unicare is a general practice healthcare service operating in four practice locations in South Australia. Its mission is to deliver quality primary healthcare to its patients while providing a quality primary healthcare teaching network for medical, nursing and allied health students. Adelaide Unicare is a limited liability proprietary company entirely controlled by the University of Adelaide.

Employees of Adelaide Unicare are covered by employment agreements underpinned by the relevant professional award, or for particular employees, by an Enterprise Agreement which is registered with the Fair Work Commission.

The supply chain of Adelaide Unicare includes pharmaceuticals and medical consumables, as well as facilities management services such as cleaning, and operational goods including IT equipment. Some goods purchased by Adelaide Unicare, including desktop computers, are purchased from the University's preferred and contracted suppliers.

Martindale Holdings Pty Ltd

Martindale Holdings Pty Ltd manages the cropping, sheep and cattle operations of the University's farm at Roseworthy. The University farm is crucial to its teaching programs and research priorities. The farm is run as a commercial farming operation, with income earned allocated towards the research projects that will improve understanding of Australian agricultural and livestock management practices.

Employees of Martindale Holdings are covered by employment agreements underpinned by the Pastoral Award 2010. Small amounts of contract labour are hired at peak demand times.

The supply chain of Martindale Holdings includes animal food supplies, as well as facilities management services such as cleaning, and operational goods including IT equipment. Some goods purchased by Martindale Holdings, including desktop computers and building maintenance services, are purchased from the University's preferred and contracted suppliers.

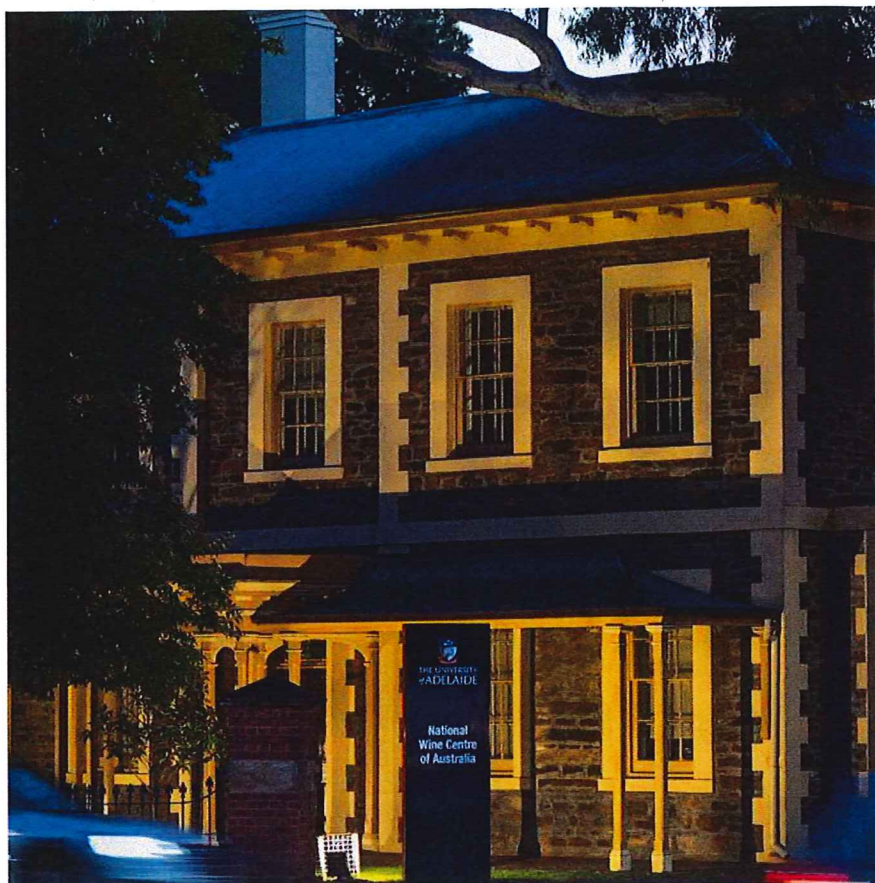
National Wine Centre Pty Ltd

The National Wine Centre of Australia is one of the country's most awarded venues for conferences, meetings and events. A showcase for the Australian wine industry, the venue offers a unique atmosphere for events, a range of tours and cellar experiences, and a chance to experience the winemaking process

from the vine to the bottle.

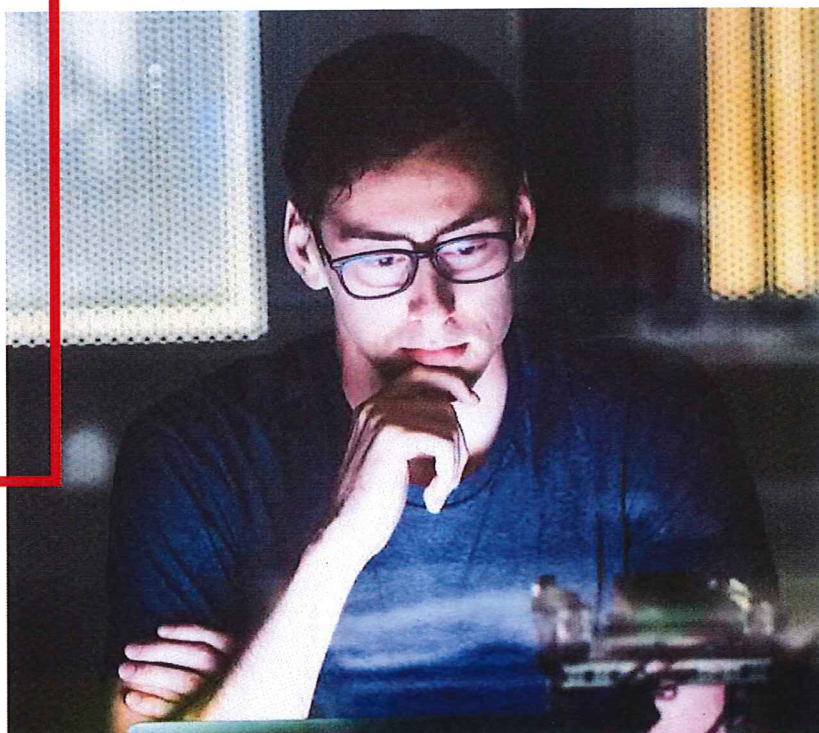
Employees of the National Wine Centre of Australia are covered under the Hospitality Industry (General) Award 2010, and adherence to the pay and other conditions set out in this award are audited internally. Temporary staff may be hired through an Australian based external labour hire agency. All employee contracts, for both permanent and casual employees, are modelled on templates created by the University and approved by its Legal & Risk branch.

The supply chain of the National Wine Centre of Australia includes food and beverages for resale, as well as facilities management services such as cleaning, and operational goods including IT equipment. Some goods and services purchased by the National Wine Centre, including desktop computers and cleaning services, are purchased from the University's preferred and contracted suppliers.



**ACTIONS
TAKEN BY THE
UNIVERSITY
TO ASSESS
AND ADDRESS
RISKS**

**THE UNIVERSITY
ADOPTED STANDARD
CONTRACT CLAUSES
MAKING CLEAR ITS
POSITION ON MODERN
SLAVERY AND ITS
EXPECTATIONS OF
SUPPLIERS.**



The University has taken a range of actions during this reporting year to assess and address the risks of modern slavery practices in its operations and supply chains. During this first reporting year, these actions were largely centred on due diligence in supplier engagement and creating a suite of documentation relating to its supply chain. The University also participated in sector activities led by the AUPN.

Risk in supply chains

The University recognises that there are risks of modern slavery in the supply chains of all the goods and services it purchases. The relative risks for any of the goods and services the University purchases can only be determined by assessing factors such as product or service type and manufacturing or operating locations.

During the 2020 reporting year, the University participated in a consolidated data analysis and risk mapping exercise undertaken by the

AUPN, in order to better understand the risks of modern slavery in its supply chain (for further information on this exercise, see the section on ‘Modern Slavery Risk Dashboard’).

The resulting analysis allowed the University to identify where supply chains extend into goods and service categories and geographic locations that are of higher risk for the presence of modern slavery. Goods and service categories identified as being both high risk for modern slavery in the supply chain and proportionally high spend by the University include:

- Commercial cleaning;
- Desktop hardware and IT accessories;
- Building maintenance services;
- Catering & meals; and
- Scientific equipment & laboratory consumables.

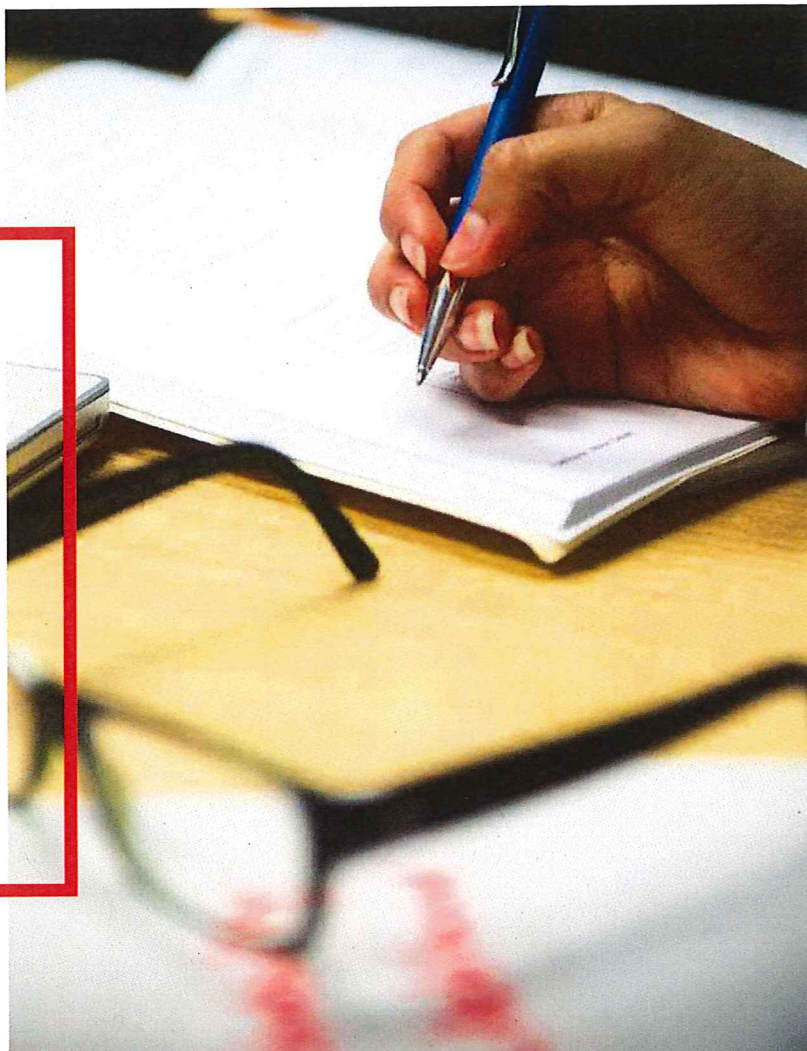
Contracts

In 2019, the University adopted standard contract clauses making clear its position on modern slavery and its expectations of suppliers. This due diligence strategy requires organisations providing the University with goods and/or services to:

- Comply with the intent and the requirements of the Modern Slavery Act;
- Include similar modern slavery clauses in contracts with their own suppliers and subcontractors;
- Notify the University as soon as the supplier becomes aware of any actual or suspected slavery in a supply chain connected to the contracted goods and/or services; and
- Remedy any identified instances of modern slavery within a reasonable timeframe.

During the reporting year, new and renewing contracts have included Modern Slavery clauses.

KEY PROCUREMENT SERVICES STAFF RECEIVED TRAINING IN MODERN SLAVERY IN ORDER TO INCREASE AWARENESS OF THE ISSUE AND ENSURE KEY STAFF ARE AWARE OF THE UNIVERSITY'S RESPONSIBILITIES



Supplier code of conduct

The University has created and implemented a Supplier Code of Conduct (“the Code”). This Code is a public commitment that the University has made to undertake procurement activities in an environmentally, socially, ethically, and economically responsible manner, and sets out the University’s expectations for its suppliers.

Actions taken to implement the Code during this first reporting year are:

- Publish the Code on the University’s website;
- Include the Code as a standard document in all approaches to market, with the instruction that any supplier selected as a result of a market activity will be required to agree to and sign the Code; and

- Approach currently contracted suppliers to explain the reason and purpose of the Code and to request they agree to observe these expectations as a supplier to the University.

Market approach documentation

The University has added a returnable schedule to its standard Request for Tender and market approach documentation, with a view to better understanding its supply chains. Potential suppliers responding to market approaches are asked to respond to questions relating to their reporting status under the Modern Slavery Act; their policies, education, and training practices relating to modern slavery; and the steps they have taken to ensure the

risks of modern slavery have been identified and addressed in their supply chains and operations.

Guiding documents

The University’s Procurement Procedures have been updated to include the University’s obligations under the Modern Slavery Act as a principle that must be adhered to when undertaking any procurement activities.

Supplier questionnaires

As the University’s supply chain is broad and complex, consisting of 240 separate goods and service categories during 2020, its approaches to suppliers during this first reporting year prioritised supply chains where modern slavery risks were determined to be highest.

Table 1:

MODERN SLAVERY SUPPLIER CATEGORIES

Category (Level 2)	Category (Level 4)	Suppliers approached	Supplier Responses Received*
Building & grounds	Commercial cleaning	1	1
	Electrical maintenance	1	1
	Building maintenance services	5	5
	Plumbing maintenance services	1	1
Construction, refurbishment & works	Construction project management services	1	1
IT hardware	Desktop hardware	2	2
	IT network infrastructure	2	2
	MFDs & desktop printers	2	2
Laboratories & research	Laboratory consumables	5	2
	Engineering equipment	1	1
	Other scientific equipment	6	3

A questionnaire was developed by the AUPN which collects information from suppliers relating to, their reporting status under the modern slavery act; their policies, procedures, contracts, and other guiding documents; the supply chains of goods they sell; and the actions they have taken within their own organisations to identify and address the risks of modern slavery in their supply chains and operations.

This questionnaire was distributed to a key supplier group identified by the Modern Slavery Working Group (MSWG) as suppliers of potentially high risk goods and/or services, who transact with a large number of Australian universities. Independently, the University also approached a wider group of suppliers to ask them to respond to the same questionnaire, in order to better gain an understanding of the high risk organisations in its own supply chain.

A summary of the number of suppliers who were invited to respond to the questionnaire, either via the AUPN or directly by the University, is detailed in Table 1 above.

*Strategic Procurement Team have a regular process of reviewing responses to the Questionnaire as part of the ongoing Supplier Management process, that includes reviewing the responses to the Modern Slavery questionnaire and the Supplier Code of Conduct. The AUPN also recognises that there is more to be done and will continue to develop the supplier engagement approach and remediation processes, in order to gain more visibility of the supply chain and leverage the sector's buying power to influence better purchasing practices.

Training and engagement

At the University, Strategic Procurement and Purchasing are centralised activities undertaken

by the Finance & Procurement Services Branch. In 2020, all staff in the Strategic Procurement and Purchasing teams received training in modern slavery, in order to increase awareness of the issue and ensure these key staff are aware of the University's responsibilities under the Modern Slavery Act.

In addition to targeted training for staff involved in the procurement and purchasing processes, in this first reporting year the University also reached out to several of the University's operational areas which are at higher risk of modern slavery (including Information Technology & Digital Services and Infrastructure), to increase awareness of the University's responsibilities under the Act and the risks of modern slavery within its operations and supply chains.

Targeted training is augmented by a broader communication to promote social and ethical procurement

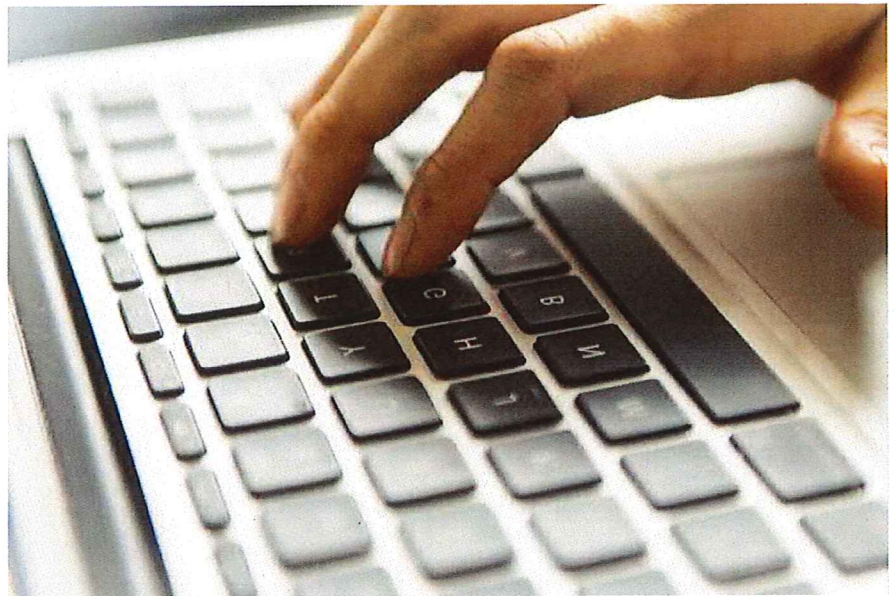
initiatives, including eliminating the risk of modern slavery, the University's responsibilities under the Modern Slavery Act, and what all University staff can do to help meet these responsibilities.

Consultation and collaboration as a sector

The University of Adelaide is a member of the AUPN, the peak body for strategic procurement in the higher education sector in Australia and New Zealand. Membership of the AUPN comprises 38 member institutions from Australia and New Zealand. The University benefits from its involvement with the AUPN in a number of ways, including through collaboration on a sector approach to the Modern Slavery Act. With representation on both the AUPN's Executive Committee and its Modern Slavery Working Group (MSWG), the University has played an active role in shaping this sector approach.

In 2019, the AUPN established the MSWG with 9 universities (including the University of Adelaide), actively contributing time and effort on a voluntary basis to develop and lead a sector collaboration and support all member institutions to meet the challenge of human rights transparency and risk management in their supply chains. The MSWG has developed a sector wide modern slavery program, which aims to deliver the following:

- A collection and aggregation of sector procurement data;
- A solution that enables members to identify risk, focus resources and inform action, supported by a third party technology enablement solution;
- A sector approach for addressing, mitigating, and/or remediating identified risks;
- Flexible templates and guidance; and
- Continuous improvement.



It is envisaged that both the AUPN members and their suppliers will benefit from the improved operational efficiencies of the collaboration and gain improved effectiveness in mitigating risk and improving social performance within supply chains.

Two specific projects undertaken by the MSWG, which have allowed the University, to take action to assess and address the risks of modern slavery in its supply chains are detailed below.

Modern slavery risk dashboard

In early 2020 a Modern Slavery Risk Dashboard was developed and made available to all AUPN members. This dashboard consolidates data from participating universities and provides an indication of a university's risk across two different lenses:

- Potential risks of modern slavery applied across spend categories (categorised according to an industry standard taxonomy); and
- Potential risks of modern slavery applied against country locations (using supplier head office location).

These risks were determined through publicly available information (including the Global Slavery Index) and prevalence information. The dashboard provides an indicative view of where risks may exist and the AUPN aims to continue to evolve these risk ratings over time.

The aggregated data reflects the broad supply chains of the higher education sector. To date, more than 20 universities have provided data for the dashboard, which has facilitated analysis and risk assessment over \$14.6 billion annualised spend and more than 183,800 individual suppliers.

The University was a contributor of data for the modern slavery risk dashboard, and used the findings of the dashboard to identify its own suppliers with high spend and potential high risk, who were then contacted to respond to a supplier questionnaire (detailed under 'Supplier Questionnaires').

Technology solution

The MSWG is undergoing a two-stage tender process to source a third-party technology solution that will further support its members to gather and interrogate expenditure supplier data, identify risk, focus resources, and inform action around modern slavery risk management. The solution will enable modern slavery risk to be addressed at both a sector level and an individual university level, and will incorporate deep dive audits and enable visibility of suppliers beyond tier one. The AUPN is working towards an implementation of this collaborative solution for all AUPN members commencing early 2021.

THE
UNIVERSITY'S
ASSESSMENT
OF THE
EFFECTIVENESS
OF ITS
ACTIONS



Tracking the actions taken and measuring their impact

The University is measuring the impact of actions described in Table 2 as reportable Key Performance Indicators.

Ongoing review of information provided by suppliers

Suppliers are asked to provide a response to a returnable tender schedule when participating in market activities, in order for the University to gain greater transparency over its supply chain. This questionnaire has become a critical tool for the University, allowing effective due diligence to be conducted on suppliers before they are engaged to provide the University with goods and services.

The AUPN's technology solution will improve the University's current process and allow supplier self-assessments to be incorporated into the routine and ongoing management of current suppliers.

Engaging with industry experts

As a member of the AUPN, the University has benefited from independent assessment of the effectiveness of the actions taken by or planned by the MSWG.

In May 2020, human rights consultants and modern slavery experts Pillar Two were engaged to review the work of the AUPN's modern slavery program. Pillar Two have provided a complete review of the program, including providing 25 recommendations to enhance the sector's approach, and a review of the modern slavery risk dashboard and risk ratings. Pillar Two are also providing subject matter expert support throughout the tender process to source a technology solution.

The MSWG has actioned six of the recommendations provided by Pillar Two during the first reporting year, and has provided an indicative timeframe to members for the delivery of the remaining recommendations.

As a peak body for procurement in Australia's higher education sector, the AUPN is uniquely positioned to draw on the advice of a broad range of academics with expertise in modern slavery risk and supply chains. To capitalise on this position, the MSWG formed an Academic Advisory Board in July 2020, with membership consisting of 12 members from nine universities. The Academic Advisory Board meets monthly and is tasked with reviewing and refining the initiatives and documents developed by the AUPN for its sector approach to modern slavery.

Table 2:

PERFORMANCE MANAGEMENT 2020 AGAINST KEY INDICATORS

Indicator	2020 Results
Proportion of Strategic Procurement and Purchasing staff with training in the Modern Slavery Act	100%
Number of contracts signed in 2020 which include clauses specific to modern slavery	11
Number of suppliers who have responded to supplier questionnaires	18
Number of suppliers who have agreed to and signed the Supplier Code of Conduct	40

CONSULTATION WITH CONTROLLED ENTITIES

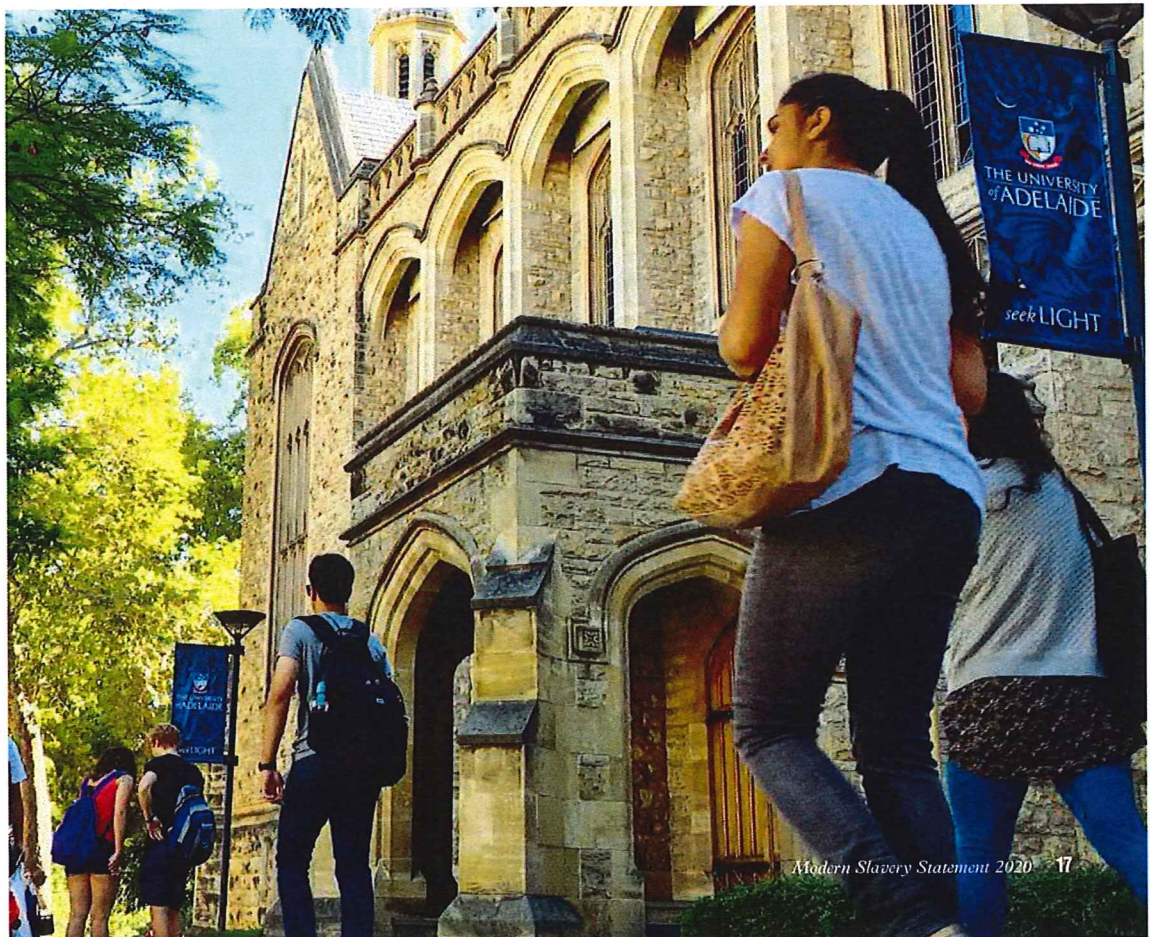
The University's controlled entities actively operating were consulted as part of the development of this report.

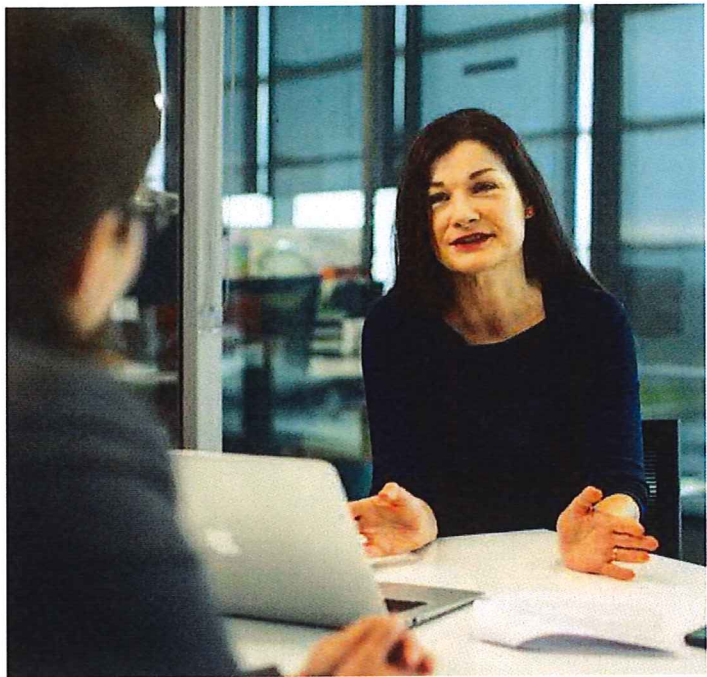
For this first reporting year under the Act, the consultation process was focussed on gaining an understanding of the operations and supply chains of the controlled entities, and identifying the tier one suppliers of particular high risk goods and services used by the entities.

Discovery meetings were held with each currently operating controlled entity during 2020; these meetings focussed on their operational policies and practices regarding

recruitment and employee working conditions; and on purchasing in identified high risk goods and service categories (including desktop IT hardware and cleaning services).

The consultation process for future reports will include identifying how the University can strengthen risk control within its controlled entities, including by adopting standard University policies, templates, and processes across controlled entities.





OTHER INFORMATION

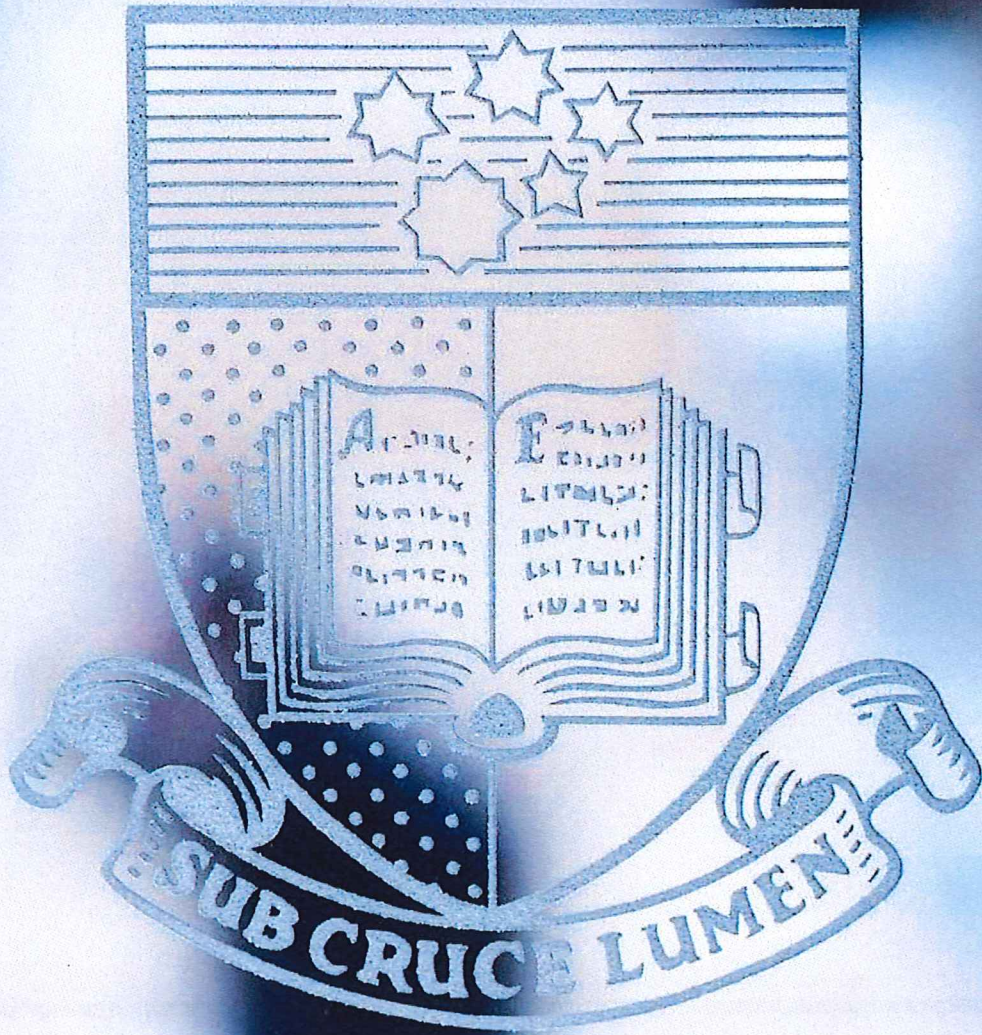
Next steps

Having identified systems and processes that can support the University's approach to managing modern slavery risks, future activities will focus on:

- Continuing to ensure contracts with suppliers include clauses specific to modern slavery, continuing to seek supplier agreement to the Supplier Code of Conduct, and continuing to collect data relating to modern slavery from suppliers participating in market activities;
- Working to implement contracts and supplier due diligence for high risk goods & service categories which are not currently under contract, including catering services;
- Continuing to improve awareness of the Modern Slavery Act and responsibilities under the Act within the central Procurement Services team and across the wider organisation;
- Considering how best to undertake ongoing identification and assessment of the risk of modern slavery in its operations and supply chain across the whole organisation, including in controlled entities; and
- Considering how to best support international students who are at risk of exploitative working conditions and modern slavery like practices.

The University will also participate in and benefit from the following activities which are planned for 2021 by the AUPN:

- Implementing the technology solution to facilitate supplier self-assessments, which will allow Australia's higher education sector to better understand the risk in the supply chains and operations of its tier one suppliers and start to gain transparency over other tiers in its supply chain;
- Continuing to share best practice in addressing modern slavery risks and human rights in the higher education sector; and
- Continuing to seek advice and input from academics employed in Australian universities and working in fields related to modern slavery and human rights.



APPROVAL

This Statement is made pursuant to Section 13 of the [Modern Slavery Act 2018](#) (Cth) and constitutes the Modern Slavery Statement of The University of Adelaide for the year ending 31 December 2020 and has been approved by the Council of The University of Adelaide.

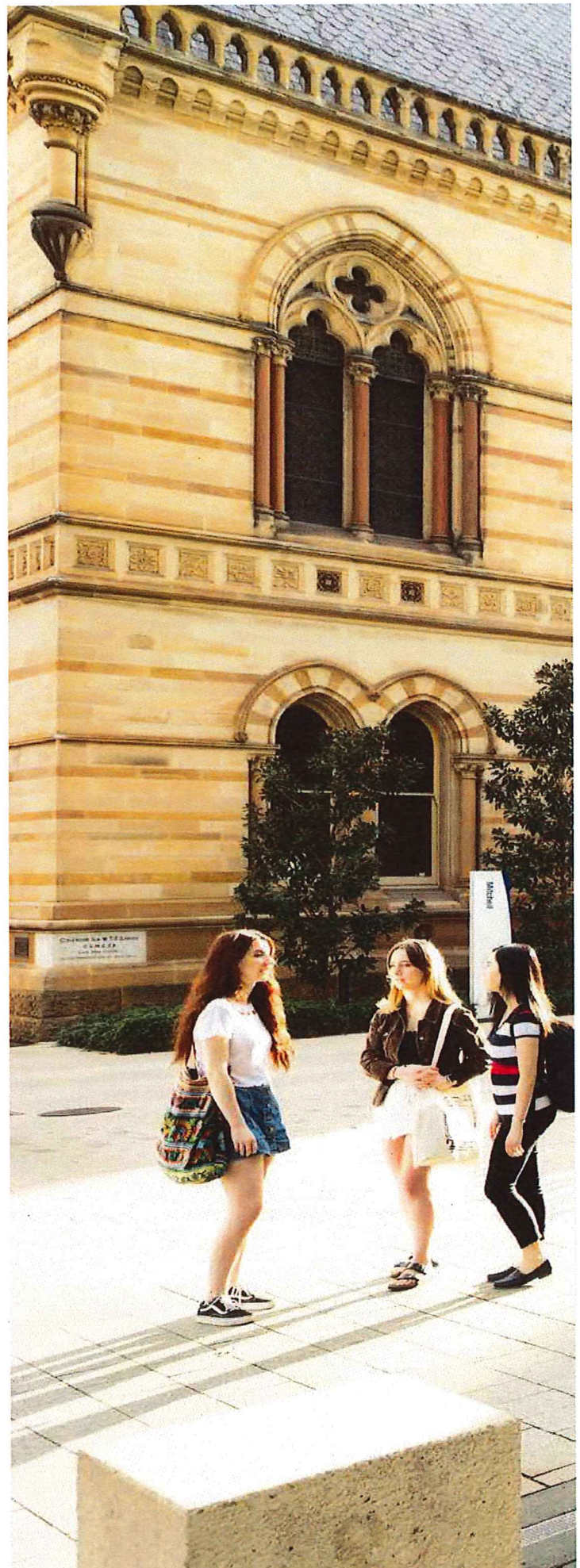


Professor Peter Høj AC FTSE FNAI (US)

Vice-Chancellor and President,
The University of Adelaide

06 April 2021

Date





KAURNA ACKNOWLEDGEMENT

We acknowledge and pay our respects to the Kaurna people, the original custodians of the Adelaide Plains and the land on which the University of Adelaide's campuses at North Terrace, Waite, and Roseworthy are built. We acknowledge the deep feelings of attachment and relationship of the Kaurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs. The University continues to develop respectful and reciprocal relationships with all Indigenous peoples in Australia, and with other Indigenous peoples throughout the world.

FOR FURTHER ENQUIRIES

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