



UNIVERSITY
OF WOLLONGONG
AUSTRALIA



Modern Slavery Statement

2021



Acknowledgement of Country

We acknowledge that Country for Aboriginal peoples is an interconnected set of ancient and sophisticated relationships.

The University of Wollongong (UOW) spreads across many interrelated Aboriginal Countries that are bound by this sacred landscape, and intimate relationship with that landscape since creation.

From Sydney to the Southern Highlands, to the South Coast.

From fresh water to bitter water to salt.

From city to urban to rural.

The University of Wollongong acknowledges the custodianship of the Aboriginal peoples of this place and space that has kept alive the relationships between all living things.

The University acknowledges the devastating impact of colonisation on our campuses' footprint and commit ourselves to truth-telling, healing and education.

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A message from the Vice-Chancellor

Modern slavery is the exploitation of people for financial or personal gain, and is a violation of human rights and antithetical to the values of the University of Wollongong.

At the University of Wollongong, we are committed to championing the promotion of human rights, environmental sustainability and creating a positive impact in our local and global communities. As part of this commitment, we are striving to create meaningful change in our business operations and supply chains, reducing the risk of modern slavery.

This is our second annual Modern Slavery Statement, and it outlines the actions taken during 2021, in collaboration with UOW Global Enterprises and UOW Pulse. Despite the challenges brought by COVID-19, we continue to move forward with initiatives focused on supplier engagement, risk mitigation and awareness raising among our staff.

As a University, we recognise that modern slavery is a complex matter, requiring complex and multifaceted solutions. Some forms of modern slavery are deeply entrenched in the way our global economy works demanding structural solutions. This will require the collective efforts of government, non-government organisations, the private sector, and us as individuals. The University of Wollongong enterprise is committed to implementing sustained contributions in the fight to eradicate modern slavery.

P. Davidson

Professor Patricia M. Davidson
Vice-Chancellor and President

10 May 2022



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Introduction

UOW is committed to the protection of human rights and to combatting modern slavery. UOW recognises the particular impact universities can have in eliminating modern slavery practices as public institutions which serve diverse communities; providers of thought leadership; and as large organisations with the ability to influence a wide range of suppliers.

During 2021, UOW has built on and expanded the work of the previous year. While it was another year of challenges for the higher education sector, we retain a commitment to meaningful action and continuous improvement.

This Modern Slavery Statement, made in accordance with the *Modern Slavery Act 2018* (Cth), outlines the approach taken by UOW and its subsidiaries to identify and address risks of modern slavery in our operations and supply chains during the year ending 31 December 2021.

This is a joint statement which covers:

- the University of Wollongong ('University' or 'UOW') (ABN 61 060 567); and
- UOWGE Ltd trading as UOW Global Enterprises ('UOWGE') (ACN 628635 067), as UOW's subsidiary reporting entity.

This Statement also includes information about UOW Pulse Ltd ('UOW Pulse') (ABN 28 915 832 337) which, along with UOWGE, is a key controlled entity of UOW. These three entities have worked collaboratively during the reporting period to ensure consistency in the approaches we take to reduce modern slavery and to ensure our efforts to address modern slavery extend to all aspects of our operations.

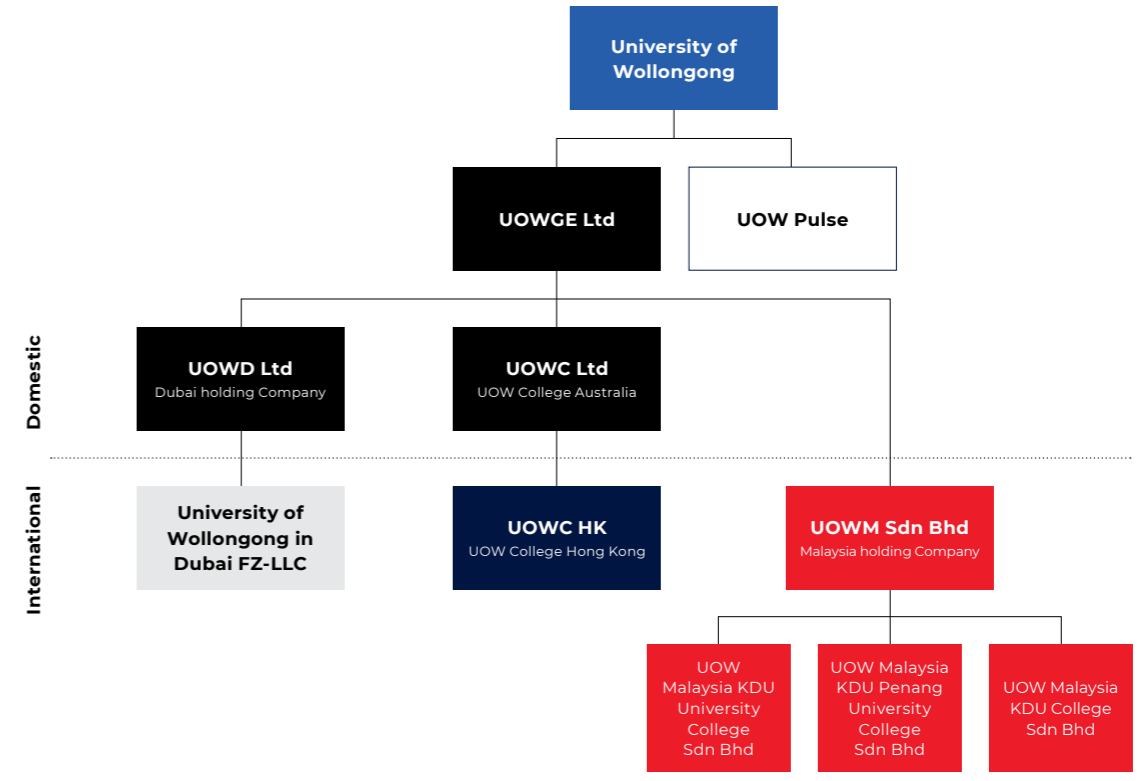


University of Wollongong

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Who we are

● Countries with a UOW campus or teaching location



University of Wollongong

Modern Slavery Statement

UOW is a young, vibrant university committed to making a social impact locally and globally.

We are a research-intensive university with an outstanding reputation for our learning environments across a broad range of disciplines. Our commitment to our students is evidenced in our graduates, who are recognised for their capability, quality and success in the global workplace.

World rankings

- 14** Modern university in the world¹
- 70** University in the world in social and economic impact²

1. QS Top 50 Under 50 Rankings 2021.
2. Times Higher Education University Impact Rankings 2022.

Our organisational structure

UNIVERSITY OF WOLLONGONG

UOW is a statutory corporation, currently established under the *University of Wollongong Act 1989* (NSW), governed by the University Council. The Council acts for and on behalf of the university in the exercise of the university's functions and is responsible for the control and management of the affairs of the university. The Council comprises of 17 members including academic staff, non-academic staff, students, alumni, and external members with a wide range of skills and expertise, and is chaired by the Chancellor, Ms. Christine McLoughlin AM. The Vice-Chancellor, Professor Patricia M. Davidson, is the President and Principal Officer of the University. Council is supported by a range of committees which have oversight of significant areas of the University's operations and governance framework.

UOW PULSE

UOW Pulse is a subsidiary of the University which provides campus services designed to enrich the student experience. UOW Pulse complements the University's academic activities through products and services including student engagement, food & beverage, retail, sports & fitness, catering & events and children's services. It also provides support for affiliated student run clubs and societies, faculty clubs and sporting clubs.

UOW GLOBAL ENTERPRISES

UOWGE is a subsidiary group of the University of Wollongong, aligned with UOW's goal to be a global education provider. Established in 1998, UOWGE owns and operates:

- The University of Wollongong in Dubai (UOWD);
- UOW College Australia (UOWCA);
- UOW College Hong Kong (UOWCHK); and
- UOW Malaysia KDU (UOWMKDU).

These institutions offer close to 200 programs, including higher education, vocational training, English language and professional development programs, to around 14,500 students annually. UOWGE is governed by a board of directors, supported by key academic and operational committees.

UNIVERSITY OF WOLLONGONG IN DUBAI

UOW Dubai was established in 1993 as an English language centre by the University of Wollongong, and is now ranked amongst the leading universities in the world. UOWD is a vibrant, dynamic and diverse institution, with an outstanding record of educating highly employable graduates and an international reputation for the quality of its educational practices. With more than 3,700 students from 108 nationalities being taught by academics from more than 50 countries, UOW Dubai offers a truly multicultural learning environment. Students can study one of 43 programs, from foundational courses to undergraduate and postgraduate degrees, spanning 10 industry sectors, including engineering, business, IT, education studies, nursing, communications and media.

UOW COLLEGE AUSTRALIA

UOW College Australia is one of Australia's longest operating university pathway providers. It provides a supportive learning environment where students build skills and knowledge through the delivery of quality academic pathway programs and vocational courses. UOW College Australia also provides English language programs for tertiary study and IELTS preparation and is an official IELTS Test and Occupational English Test (OET) Centre.

UOW COLLEGE HONG KONG

UOW College Hong Kong is a highly regarded institution in Hong Kong, providing quality tertiary education for about 2,715 students. The College offers a wide range of accredited degree and associate degree programmes, accredited UOW top-up degrees, and diploma courses across a range of disciplines. The teaching team is one of the most experienced in Hong Kong, providing strong academic guidance, industry insights and pastoral care.

UOW MALAYSIA KDU

With 36 years of experience, KDU is a pioneer in private higher education in Malaysia, welcomed as part of UOW's global network in September 2019. From 1983 to now, KDU has grown in size, stature and network. UOW Malaysia KDU has university and college facilities at Utropolis, Glenmarie in Selangor, Georgetown, Penang, and a third campus in Batu Kawan, Penang. These highly respected colleges have more than 6,700 students, and deliver 99 programs across disciplines such as business, communications, computing, creative arts, engineering, hospitality, nursing, tourism and culinary art.

Modern Slavery Statement

Our operations

The University has around 2,546 academic and professional staff members, based across nine domestic campuses, located between Sydney and Bega. The main campus is located within the city of Wollongong, in the Illawarra region south of Sydney. In Australia, our campuses are supported by 400 UOW Pulse staff. Internationally, we have campuses in Dubai, Hong Kong and Malaysia, staffed by 1,564 UOWGE employees, as well as partnerships in China and Singapore.

The object of the University is the promotion of scholarship, research, free inquiry, the interaction of research and teaching and academic excellence. We pursue these objectives in a number of ways, guided by our principal functions as prescribed by the *University of Wollongong Act 1989* (NSW).

EDUCATION

A GLOBAL EDUCATION

Our ambition for our graduates is that they will be ethical, agile thinkers who are competitive in a global economy.

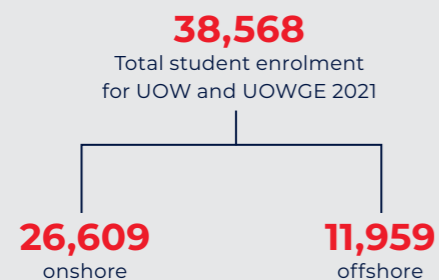
FACULTIES

- Arts, Social Sciences & Humanities
- Business & Law
- Engineering & Information Sciences
- Science, Medicine & Health.


372 degree and courses offered across our onshore, offshore and online delivery operations.

STUDENTS

We provide a range of services to support our student population and conduct student recruitment activities across our Australian and global campuses.



RESEARCH

 Our focus is on fostering globally recognised, impactful research that drives positive change, with an emphasis on partnership and collaboration.


56 disciplines at, above or well above world standard

5 STARS for research quality in the QS World Rankings 2021

PHILANTHROPY

\$\$ UOW was founded on the donations of local people who had a vision of a brighter future for the Illawarra region. We continue to engage in a range of fundraising activities to support our operations.

INVESTMENT

 UOW makes a range of investments designed to support its operations over time, having regard to environmental, social and governance considerations.

Our supply chains

The UOW supply chain is diverse and complex, reflecting the diverse range and broad geographical scope of operations. However, while the University has approximately 6,000 recorded suppliers, less than 5% of these are ongoing key suppliers, engaged through a formal tender (or similar) process. Additionally, the majority of our goods and services come from suppliers and contractors based in Australia.

Procurement at UOW is guided by our Purchasing and Procurement Policy, which seeks to give primacy to obtaining value for money, ethical procurement, anti-slavery principles, environmental sustainability principles and our commitment to increasing Aboriginal and Torres Strait Islander supplier diversity.

UOW undertakes core business procurement for all UOW entities based in Australia, including UOW College Australia and UOW Pulse. This relates to goods and services such as software and hardware, utilities, travel, insurance and construction.

UOW Pulse manages procurement relating to its unique functions, including in relation to food and beverage purchasing, and the purchase of equipment, uniforms and merchandise as part of its retail offerings.

Procurement for UOWGE's overseas entities is managed locally in each location. Significant expenditure on items and services such as Information Technology; stationery, library and printing supplies; travel and entertainment; maintenance and equipment supplies; and marketing are common across all three overseas locations, but there are unique supply items in each location.

The major categories of goods and services that UOW procures are:

- Computer and IT technology
- Construction
- Equipment
- Education
- Cleaning
- Recruitment-Labour hire
- Insurance
- Utilities
- Consultants
- Security
- Office Supplies
- Lab Supplies





Modern slavery risks

UOW recognises that modern slavery can exist in all countries and all sectors and that, moreover, some forms of modern slavery are entrenched within our global economy. Our assessment of risk is holistic, having regard to all aspects of our operations, and forms an ongoing part of our modern slavery framework.

While the risks of modern slavery occurring in the course of delivering our core business of teaching, learning and research are low, UOW's scope of operations is much broader than this. We are committed to transparency and continuous improvement in identifying modern slavery risks and implementing our modern slavery framework.

OUR SUPPLY CHAINS

Procurement of goods and services has been identified as a key area of risk, given our diverse range of suppliers, the global nature of our operations and the complexities of multi-tiered supply chains. We rely on local procurement in several different countries and acknowledge that regardless of the location of our suppliers, certain products and services are at risk of modern slavery at some stage in the supply chain – whether that be the sourcing of raw materials, manufacture, other labour or transport.

Our supply mapping and risk analysis has highlighted the following areas as being of increased risk:

- Supplier practices. Information received from suppliers based in countries other than Australia highlighted the following issues of concern;
 - Differing practices in relation to worker safety and minimum pay in overseas jurisdictions
 - Suppliers using sub-contractors located in countries rated as having a high prevalence of modern slavery
 - Primary supplier lack of understanding of their supply chains
- Certain types of services, known for using labour hire firms to source workers and/or multiple levels of subcontracting, coupled with a prevalence of low skilled and potentially vulnerable workers. These factors exacerbate the risk of deceptive recruitment and other practices constituting modern slavery;
 - Construction
 - Cleaning
 - Security
 - Maintenance
- Certain categories of goods that we acquire with higher risk of relying on modern slavery in their production, because of modern slavery practices being involved in the sources of base materials, production in countries with weaker worker and human rights protections, and industries known to engage in exploitative practices amounting to modern slavery;
 - Garment and other promotional goods
 - Construction materials (e.g., bricks and timber)
 - IT hardware (e.g., laptops, computers, mobile phones)
 - Office and laboratory supplies, (e.g., rubber gloves)

OUR OPERATIONS

In addition to the risks of modern slavery in our supply chains, we have identified the following areas of risk in our operations.

OUR STUDENTS

We have over 38,000 students living and working in several different countries, some of whom may be vulnerable to exploitative work practices (such as underpayment) or forms of modern slavery, such as forced labour, deceptive recruitment or debt bondage. In Australia, we know there may be an increased risk of exploitation and modern slavery practices in the workplace for international students. It is clear that forced marriage is another risk for students in Australia, as one of the most reported modern slavery crimes (*Source: Australian Government National Action Plan to Combat Modern Slavery 2020-25*).

We also recognise the increased risk to vulnerable students during 2021 because of the limited face-to-face contact students had with staff and peers, disruptions to travel and community interactions, and because of the financial impact of pandemic restrictions for those working in sectors such as hospitality and retail. A range of financial and other support mechanisms were put in place to support our students during this challenging period to help reduce the risk of exploitation. These included a financial hardship grants scheme and a number of food assistance programs.

RESEARCH & INTERNATIONAL COLLABORATIONS

UOW routinely engages in collaborative research with a range of partners, including industry and overseas institutions, and has a range of valued international teaching and research partnerships. Whilst we have robust risk management framework in place, including due diligence processes, and actively seeking to work with partners who share our values, the diversity and number of these partnerships raises the possibility of modern slavery risks in this aspect of our operations.

INVESTMENTS AND FUNDRAISING

UOW has a clear policy framework directed towards ensuring that our investment and fundraising activities are consistent with our core objectives and values. However, we recognise that these are two other areas of our operations which present both risks and opportunities in respect of modern slavery.

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Our actions

In 2021 we built on our process of supplier analysis, applying lessons learnt from initial risk assessments, and strengthened our suite of procurement documentation, with a view to both mitigation and remediation of risks.

We have also focused on increased awareness among staff with purchasing responsibility within UOW, UOWGE & Pulse, and the UOW community more broadly.

MODERN SLAVERY FRAMEWORK

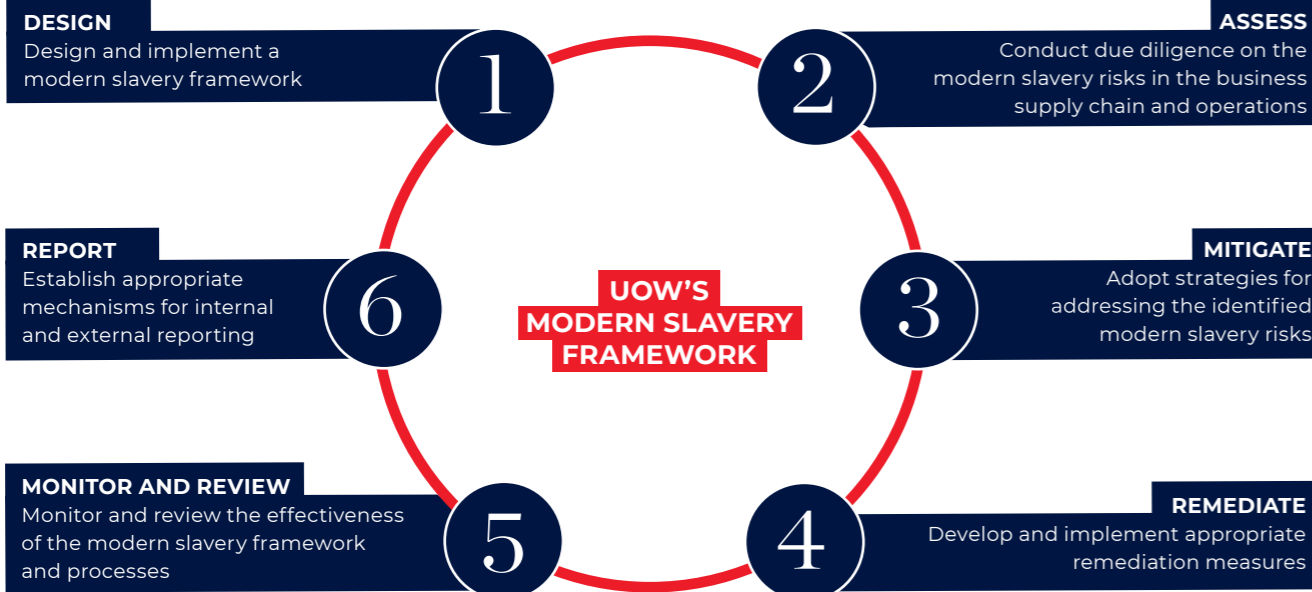
Our actions to address risks of modern slavery in our supply chains and operations continue to be guided by our modern slavery framework, embedded into existing governance structures. It is an iterative framework that drives a process of continuous refinement and improvement.

Our work is led by a Modern Slavery Working Group, which includes members from UOWGE, UOW Pulse, and key areas of UOW, including Finance, Governance, Civic Strategy, Legal,

Human Resources, Faculty Associate Deans (Equity, Diversity and Inclusion) and the Safe and Respectful Communities team. We expanded the membership composition of this group in 2021 to reflect developments in our areas of focus and will continue to engage with different parts of the University and its subsidiaries to ensure meaningful change is implemented across our operations.

SUPPLIER RISK ASSESSMENT & ENGAGEMENT MODEL

In 2020, we introduced a Modern Slavery Supplier Questionnaire as a tool to gather information about our suppliers and identify potential risks of modern slavery. In response to information obtained, a Supplier Risk Assessment model was developed.



Throughout 2021, we continued to gather information from new and existing suppliers using this tool, applied our risk assessment model and worked to embed these practices into our major purchasing process. Additionally, we worked to streamline our approach to data analysis, to ensure quick identification of those suppliers who may have an increased risk of modern slavery in their operations, or within their supply chains. We also worked to refine our process of supplier engagement by harnessing the expertise of UOW academics from our School of Business, whose research focuses on supply chain management.

These tools and processes in turn guided our supplier engagement and remedial actions. For example, during 2021 responses to the Modern Slavery Supplier Questionnaire identified a number of overseas suppliers categorised as high risk by our Supplier Risk Assessment Model. In each instance, we engaged with the relevant procurement team to undertake a more in-depth review, including seeking additional information from the suppliers in question. For each supplier, a more in-depth risk assessment was undertaken and a remediation strategy was put in place, including ongoing monitoring (as relevant).

POLICIES AND PROCUREMENT PRACTICES

In 2021, we developed a Supplier Code of Conduct, which set out the behaviours we expect of our suppliers, aligned to key policies, principles and commitments. In relation to anti-slavery principles, the Supplier Code of Conduct clearly sets out our commitment to combatting modern slavery practices in our supply chains and our business operations. It sets a clear expectation that UOW suppliers comply with any applicable modern slavery laws and indicates our strong preference for working with suppliers that demonstrate a commitment to addressing modern slavery, including those who:

- Are able to supply transparent, complete and accurate information in relation to their supply chains where requested by the University;
- Comply with, and request that their supply chains comply with, all relevant labour and anti-slavery laws and standards in their countries of operation; and
- Are able to provide transparent, complete and accurate evidence of existing policies, procedures, training and systems they have in place to ensure compliance with applicable labour and anti-slavery laws and standards.

The Supplier Code of Conduct now forms part of UOW request for tender and quote documentation, along with a requirement to complete the Modern Slavery Supplier Questionnaire. Accordingly, we are able to set clear expectations and gather relevant information to assess risks of modern slavery at the commencement of all formal purchasing exercises. The Supplier Code of Conduct has also been formally approved as part of UOW's Purchasing and Procurement Policy and has been published on our modern slavery websites.

We recognise that working collaboratively with suppliers to address risks of modern slavery will often be the most effective way of leveraging our purchasing power and influence to secure improvements. However, to further strengthen our ability to gather information from suppliers, to take remedial action and,

in certain cases, sever our relationship with suppliers because of modern slavery practices or risks thereof, we have undertaken a comprehensive revision of UOW's standard supply agreements and purchasing terms.

UOW's policies, guidelines, purchasing documents and formal agreements are all now consistently aligned, delivering a clear message to suppliers about our expectations and giving us a range of tools to address risks of modern slavery in our supply chains. A similar approach is being implemented across the documentation of the UOWGE group of companies, who have already adopted the new Supplier Code of Conduct.

TRAINING AND AWARENESS BUILDING

Building the capacity of staff members engaged in purchasing and procurement on behalf of UOW, UOW Pulse and UOWGE, as well as increasing general staff awareness of modern slavery, were key priorities during 2021. It is critical to ensure our staff are equipped with the skills necessary to identify and effectively address risks of modern slavery, particularly those with procurement and student welfare roles.

Dedicated web pages were created by both UOW and UOWGE, designed to provide staff and students with general information about modern slavery, how our organisations are addressing modern slavery and where more information can be found, including our modern slavery statements.

A bespoke, online staff training module was developed and rolled out in 2021, promoted and endorsed by UOW's Vice-Chancellor. The training module features a range of resources and interactive learning modules, and was designed to help staff:

- develop an understanding of what modern slavery is and the prevalence of this serious problem;
- gain an insight into how and when modern slavery occurs in or is encountered in Australia;
- learn how to identify the signs someone might be a victim of modern slavery and know what to do in response;
- understand what UOW is doing as an institution to address modern slavery and what role staff have in those efforts.

The module was met with positive feedback and engagement. It has been completed by key procurement staff and staff in student welfare roles, among others, and will continue to be promoted throughout 2022.

A communications strategy was implemented in conjunction with these initiatives, designed to increase general staff awareness of modern slavery and available resources.

The members of the Modern Slavery Working Group and senior staff of UOW have also continued to build their capabilities and understanding of modern slavery by attending external training and workshops, such as Anti-Slavery Australia's National Conference on Modern Slavery, and engaging with UOW academic staff who are conducting research in the area of supply chain management.

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Assessing effectiveness

We recognise that reviewing and assessing the effectiveness of actions taken is essential to honouring our commitment to continuous improvement.

To that end we have embedded a process of monitoring and review within our modern slavery framework. We monitor and track our actions continuously, through regular meetings of our Modern Slavery Working Group and other internal governance and reporting mechanisms.

A comprehensive process of review informs the Working Group's annual planning and development of goals. Our assessment of progress and effectiveness shapes the development of our responses to modern slavery. We will continue to adapt and evolve our actions to ensure our efforts increase in their impact and value.

REGULAR ENGAGEMENT AND FEEDBACK

Our Modern Slavery Working Group is a key mechanism for regularly tracking our progress on annual goals, ensuring a consistent dialogue around the effectiveness of specific initiatives and addressing feedback received. In 2021, we adjusted the membership of this group to align our efforts with the University's broader commitment to human rights, the United Nations Sustainable Development Goals and its own civic strategy, and to ensure we had regular engagement and input from our Human Resources team, from the Associate Deans (Equity, Diversity and Inclusion) and Safe and Respectful Communities teams, consistent with our expansion of focus beyond procurement. We also sought input on certain matters from academic staff of the University in our School of Business who have specialist expertise in supply chain management, a collaboration which we will continue to foster.

PARTNERSHIPS AND NETWORKS

We remain interested in learning about different and better ways of addressing modern slavery risks. We recognise that collaborating with organisations who have aligned interests allows us to evaluate and refine our approach. We have, during 2021, built on our existing partnerships and networks with other universities and organisations involved in combatting modern slavery, allowing us to increase our understanding of best practice and innovation in this area. Members of the Modern Slavery Working Group for example, joined the National Partnership Against Modern Slavery, convened by Anti-Slavery Australia, and participated in

events. UOW also continued its membership of the United Nations Sustainable Development Solutions Network, as part of its commitment to achievement of the Sustainable Development Goals.

REPORTING AND REVIEW PROCESSES

Institutional governance and reporting mechanisms also play a role in assessing the effectiveness of our modern slavery initiatives, including:

- UOW's risk management framework, with processes for risk mitigation and reporting;
- UOW's internal audit mechanisms, including a dedicated Business Assurance team, and compliance management tools; and
- UOW's centralised Complaints Management Centre, with capacity to collect and monitor information about any modern slavery incidents, including identification of emerging trends and risks.

SUPPLIER RISK ASSESSMENT AND ENGAGEMENT MODEL

The development of our Supplier Risk Assessment and Engagement model has been a critical part of understanding our suppliers and the risks of modern slavery which exist in our supply chain. In 2021, we undertook several processes aimed at evaluating and improving various aspects of this model. We analysed the response rate and quality of responses received on our Modern Slavery Supplier questionnaire and developed a plan for improvement in

respect of both these metrics in 2022. We identified a lack of efficiency in data analysis and worked with specialist staff to develop an automated system, based on our risk assessment model, which allows us to quickly identify higher risk suppliers. Further, we sought input from our academic specialists on how to better engage with our suppliers in relation to modern slavery risks and remediation efforts. Our assessment of this model has identified the development of a formal risk mitigation strategy as the next priority for improving our capacity to effect change in supplier practices, including a post-implementation evaluation phase.

POLICIES AND PROCUREMENT PRACTICES

The development of the new Supplier Code of Conduct included a process of consultation with key stakeholders and specialist academics, who provided practical feedback on how best to ensure supplier understanding and engagement with this document. Additionally, we have sought supplier feedback throughout the process of revising our suite of procurement documentation and will continue that dialogue with each procurement exercise, incorporating feedback as appropriate. Future steps to evaluate effectiveness of these changes may include audits of supplier compliance with expectations and contractual terms, and internal compliance checks on use of revised documentation.

TRAINING AND AWARENESS

The staff awareness training module was framed to achieve six key learning outcomes, including:

- being able to explain what is captured by the term 'modern slavery'
- developing an understanding of how and when modern slavery is experienced in Australia
- understanding what UOW entities are doing to address modern slavery and how staff can contribute.

During the development of the module, feedback was sought from a variety of stakeholders to ensure these intended outcomes were achieved. Since being launched, completion rates of the module have been monitored, including trends in response to promotion efforts and other elements of our communications strategy.

Each of the UOW entities is committed to refining and improving the actions taken to date, and to continuing to extend our responses to modern slavery. Our aim is to add new initiatives each year, to ensure we address each area of operations where we have identified risks of modern slavery exist, and to build on existing ones.

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Consultation and engagement

The efforts of the University and its primary controlled entities (UOWGE and UOW Pulse) in addressing modern slavery are truly collaborative, allowing the group to take a consistent approach while also taking account of the unique elements of each entity's operations.

Actions during the reporting period and preparation of this statement were driven by the Modern Slavery Working Group, which has, since formation, included representatives from UOWGE and UOW Pulse, in addition to the University. Accordingly, consultation with controlled entities is embedded into our modern slavery response, which is in turn comprehensive and coordinated.

The working group met regularly throughout the reporting period, and engaged with business functions across each entity, including in facilities management, IT, human resources, planning, and business assurance. Briefings were given to University Council and each of the UOWGE and Pulse boards, and members of the Working Group regularly consulted with procurement staff of each entity throughout the reporting period. The working group drew on the expertise of UOW scholars working in the field of supply chain management and of Unchained Solutions Pty Ltd, a specialised anti-slavery consultancy.

The statement was considered and endorsed by the board of UOW Pulse, reviewed and approved by the board of UOWGE and by the University Council, and signed by the University's Principal Officer and President, Vice-Chancellor Professor Patricia M. Davidson.





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Compliance
table

Approval

The table below identifies where in this statement each of the mandatory requirements prescribed by section 16 of the Modern Slavery Act 2018 (Cth) has been addressed.

MSA CRITERION	REFERENCE IN THIS STATEMENT
Identify the reporting entity	Section 2
Describe the reporting entity's structure, operations and supply chains	Section 3
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Section 4
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Section 5
Describe how the reporting entity assesses the effectiveness of these actions	Section 6
Describe the process of consultation with (i) any entities that the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement	Section 7
Any other relevant information	Section 1 and 2

This statement for UOW and UOWGE Ltd trading as UOW Global Enterprises (as reporting entities), and UOW Pulse Ltd (as a UOW subsidiary) was approved by the University Council of the University of Wollongong on 8 April 2022.

Professor Patricia M. Davidson
Vice-Chancellor and President

10 May 2022

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