



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

2025

Modern Slavery Statement





Message from the Vice-Chancellor and President

UQ remains steadfast in our commitment to the global fight against modern slavery.

In this our sixth annual statement, we continue to uphold the highest standards of integrity and human rights across our directly controlled operations as well as our broader supply chains.

This year, our focus has been on raising awareness of modern slavery throughout the University, strengthening our risk assessment and due diligence processes, and tracking our progress against previous commitments. Through collaboration with our partners and the Australasian Universities Procurement Network, we continue to amplify our impact and drive positive change in the sector.

Our approach reflects UQ's unifying purpose: to deliver for the public good through excellence in education, research, and engagement.

I am pleased to report that some of our academic teams are now integrating human rights and modern slavery content into UQ's teaching and research programs. Additionally, the UQ-based Asia-Pacific Centre for the Responsibility to Protect is contributing to the protection of communities across our region by leading research, policy and engagement efforts related atrocity prevention.

One of the highlights of our engagement activities in 2025 included a panel discussion with experts from the Australian Red Cross and Australian Federal Police. The representatives shared their insights on modern slavery in Australia with UQ staff, reinforcing the importance of collective action and support for survivors.

Finally, I would like to acknowledge the efforts of the UQ Anti-Slavery Working Group, who continue to drive the University's anti-slavery program through consultation and collaboration between UQ's professional and academic staff, and our controlled entities. Their work is absolutely vital to ensuring we uphold our values, while continuing to protect the many people and communities who come into contact with our operations.

Professor Deborah Terry AC
Vice-Chancellor and President

Criteria

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Criteria 1: Identify the reporting entity
- 4

Criteria 2: describe the reporting entity's structure, operations and supply chains
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Criteria 3: describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls
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Criteria 4: describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes
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Criteria 5: describe how the reporting entity assesses the effectiveness of these actions
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Criteria 6: describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)
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Criteria 7: provide any other relevant information

Content warning

This document contains material that addresses themes of exploitation, forced labour and human rights violations. Some content may be distressing for readers.

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

If you are experiencing coercion, threats, deception or violence in the workplace or at home, you may be experiencing modern slavery. Support is available through several specialist organisations. Visit the **UQ's response to modern slavery website** for a list of support services available.

This Modern Slavery Act statement was approved by The University of Queensland Senate in its role as principal governing body at its meeting on 9 June 2026 and signed by the Vice-Chancellor and President Professor Deborah Terry AC.

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UQ acknowledges the Traditional Owners and their custodianship of the lands on which UQ is situated.
— Reconciliation at UQ





The University of Queensland

The University is a body corporate established by the *University of Queensland Act 1998*, as amended (the 'Act'). The University was founded in 1910.

The University of Queensland (UQ) is ranked among the world's top 50 universities and one of Australia's leading teaching and research institutions.

UQ's mission is to deliver for the public good through transformative education, pioneering research, and meaningful engagement with local and global communities.

UQ is a signatory to the United Nations Sustainable Development Goals. The UN Sustainable Development Goals seek long-lasting sustainability outcomes through an integrated approach across environmental, social and economic concerns. UQ is one of only 4 Australian members of the Global Universitas 21, a founding member of the Group of Eight (Go8) universities, and a member of Universities Australia.

The Modern Slavery Statement (Statement) is published on behalf of UQ and is UQ's sixth under the Modern Slavery Act 2018 (Cth).

This statement reports on actions undertaken from 1 January to 31 December 2025 and includes UQ's controlled entities. The statement is prepared as a single reporting entity.



UQ's diverse operational environment supports our mission to serve the public good through research, education, and community engagement both locally and globally.

UQ's structure, operations and supply chain

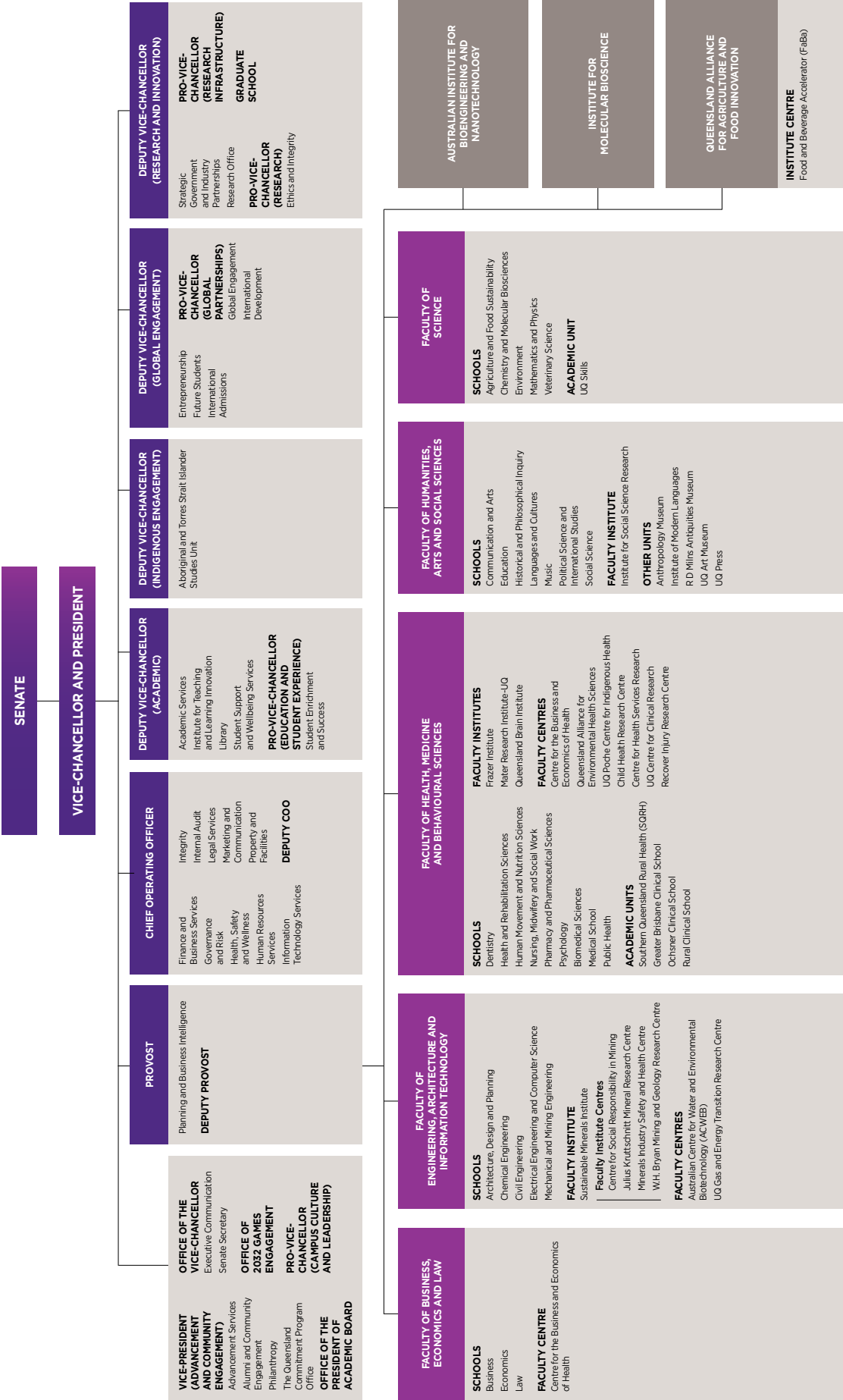
Governance and structure

The University is governed by a Senate, which is led by an appointed Chancellor.

The *University of Queensland Act 1998* grants the Senate powers to exercise oversight of the University and its affairs. In particular, Senate ensures that the appropriate structures, policies, processes and planning are in place for UQ to effectively manage its activities and achieve its goals. Senate reviews and approves the strategic direction of the University as outlined in UQ's Strategic Plan 2022-2025¹.

The University complies with the Voluntary Code of Best Practice for the Governance of Australian Public Universities. The UQ Governance and Management Framework (Governance Framework), underpinned by a range of policies, procedures and guidelines, enables the University to meet the extensive state and federal legislative requirements that universities are required to comply with. The University is supported in its *Modern Slavery Act (2018)* requirements by the Anti-Slavery Working Group (ASWG).

In 2025, the University's organisational structure consisted of 5 faculties, 8 globally recognised research institutes, and several key divisions. In accordance with the *University of Queensland Act 1998*, the University has established controlled entities that further the University's educational and research aims.



Issued by the Office of the Chief Operating Officer - As at October 2025



UQ Operations

In 2025, the University continued to successfully pursue its vision of Knowledge leadership for a better world.

UQ's diverse operational environment supports our mission to serve the public good through research, education, and community engagement both locally and globally.

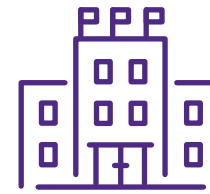
In 2025, The University of Queensland²:

- Ranked among the world's **top 50 universities** in most of the global rankings³
- More than **60,000 students** across all programs including:
 - Over 36,000 domestic students
 - Over 23,000 international students
- Over **7,500 full-time equivalent staff** contributing to our shared vision at UQ
- Over **3,000 academics** conducting research in a range of fields to create change
- More than **440 organisational partners** across the globe

¹ <https://about.uq.edu.au/sites/default/files/2025-06/uq-strategic-plan-2022-2025.pdf>

² <https://about.uq.edu.au/profile-rankings>

³ <https://about.uq.edu.au/profile-rankings/rankings-recognition>



STRUCTURE,
OPERATIONS AND
SUPPLY CHAIN

GLOBAL

NATIONAL

UQ Controlled Entities

In accordance with the *University of Queensland Act 1998*, the University has established controlled entities as outlined below. All currently operating controlled entities are headquartered in Australia.

UQ Holdings Pty Ltd

Holding company of UQ's main operational controlled entities.

JKTech Pty Ltd

Not-for-profit organisation assisting mining companies to achieve future production targets through advisory services, training, and professional development activities across the mining value chain. Provides commercial consulting services, products and software, plus development and training to global resource industry clients.

UniQuest Pty Ltd

The commercialisation company of UQ. A not-for-profit organisation established in 1984 whose purpose is through the commercialisation of intellectual property, in partnership with UQ researchers, to create societal and economic impact.

UQ College Ltd

UQ College Limited (UQC), a wholly owned UQ subsidiary and Registered Training Organisation, offers accredited programs including English language, Foundation, Tertiary Preparation, and VET qualifications, providing pathways for domestic and international students into further and higher education.

UQ Health Care Ltd

Primary care, clinical innovation and research organisation with dedicated team of GPs, nurses, allied health professionals and specialists who provide care across clinics in Toowong, Ipswich, Annerley, Meadowbrook, St Lucia and Gatton.

UQ Residences Ltd

Manages accommodation for UQ students on behalf of UQ including purpose-built on-campus accommodation.

UQ Sport Ltd

Not-for-profit organisation dedicated to promoting sport, physical recreation and the benefits of a healthy lifestyle within UQ and broader communities across UQ's St Lucia and Gatton campuses.

Structure of UQ's controlled entities

UQ Holdings Group

- UQ Holdings Pty Ltd
- UQ Health Care Ltd
- UQ College Ltd
- UQ Sport Ltd
- UQ Residences Ltd

UQ Investment Trust Group

- IMBCom Pty Ltd
- UQ Investment Trust

UniQuest and UniQuest Asset Trust Group

- UniQuest Pty Ltd
- Andara Therapeutics
- Bioculum Pty Ltd
- Mugathu Pty Ltd
- Cassowary Pharmaceuticals Pty Ltd
- ComplexOre Pty Ltd
- Frontier Inflammasome Therapeutics Pty Ltd
- Jetra Therapeutics Pty Ltd
- Liperate Therapeutics Pty Ltd
- Micromune Therapeutics Pty Ltd
- Oncostrike Biopharma Pty Ltd
- Q-Therapeutics Pty Ltd
- VeriQuantix Pty Ltd
- Symbiosis Group Pty Ltd

JKTech Group

- JK Tech Pty Ltd
- SMI-ICE-CHILE SpA

Other entities

- UQ Foundation Trust

Locations

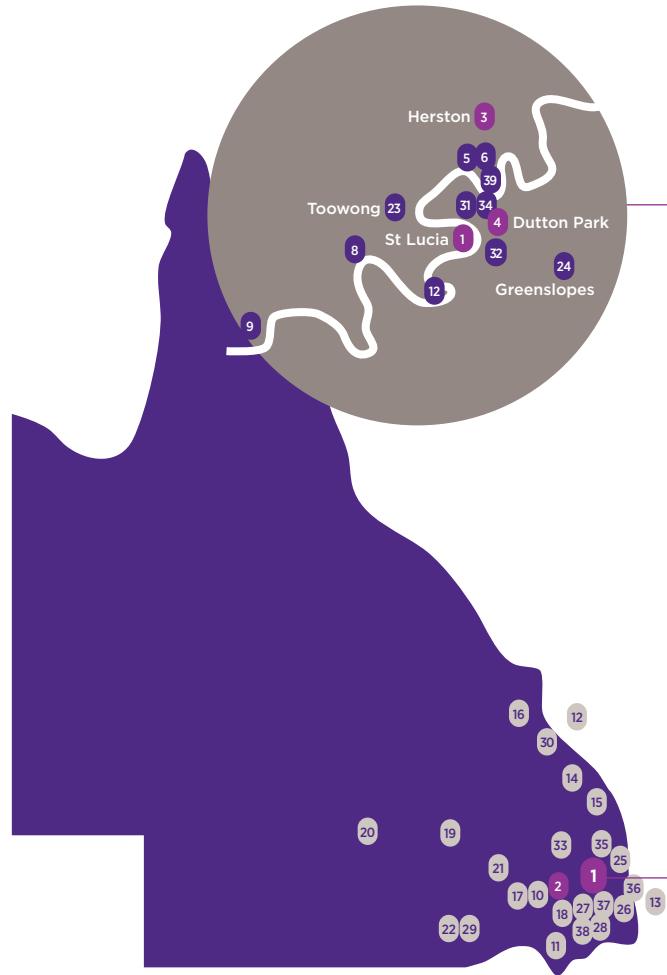
UQ has 4 campuses, as well as 35 other locations across Queensland.

Four Campuses

- 1 St Lucia
- 2 Gatton
- 3 Herston
- 4 Dutton Park

Other locations:

- 5 308 Queen Street, UQ Brisbane City
- 6 Customs House, Brisbane City
- 7 Long Pocket
- 8 Indooroopilly
- 9 Pinjarra Hills Research Facility
- 10 Boyce Gardens, Toowoomba
- 11 Warwick Solar Farm
- 12 Marine Research Station, Heron Island
- 13 Marine Research Station, Stradbroke Island
- 14 Rural Clinical School, Bundaberg
- 15 Rural Clinical School, Hervey Bay
- 16 Rural Clinical School, Rockhampton
- 17 Rural Clinical School, Toowoomba
- 18 Hidden Vale Research Station, Grandchester
- 19 Southern Queensland Rural Health Roma
- 20 Southern Queensland Rural Health, Charleville
- 21 Dental Clinic, Dalby
- 22 Dental Clinic, St George
- 23 Toowong
- 24 Greenslopes
- 25 Redcliffe
- 26 UQ Health Care, Meadowbrook (Logan)
- 27 UQ Health Care, Ipswich
- 28 Springfield
- 29 Southern Queensland Rural Health, St George
- 30 Rural Clinics, Gladstone
- 31 Mater Hospital, South Brisbane
- 32 Princess Alexandra Hospital
- 33 Prince Charles Hospital, Chermside
- 34 Children's Health Centre
- 35 Nambour Hospital
- 36 Redlands Hospital, Cleveland
- 37 Queen Elizabeth II Jubilee Hospital
- 38 University of Southern Queensland, Ipswich
- 39 Central Queensland University



Leasing of property, products and service

UQ's property assets include teaching and learning spaces, food and beverage outlets, common areas, accommodation, libraries and storage spaces. Managing the property portfolio sometimes requires the appointment of third-party organisations including real estate agents, lawyers and valuers.

Construction and campus development

The St Lucia Campus Master Plan⁴ outlines the strategic planning and development intentions for the St Lucia Campus and associated precincts for the next 20 years and beyond.

It is an overarching visionary document that has the flexibility to adapt to the changing academic environment. The Master Plan is not a detailed delivery plan, with individual projects and timeframes subject to University protocols and approvals before implementation.

Some of the major projects underway in 2025 include:

- Union Complex redevelopment, St Lucia Campus⁵
- Second student residence complex, St Lucia Campus⁶
- UQ Sport Fitness Centre, St Lucia Campus⁷

Global partnerships

UQ is committed to working collaboratively with international partners to increase global connectedness and create positive, lasting change in the communities where we engage.



Figure 1
Regions in which UQ works.
Provided by International Development,
Global Partnerships

- North America
- Latin America
- Europe

- Middle East and North Africa
- Sub Saharan Africa
- North Asia

- South and Central Asia
- South East Asia
- Pacific

⁴ <https://about.uq.edu.au/strategy-values/strategic-plan/sub-plans-and-strategies/st-lucia-campus-master-plan>

⁵ <https://about.uq.edu.au/strategy-values/infrastructure-investment/union-complex>

⁶ <https://about.uq.edu.au/strategy-values/infrastructure-investment/student-residences>

⁷ <https://about.uq.edu.au/strategy-values/infrastructure-investment/fitness-centre>

Investments

For the year ended 31 December 2025, the University maintained a long-term managed investment portfolio, the UQ Investment Fund. The Fund holds the endowments received by the University. These endowments are invested in perpetuity, and the earnings are used to support a purpose – such as scholarships, prizes or chairs – consistent with the donor’s intent.

The Fund also holds a portion of annual operating surpluses generated by the University. These surpluses, known as the UQ Future Fund, are invested in the long term. They provide for a stream of investment earnings that can be used to fund innovative or strategically important teaching and learning activities, and a reserve to draw upon to absorb a large financial shock.

Investments are managed by specialist fund managers in largely a mixture of Australian and Global equities.

Relationships with suppliers

UQ has established relationships with key suppliers and utilises sector arrangements and government panels for sourcing when available. Where products and services are unavailable through established supplier relationships, UQ undertakes short-term or one-off procurements as necessary.

All suppliers must meet ethical standards, comply with UQ Supplier Standards and Queensland Government Supplier Code of Conduct, as outlined in the supplier onboarding and management process. See UQ’s supply chain section for details.



Research and development

UQ is a globally connected research-intensive university dedicated to advancing knowledge and generating innovative solutions to global and local challenges. We seek to conduct research for the public good with the highest levels of integrity.⁸

Purchasing, marketing and sales

UQ’s marketing activities connect with customers locally, nationally and globally. The University works to ensure that its products and services are accessible, inclusive, reliable and meet advertised claims. We partner with organisations that share our values and approach to transparent, sustainable and ethical marketing practices.

Scholarships, Alumni and Philanthropy

Advancement and Community Engagement (ACE) leads UQ’s social impact-focused portfolio overseeing philanthropic partnerships, The Queensland Commitment, global alumni engagement, community engagement and events, relationship management systems and services, as well as honorary awards and naming functions. ACE operations are conducted in accordance with the UQ Philanthropy and Fundraising Policy and Procedure, Universities Australia Code of Practice for Australian University Philanthropy, the CASE Statement of Ethics, and rigorous internal policies to ensure responsible governance and administration of gifts.

⁸ <https://research.uq.edu.au/strategy>

UQ's supply chain

UQ's suppliers are important to the University's commitment to combat modern slavery.

During 2025, our analysed procurement purchase order spend on goods and services was **\$628.7 million (AUD)**. UQ groups the products or services acquired through its supply chain into the following major top-level categories.

CATEGORY	AUD SPEND (EX GST)
Business Services	\$55.2m
Information communication and technology	\$88.3m
Labour and professional services	\$67.4m
Property, construction and facilities maintenance	\$267.9m
Research and teaching equipment and services	\$133.1m
Non-Procurement	\$1.2m
Undefined	\$15.6m

Risks of modern slavery in UQ's operations and supply chain

UQ is committed to a strategic and structured approach to university-wide risk management. Our approach supports the regular identification, management and reporting of risks, including those related to modern slavery in our operations and supply chain. This approach is aligned to our Senate Risk Appetite Statement.

	SUPPLY CHAIN	OPERATIONS	MODERN SLAVERY RISK OVERVIEW
Employees		✓	University employees may be at risk of engaging in or contributing to modern slavery practices if they lack awareness of modern slavery and UQ's operating policies and procedures.
Students		✓	University students may face risks relating to employment, work experience or learning due to potential unfamiliarity with local laws, language barriers, and limited support networks.
Workers of suppliers, research, teaching or partnerships	✓	✓	University partners, including government, industry and organisations, may not have the same standards in operational or supply chain practices, or may be based in countries with a higher prevalence of risks.
Volunteers		✓	Volunteer programs that do not follow the UQ Volunteers Policy may expose volunteers to exploitation risks.
International and Domestic Education Agents	✓	✓	UQ and its controlled entities use international and domestic education agents for student recruitment, which interact with vulnerable populations and may operate in regions with differing labour practices and regulations.
Outsourced service arrangements	✓	✓	External providers, such as those in cleaning, security, maintenance, catering, waste management, construction and labour-hire, may employ low-wage workers and have complex subcontracting, raising exploitation risks.
Distributed purchasing	✓	✓	Procurement that is completed on an ad hoc or local basis may not adhere to UQ's Procurement Framework. This also includes credit card spend.
At risk geographies, including global supply chain	✓	✓	Business partners and suppliers may operate in geographies with a higher prevalence of modern slavery. For more information, refer to Country Risk.
Supply chain category risks and supplier's due diligence activities	✓		UQ engages a diverse supply chain across teaching, learning, research and professional operations. Refer to Category Risk for more information. Further, some organisations may not perform appropriate due diligence activities or risk assessments due to lack of awareness or resourcing, or because of financial constraints.
Complexity and transparency of supply chains	✓		We rely on our due diligence activities and the support of suppliers. Beyond the first tier (direct suppliers), we request our suppliers to report on any modern slavery risks or issues within their own supply chains and operations.
Supplier cooperation	✓		Some suppliers may be reluctant to disclose information in relation to their operations or supply chain or may provide inaccurate data
Investments		✓	There is a risk associated with organisations in UQ's managed investment fund and investment portfolio, and with other investment decisions.
Real estate at our locations		✓	Risks include the use of properties and vacant assets by a third party for unauthorised or unethical business and worker exploitation, including the recruitment of vulnerable groups.

Supply chain risks by country⁹

UQ buys goods and services directly from suppliers in the countries noted below. While the majority of spend is with suppliers in Australia, the supply chains of many Australian-based suppliers extend across the globe and may attract a higher risk of modern slavery than their Australian operations:

Country	Country Risk	AUD analysed procurement purchase order spend (ex GST)
Australia	Low	\$571.9m
United States of America	Low	\$19.5m
Netherlands	Low	\$5.7m
Germany	Low	\$5.4m
United Kingdom	Low	\$5.3m
Ireland	Low	\$3.4m
France	Low	\$2.7m
China	Medium	\$1.9m
Canada	Low	\$1.6m
Singapore	Low	\$1.3m
Other	Low	\$5m
	Medium	\$4.9m
	High*	\$192k

* "Other" high risk spend includes countries where high risk is assumed due to lack of data

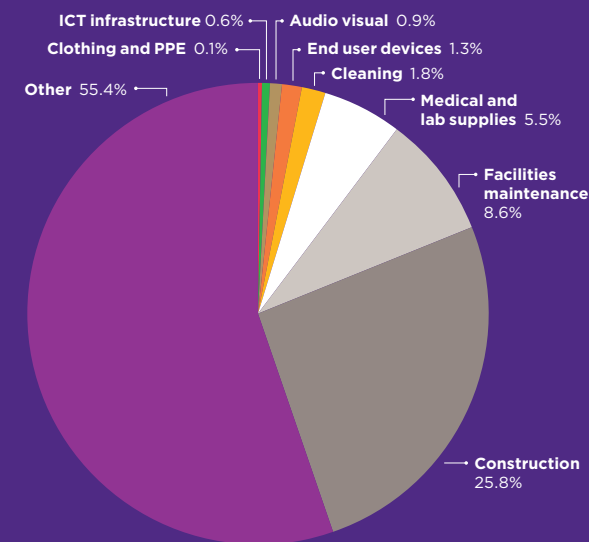
⁹ Country risk level extracted from the WalkFree Global Slavery Index

Supply chain risks by category

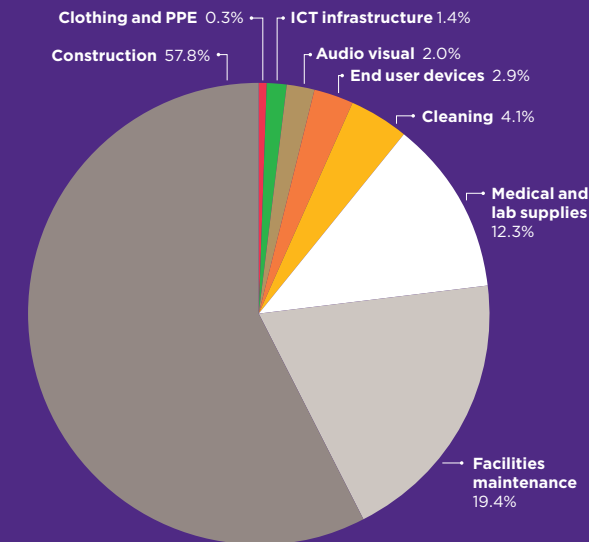
UQ's supply chain encompasses a wide range of categories, reflecting its diversity and complexity. Although most of the University's expenditure does not fall into high-risk categories, the categories outlined in the charts below were identified as most notably high-risk for modern slavery in our supply chains.

In 2025, these categories accounted for 44.6% of the University's analysed procurement purchase order spend.

Breakdown of 2025 analysed procurement spend



Analysis of risk profile of 2025 analysed procurement purchase order spend



Share of notable high risk spend across identified procurement categories

Actions taken to assess and address the risks of modern slavery

In 2025, UQ focused on boosting education and awareness about modern slavery and strengthened supplier due diligence processes. The university also worked with the sector anti-slavery program and third-party organisations to improve risk controls and help identify and address modern slavery in supply chains.

Considerations when assessing risk

Based on the information provided in **Addressing modern slavery in Government Supply Chains – A toolkit of resources for Government Procurement officers**, UQ determines the risk level of a product or service for modern slavery, using the following four key areas.

-  Sector and industry risks
-  Product and services risks
-  Supply chain model risks and,
-  Geographic risks



Actions taken in 2025 – operations

In 2025, UQ undertook a range of activities – both ongoing and new – to assess and address the risk of modern slavery in its operations.

Sustainability commitments

UQ recognises that modern slavery risks intersect with sustainability considerations across the University's operations. The development of UQ's Sustainability Framework and Plan in 2025 has been guided by a structured, consultative approach to ensure broad engagement and alignment with institutional priorities.

Further, work was completed to raise awareness of the actions undertaken by the University to advance the United Nations Sustainable Development Goals (SDGs). [View UQ's sustainability website here.](#)

UQ's Anti-Slavery Working Group

UQ's Anti-Slavery Working Group continued to meet and contribute to the University's modern slavery response throughout 2025.

Staff support for due diligence activities

Through the reporting period, the Anti-Slavery Working Group assisted staff with additional due diligence requirements when purchasing on behalf of the University, as well as third party due diligence requests from business partners where UQ is a supplier.

Governance structure and policy framework

UQ's Enterprise Risk Management Framework (ERMF) provides a structured and proactive approach to the identification and management of enterprise risks.

The Freedom of Speech Assessment Group assesses all new and updated policies and procedures to ensure compliance with the Human Rights Act 2019 (QLD); for the purpose of mitigating the risk of modern slavery, this includes the right to freedom from forced work.

Modern slavery prevention policy and procedure

In 2025, work progressed in developing a modern slavery prevention policy and procedure that is aligned to the University's new strategic commitments and the updated Queensland Procurement Policy (2026). It is anticipated that the policy will be finalised in 2026.

Student Support and Wellbeing Services (SSWS)

In 2025, Student Support and Wellbeing Services worked to embed modern slavery awareness into student support practice, encouraged staff to undertake training to recognise and respond to exploitation and fostered safe disclosure for students.

ACTIONS
TAKEN TO
ADDRESS RISKS

Real Estate and Leasing

The Property and Facilities Division manages real estate and property leasing activities at UQ.

Activities undertaken to reduce the risk of modern slavery in this area include:

- Undertaking property and third-party real estate provider due diligence.
- Conducting inspections of assets.
- Having campuses and buildings monitored by security 24/7.
- An internal UQ-led property management team.

Training activities

UQ staff are invited to undertake the University's Modern Slavery Awareness training and access other resources as needed. This is in addition to the mandatory corporate induction and routine refreshers on key courses such as:

- Conflicts of interest
- Staff standards of conduct
- Privacy
- Health, safety and wellness.

Staff are also able to undertake procurement specific training across several topics.

Awareness activities

In 2025, community engagement activities were conducted to raise awareness of modern slavery.

International Day for the Abolition of Slavery campaign

An awareness campaign for the International Day for the Abolition of Slavery was run through staff communications channels. Staff were invited to review the recently updated Resources and Training hub on UQ's modern slavery response webpage and complete UQ's bespoke modern slavery awareness training. Further, UQ's 2024 modern slavery statement was promoted through staff engagement channels.

Anti-slavery program workshops

Workshops were held with key stakeholders and procurement category leads throughout the University to educate on modern slavery risks across UQ's operations and supply chains.

Modern slavery awareness panel discussion: a conversation with UQ and industry experts

To commemorate the United Nations International Day for the Abolition of Slavery, the Anti-Slavery Working Group, in conjunction with the Asia Pacific Centre for the Responsibility to Protect (R2P) and TC Beirne School of Law, hosted a panel discussion for senior leaders at UQ.

The panel discussion featured representatives from the Australian Red Cross, the Australian Federal Police, and UQ experts on human rights. The conversation focused on the global challenge of modern slavery, UQ's research into its effects, and shared accounts highlighting modern slavery in Australia and its profound impact on victims.

New South Wales Anti-Slavery Commissioner – International Student Risk Roundtable

UQ representatives joined the NSW Anti-Slavery Commissioner's International Student Risk Roundtable at the University of Sydney, gaining key insights into anti-slavery mechanisms and sector risk management.

ACTIONS
TAKEN TO
ADDRESS RISKS

Actions taken in 2025 – supply chains

The following actions were taken in 2025 to assess and address the risks of modern slavery in UQ's supply chains.

Queensland Procurement Policy (2026)

The updated Queensland Procurement Policy (2026) (QPP2026) was released in November 2025, effective 1 January 2026. UQ commenced work to align a revised procurement policy framework and support material which reflects the principles and rules of QPP2026, including *“taking action to eliminate as far as possible, or mitigate modern slavery and foreign interference risks in relation to agency supply chains”*.

Digital ‘source to contract’ platform and modern slavery risks

Updates were made to UQ's digital ‘source to contract’ platform to increase staff awareness of modern slavery risks and the use of UQ's modern slavery risk assessment.

Supply chain due diligence activities

Review of procurement category risk levels

In 2025, UQ conducted a review of our procurement categories and the corresponding modern slavery risk levels. This was to ensure that the risk mitigation activities are proportionate and tailored to the risk profile of each procurement category.

Sourcing and partner due diligence

UQ works closely with its buying community to manage due diligence and minimise modern slavery risks in its supply chain. In 2025, UQ extended usage of a monitoring tool to support ongoing supplier and partner checks at all procurement stages, including staying updated on relevant media coverage.



Participation in sector-led activities

The University continued its commitment to participating in sector-led initiatives as part of the sector's Anti-Slavery Program through the Australasian Universities Procurement Network (AUPN).

Electronics Watch Pilot Program

UQ participated in AUPN's Electronics Watch pilot program, which commenced in quarter 2, 2025. Through the pilot program, UQ gained insights into multiple levels of its supply chain in the high-risk category of ICT products.

Medical equipment and laboratory supplies supplier support activity

As an extension on the self-assessment questionnaire (SAQ) activity conducted in 2024, the University conducted supplier meetings, to support suppliers operating in higher risk procurement categories to improve their modern slavery response.

Sector response to modern slavery concerns in gloves manufacturing

UQ participated in the AUPN led detailed review into modern slavery risks in the medical gloves sector. This process builds on a review conducted in 2021.

Information for suppliers

UQ's modern slavery webpage

UQ's modern slavery webpage provides suppliers and the community with information about the University's anti-slavery activities. In 2025, the resources and training page was reviewed and updated to enhance the user experience and include more links to databases and training courses for suppliers and partners.

UQ supplier standards

The University's Supplier Standards outline expectations of suppliers when they engage with UQ. These include standards surrounding ethical business practices, and a connection to the *Modern Slavery Act (2018)*.

Contract clauses

UQ's standard agreements include a modern slavery clause, which is designed to support management of modern slavery risks.

Modern slavery remediation process

UQ recognises that if an instance of modern slavery is identified in our operations or supply chain, we must respond swiftly and robustly.

The remediation process leverages existing entry points such as the Complaints Management Policy to protect confidentiality and safety. Should the remediation processes be initiated, UQ will work with internal stakeholders, the person or persons who have experienced modern slavery, civil society organisations, and others as needed.

Actions undertaken by UQ Controlled Entities

UQ's controlled entities continue to assist in delivering the University's anti-slavery program. Actions undertaken by UQ's controlled entities in 2025 include:

- Some entities participated in the University's Anti-Slavery Working Group to support anti-slavery initiatives
- Where possible, controlled entities leveraged UQ panel arrangements to align with organisational risk management
- Controlled entities continued to conduct desktop risk assessments for new clients, including online reviews and awareness activities, to evaluate modern slavery risk profiles.
- Reviewed and updated supplier risk assessments to address current and emerging risks, ensuring alignment with preferred supplier lists and due diligence processes.
- Maintained modern slavery as a standing component on organisational risk registers, with regular review and oversight by senior management and governance boards.
- Ensured procurement and contract management practices followed the University's anti-slavery approach, including the use of UQ's modern slavery risk assessment tool, with updated guidance and clear escalation pathways for identified risks.
- Implemented property management practices to control risk, including tenant verification through student and staff registration, and prohibiting business operations from residential properties.
- Several controlled entities applied the University's modern slavery risk assessment tool when sourcing goods or services and forming partnerships. Consultation with the Anti-Slavery Working Group was available as needed.
- UniQuest began work on new, organisational specific due diligence procedures for prospective partners. In the context of UniQuest's operations, this includes collaborators, suppliers and commercial partners
- UQ Health Care continued to work with UQ Legal to develop and implement a modern slavery clause in all supplier contracts
- UQ Health Care displayed and distributed modern slavery awareness pamphlets in each clinic to promote awareness not only among UQ Health Care staff, but the wider community
- JK Tech Pty Ltd Included anti-corruption, sanctions, and modern slavery clauses in consultancy and supply contracts, with clients and suppliers increasingly adopting similar terms.
- UQ Sport maintained the following human rights related certifications and affiliations:

Fairtrade certification
Fair Wear Foundation
Better Cotton Initiative (BCI)
Amfori BSCI Auditing
Baptist World Aid and Tearfund engagement

Assessing the effectiveness of UQ’s actions

UQ recognises that it is crucial to continually review the effectiveness of our actions to assess and address modern slavery risks.

Standing agenda item on modern slavery concerns and alerts

The UQ Anti-Slavery Working Group has a standing agenda item to discuss modern slavery concerns and alerts received.

Modern slavery response processes

Based on stakeholder feedback, processes relating to UQ’s anti-slavery approach were reviewed and refined in the reporting period.

Insights gained from completing third party due diligence requests

Where The University is requested to outline our modern slavery response for third parties purposes, this provides useful insight to future areas of improvement.

Independent evaluation of UQ’s modern slavery response

Through the AUPN, UQ was included in an evaluation into our response to modern slavery and previous modern slavery statements. The evaluation noted UQ’s compliance with the *Modern Slavery Act 2018 (Cth)*, and the insights provided in the report have shaped the future activities listed in the section “Other information” section.

Reviewing UQ’s modern slavery tools and resources

A high-level review of the currency and accuracy of UQ’s modern slavery tools and resources was conducted by the Anti-Slavery Working Group.

Review of supply chain category risks

UQ conducted a review of its supply chain categories and the associated modern slavery risks. This review ensured that the categories and risks were based on the most current information, enabling category teams to make well-informed decisions to address and mitigate modern slavery risks within their supply chains. Work will continue on this project into 2026.

Continued alignment of anti-slavery program to government guidance

UQ continues to ensure that its approach is aligned to state and federal government guidance. In the reporting period, an evaluation of UQ’s anti-slavery program against the Australian Anti-Slavery Commissioner’s Strategic Plan and the Queensland Procurement Policy (2026) was undertaken.

Review of procurement staff training

A review of staff responses to the modern slavery risk assessment tool and modern slavery awareness course feedback was conducted in 2025. A review of the number of course completions, as well as a content review was also undertaken. Work was done to ensure the training was also accessible to controlled entity staff.

UQ Print – Forest Stewardship Council® (FSC) Audit

UQ Print undertook an audit process to remain qualified under the Forest Stewardship Council® (FSC) certification.

UQ Print continues to be compliant under the FSC’s Chain of Custody Certification (**FSC-STD-40-004**), which demonstrates to third party auditors that the organisation complies by⁵:

- not using child labour
- eliminating all forms of forced and compulsory labour
- ensuring that there is no discrimination in employment and occupation
- respecting freedom of association and the effective right to collective bargaining.

Assessing the effectiveness of UQ’s controlled entities actions

Through 2025, UQ’s controlled entities undertook the following activities to assess the effectiveness of their actions against modern slavery.

- Staff awareness monitoring through activities such as annual surveys and training programs
- Process review and continuous improvement activities relating to modern slavery risk mitigation
- Supplier due diligence through risk assessments, which are reviewed to ensure adequate modern slavery controls and compliance with UQ’s procurement policies and procedure
- Use of third-party verification and certification systems (i.e. GOTS, Fairtrade) to validate adherence to modern slavery prevention measures

Consultation with UQ’s controlled entities

In preparing this statement, UQ consulted with its controlled entities via the Anti-Slavery Working Group and targeted requests for information. The UQ entities provided information to support the preparation of this Statement:

- JKTech Pty Ltd
- UniQuest Pty Ltd
- UQ College Limited
- UQ Health Care Limited
- UQ Residences Limited
- UQ Sport Limited.

Ongoing consultation

Through this process, we regularly collaborate and consult with the entities on their approaches to anti-slavery activities, as well as provide support where required. The entities that are not members can still access support from the Working Group through training, workshops, due diligence activities and general enquiries.

⁵ <https://anz.fsc.org/chain-of-custody-certification>

Other information

Report: The Criminalisation of Trafficking in Persons and Corruption in the ASEAN Region

Authored by Dr. Joseph Lelliott from the UQ TC Beirne School of Law, this publication was overseen by the United Nations Office on Drugs and Crime (UNODC) and Australian Aid. It focuses on the intersection of trafficking in persons and corruption, and how corruption allows trafficking to flourish across the Association of Southeast Asian Nations (ASEAN).

The conclusion provides a broad summary of steps that the ASEAN states could take to “better address corruption as a facilitator of trafficking in persons” and are designed to ensure that “...the actions of corrupt officials and other actors are adequately investigated, prosecuted and punished. Doing so will, in turn, contribute to the effective prevention and criminalization of trafficking in persons throughout the Southeast Asian region”.

The full report is available via the Australian Aid website here.

Integration of modern slavery and trafficking into course curriculum

Students have the opportunity to learn about modern slavery in various courses across UQ. One example is LAWS5171 (Advanced Crime and Criminology). In this course, students learn about and critically analyse Australia’s modern slavery offences, as well as other aspects of Australia’s response to this crime type.

AUPN

In 2025, members from procurement teams across UQ continued to engage with the AUPN Anti-Slavery Program. Meetings included presentations from human rights experts and survivor support organisations. Members were also able to attend a session where a survivor of modern slavery in Australia shared their story. UQ will continue to engage with AUPN, including the sector-wide programs mentioned in the “Actions Taken – Supply Chain” section.

Future activities

- Student focused activities and working to mitigate risks for vulnerable populations in our community
- Engage the UQ community through awareness and training activities led by the UQ anti-slavery program
- Continue to collaborate with Controlled Entities
- Continue to engage with sector collaborations
- Ongoing refinement of the University’s response to modern slavery
- UQ’s anti-slavery working group is scheduled to meet another four times in 2026





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CREATE CHANGE

UQ Anti-Slavery Working Group

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