

MODERN SLAVERY STATEMENT



ACKNOWLEDGEMENT OF COUNTRY

La Trobe University proudly acknowledges the traditional custodians of the lands on which its campuses are in Victoria.

We recognise that Indigenous Australians have an ongoing connection to the land and the University values their unique contribution both to the University and the wider Australian society.

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1. INTRODUCTION

La Trobe University (“the University”), has a zero-tolerance approach to slavery and human trafficking in all its forms. The University seeks to engage with suppliers with similar values who are committed to respecting and protecting human rights within their own organisations and supply chains. This is the University’s third Statement pursuant to Part 2 of the *Modern Slavery Act 2018* for the reporting period 1 January to 31 December 2022. The Statement sets out the steps the University has taken and will take across our research, teaching and operational activities to address modern slavery.

2. ABOUT LA TROBE UNIVERSITY

La Trobe University (“the University”) is a higher education institution founded in 1964.

The University was created to broaden participation in higher education among communities in Melbourne’s north and Victoria’s regional areas. Since then, the University has grown to rank in the top 1 per cent of universities worldwide¹, while maintaining its mission to be one of Australia’s most accessible.

The University’s mission is to make a positive difference in the lives of our students, partners and communities. The COVID-19 pandemic and geopolitical issues of 2022 continued to impact the University’s operations. While our campuses are open again, the University continued to maximise face-to-face classes with online learning options available. Global supply chain issues continue to impact our spending patterns. La Trobe is one of Australia’s most successful universities in pursuing multiple missions and in 2022 ranked 3rd highest Australian university and 19th in the world for commitment to the United Nation’s Sustainable Development Goals (SDG) (overall ranking from 1,406 universities from 106 countries/regions).

The University ranked highest in the following SDGs:



We’re also ranked in the top 100 universities for another 9 SDGs.

AUSTRALIA’S FIRST MY GREEN LAB CERTIFIED LABORATORY

The University received certification from US based My Green Lab² in 2020 after receiving funding from La Trobe’s Net Zero Fund³. The Hill Lab in the La Trobe Institute of Molecular Sciences wanted to build a culture of sustainability within our lab to encourage sustainability in academia and the scientific world. Addressing modern slavery is crucial for achieving sustainability as it often involves the exploitation of natural resources and the degradation of the environment, where companies prioritise profits over people and the planet.

To obtain My Green Lab certification, the Hill Lab was assessed on a number of benchmarks including material management, which ensures materials procured are sourced from organisations that also have zero tolerance to modern slavery within their operations and supply chains.

OUR RESEARCH

Our research is focused on five priority areas linked to the United Nation’s Sustainable Development Goals:

- the production of quality foods and medicines: for improved health, reduced environmental impact and enhanced economies
- protection and restoration of vulnerable ecosystems: and community resilience in the face of environmental and climate threat
- a healthy, safe and equitable life course for everyone
- understanding and preventing disease: application of discoveries in the fundamental sciences and developments in technology to understand and prevent disease
 - especially at the intersection of cancer, immunity, cardiovascular and infectious disease research
- more just and equitable societies.

Read more about our research vision and goals in our Research 2030 Plan.

During 2022, the University completed implementation of the La Trobe Course Architecture, offering students flexibility in designing studies that support their unique career paths. Online course offerings more than doubled, with student experience ratings continuing to improve. La Trobe teaching staff received the highest number of citations ever awarded to the University, and the most received by any Victorian university this year.

La Trobe is a place where social inclusion and globally recognised excellence come together for the benefit of students and communities.

In 2022, the University’s research income increased by 150 per cent, from \$41 million in 2012 to \$102 million in 2022, the first time our research income has exceeded \$100 million.

Our rankings have improved across the board and our researchers have performed exceptionally well, consistently achieving national and international recognition. With the exciting establishment of two new research institutes – the Care Economy Research Institute and the La Trobe Institute for Sustainable Agriculture and Food – the University is forming exceptional teams to pursue innovative research collaborations.

Our alumni also achieve extraordinary successes in government, industry and not-for-profit organisations.

The University is Victoria’s only true state-wide university, and our regional campuses continue to be central to the University’s identity, mission and purpose.

¹ Times Higher Education (THE), 2022, World University Rankings 2021; Consejo Superior de Investigaciones Científicas (CSIC), 2021, Ranking Web of Universities THE World Ranking: 218 CSIC Oceania Ranking: 18 QS Ranking: 316

² My Green Lab is a US based non-profit dedicated to building a global culture of sustainability in the life sciences, industrial sciences and healthcare industries.

³ La Trobe’s Net Zero Fund was sponsored by Lawrence & Hanson, Specialised Lighting Solutions and its global parent Sonepar. The \$500,000 fund was established in 2020 to provide support to staff, students and stakeholders through research, scholarships and student initiatives.

3. THE UNIVERSITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAINS

3.1 STRUCTURE

The University is a statutory body corporate constituted in accordance with the La Trobe University Act 2009 (Vic).

The University Council is the governing body of the University and is chaired by the Chancellor.

The Vice-Chancellor is appointed by the University Council and is responsible for leading and managing the University's academic, operational and external affairs, shaping, articulating and implementing the University's strategic objectives in research, education and contribution to public policy development.

The Senior Executive Group is the University's principal management committee and provides advice to the Vice-Chancellor on matters relating to strategy, planning, resourcing and operations. Having undergone a Transformation Program in 2021 to support the University's Strategic Plan 2020-2030, the new structure commenced on 4 January 2022. 2022 was a year of embedding the new operating model.

The previous operating model of two colleges was disestablished and an Office of the Provost established to provide leadership and support all schools. Where possible, administrative support for all schools is now undertaken by a single team and departments have been consolidated to improve efficiency, consistency and productivity. Professional support services were redesigned to support operational activities across the Office of the Provost and schools and other services shifted to the central portfolios.

The Finance, Procurement & Data Analytics, Human Resources, Infrastructure & Operations, Information Services, Commercial, Legal & Risk and the Transformation Office all continue to operate under the Chief Operations Office.

View the University's Annual Report for further information on the University's structure.

UNIVERSITY ENTITIES

In 2022, La Trobe University (ABN 64 804 735 113) owns two entities:

- LTU Services Ltd (ABN 62 642 748 463). LTU Services Ltd is a company that was established in late-2020 for education services. The entity has not operated and has no assets or revenue for the purposes of reporting in this Statement
- La Trobe Ltd (ABN 78 618 827 615). La Trobe Ltd was formerly known as Unitemps La Trobe Ltd. La Trobe Ltd is an Australian public company that had no transactions in 2022. This entity has no assets or revenue for the purposes of reporting in this Statement.

3.2 OPERATIONS

The University's core activities are teaching and research and aims to support our community's:

- economic prosperity
- health and wellbeing
- progress towards gender equality
- recognition and acceptance of different cultures
- environmental sustainability.

The University operates independently within Australia and has campuses in Melbourne's CBD, Bundoora, Bendigo, Shepparton, Albury-Wodonga, Mildura and Sydney. The Sydney Campus operates under a Third-Party Teaching contract arrangement with Navitas Ltd, who deliver pre-university English language and academic pathway programs on behalf of the University, as well as undergraduate and postgraduate degrees.

In 2022, the University had a total of:

- 34,386 students (persons) which is 24,194 (EFTSL including international students)
- 2,735 staff (FTE):
 - > 76.6% (2096) are full time;
 - > 16.2% (443) are part time
 - > 7.17% (196) are casual
 - > 56.45 (1544) are professional staff
 - > 43.5% (1190) are academic staff
 - > Gender split staff (persons) (3,782)
 - 65.41% (2474) are female
 - 34.43% (1302) are male
 - 0.16% (6) self-described

The University had a total consolidated revenue of \$817,100,000 (up from 2021's total consolidated revenue of \$738,300,000).

\$817.1M CONSOLIDATED REVENUE



34,300 TOTAL STUDENTS (PERSONS)



2,700 STAFF (FTE)



7 CAMPUSES



3060 VENDORS



3.3 SUPPLY CHAINS

The University has a large external supplier footprint, with more than 3060 vendors in 2022. It procures a diverse range of first-tier goods and services to support our internal academic activities and campus operations, including but not limited to:

- technology (information services)
- telecommunications
- infrastructure and facilities management
- security
- cleaning
- construction
- marketing and media
- energy
- human resources and labour hire
- finance operations
- fundraising and investment
- library services
- travel services
- laboratory supplies
- catering
- printing.

Regardless of what we purchase, we are committed to purchasing items in a responsible manner. The predominant sources of these first-tier goods and services are from Australian-based companies, and contributors to these first-tier supply chains are mostly Australian-based companies. Risks lie in our suppliers' tiers 2, 3 and 4 supply chains as, in most instances, we don't know where our suppliers are sourcing from down their supply chains. This is particularly in manufactured goods, such as components or materials in our computer equipment, mobile phones, vehicles, solar panels, laboratory supplies, apparel, cleaning products and building materials.

Higher Ed Services, a non-for-profit company owned by Universities Australia, established the Australian University Procurement Network (AUPN) to significantly improve strategic procurement practices in Australian universities. Thirty-nine universities have collaborated through the AUPN to partner with FRDM, a supply chain technology company that algorithmically identifies modern slavery risks throughout universities' supply chains.

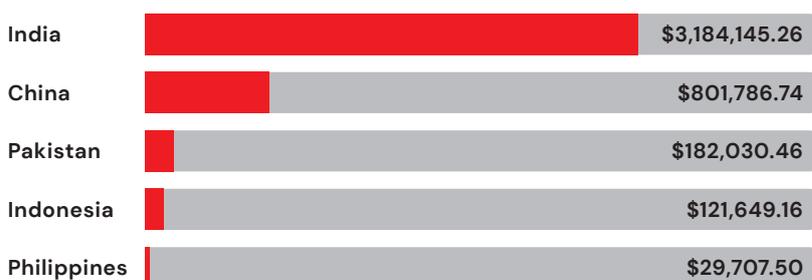
The FRDM tool went live in February 2022. The tool allows a deeper analysis of our suppliers and their supply chains. It scans media platforms around the world for trade sanctions, modern slavery articles relevant to our university suppliers, or articles on modern slavery of relevance to the University. Alerts are sent to procurement staff both through the tool and to administrators directly. Through the FRDM tool, the University can push a questionnaire to selected suppliers, seeking information about their policies, how they address international human rights standards, their expectations of their business partners, supply chains and much more. A supplier only needs complete the survey once. The responses are assessed by FRDM and shared with all universities through the FRDM tool. The FRDM tool underwent further development in 2022 with new dashboards, enabling us to gain insights on our supplier's modern slavery commitments.

- In 2022, the University spent \$363,259,759.00 with a total of 3060 unique suppliers. 92.75% of this spend was with first-tier Australian suppliers.
- 1.19% of total spend (\$4,319,319) was with 163 suppliers in high-risk countries¹. The majority of this (78%) was with student recruitment agencies. The University's risk management strategies for this high-risk country spend were highlighted in the 2021 *Modern Slavery Statement*. The University has a comprehensive *Education Agent Management Policy* that ensures the University's selection and management of education agents complies with obligations under all applicable Acts, Regulations and Standards. Over 2021 and 2022, the University reviewed all international education agent contracts (280 agent contracts). Updated clauses set out the responsibilities and obligations of both the agent and the University in accordance with the Education Services for Overseas Student Act 2000. The remaining spend was predominantly spread across professional and business services, with minor spend (\$61,691) categorised as laboratory chemical and consumables.

HIGH-RISK SUPPLIER NUMBERS

HIGH-RISK COUNTRY	CATEGORY OF GOODS AND SERVICES	NO. OF SUPPLIERS
India	Student recruitment, business and management consultants, travel agent, research services, marketing and advertising materials	90
China	Laboratory chemicals and consumables, marketing materials, student recruitment	55
Pakistan	Student recruitment marketing and advertising	7
Indonesia	Research services and student recruitment	9
Philippines	Student recruitment, marketing, research and consultants	2

HIGH-RISK COUNTRY SPEND



¹ The FRDM tool algorithm relies on 3 databases: Products Genomes database (uses UNSPSC as the baseline taxonomy for products and services); Trade & Supplier database which uses a database collated by CEPII and licensed to FRDM under the BACI; International Trade Database. This database includes access to origin for raw materials and intermediary components in finished products and shipping data. The third database is the risk database which includes data sources from ESG, Governance & Accountability, Drivers of Vulnerability and country risk indicators.

4. THE RISKS OF MODERN SLAVERY PRACTICES IN THE UNIVERSITY'S OPERATIONS AND SUPPLY CHAINS

There are two main areas of risk of modern slavery in the University's operations: our people and our operations and supply chains.

OUR PEOPLE:

Our staff and students come from a diverse range of backgrounds. Our international student cohort are the most vulnerable of this group as they are often young and new to our country. Consequently, they are yet to live and learn our customs, culture and laws and are at risk of exploitation by employers with deceptive employment practices.

OUR OPERATIONS AND SUPPLY CHAINS:

The University has complex operations and supply chains with more than 4,600 vendors procuring goods and services to support our internal academic activities and campus operations. Modern slavery could potentially exist in the operations and supply chains of many of our suppliers (and down their supply chains) that the University conducts business with throughout the world, particularly those countries with known human rights violations, inadequate laws and high levels of low-skilled labour.

Identifying risks in our supply chains is complex. The University uses several tools to identify risk areas in supply chains and assess processes. These include the OECD Due Diligence Guidance for Responsible Business Conduct, the FRDM Modern Slavery Risk Tool and Modern Slavery Initiative – Policy & Remedy Compliance Checks¹.

The University recognises that we may purchase goods and services from suppliers and supply chains where slavery was involved at some point in the manufacture of those goods. When reviewing our supply chain from a risk perspective, we consider both the types of goods and services we procure and the location we procure these from.

Activities of our researchers could also potentially be linked to modern slavery through the purchase of lab consumables, the research they conduct and the partnerships they form throughout the world.

The University encourages staff and suppliers to purchase through pre-qualified and socially responsible suppliers that comply with and appropriately address social procurement principles within their supply chains to identify and minimise modern slavery practices. Procurement Policy and guidelines requires staff to engage an existing vendor wherever possible. These suppliers have been through vendor onboarding by Finance and have been supplied with an education/information sheet on modern slavery. This includes what to look for in their own supply chains and a University contact number should they suspect modern slavery in the University's operations or in their own supply chains.

The University also relies on our suppliers' due diligence processes and quality standards when purchasing and

sourcing goods and materials, as the FRDM tool is not yet mature enough to drill down to tier 3 and 4 of our supply chains. The FRDM modern slavery risk tool will enable the University to gain greater visibility of our supplier's supply chains over the next few years as we gather responses to questionnaires from our suppliers seeking detailed information about their suppliers and sub-contractors. Responses to the questionnaires are algorithmically assessed for risks in supply chains and scored, and that information is shared within the FRDM tool with other universities using the same suppliers.

When tendering for new suppliers, the University has robust tender documentation that enquires about the potential supplier's modern slavery governance procedures. This helps us assess and understand the potential risks of modern slavery in prospective suppliers' supply chains. Levels of risk are assessed on the industry type, where products are manufactured and whether modern slavery could potentially exist in the supplier's supply chains.

Our procurement guidelines set out the process that follows when a staff member or supplier contacts our Director Strategic Procurement to voice concerns over suspected modern slavery in our operations or a supplier's operations. A thorough investigation will follow, discussions held with the appropriate person within the supplier, and requesting actions be taken to redress the concerns to protect vulnerable workers. If action is not taken to the satisfaction of the University, the University will take remedial action within the terms of the contract. The discussions and actions are documented for audit and reporting purposes to our SEG and CGARC.

¹ Modern Slavery Initiative is founded by Sunil Rao, Lecturer, Law La Trobe University. Sunil is an international human rights law expert, academic and legal practitioner in the area of regulatory compliance of business and modern slavery.

5. ADDRESSING MODERN SLAVERY

5.1 PRIOR ACTIONS AND ONGOING COMMITMENT

Over the years, the University has taken various strategic measures to manage risks related to modern slavery in both operations and supply chains. These measures include modifying policies, vendor qualification procedures and contracts.

Predominantly underpinned by active collaboration at a sector level, there remains ongoing reviews of high risk spend at both category and geographic layers.

5.2 ACTIONS COMPLETED IN 2022

In 2022, there were no reports to our Director Strategic Sourcing & Procurement of suspected modern slavery in either our operations or supply chains.

The University continues to take a strong approach to preventing modern slavery abuses, protecting human rights of our staff and students, and contributing to responsible business through the following initiatives.

INTERNATIONAL STUDENTS

Our student body is incredibly diverse, and we strive to provide a supportive and engaging student experience that enables all our students to thrive, expand their perspectives, and develop the confidence to challenge and improve the world around them. We are proud that just over 20% of our students are international students, but we recognise

that these students are often vulnerable to exploitation and risks of modern slavery. Therefore, we conducted a comprehensive review of the support we offer to all our students, with a particular focus on the needs of our international student community.

Most of our international students are recruited through our network of recruitment agents, and our dedicated student services are committed to providing support to these students from enrolment through to graduation. Our support services extend beyond academic assistance and course-related matters. We offer a wealth of information, assistance and guidance to help our students navigate their transition to life in Australia. We strictly adhere to the National Code of Practice for Providers of Education to Overseas Students 2018, the ESOS Act 2000 and we require all international students to attend an orientation program that covers important topics such as campus safety and support services available to them. Due to the pandemic, our orientation program is now in a hybrid format, with a meet-and-greet session held on campus and most information sessions conducted online. During orientation, international students are provided with essential information about living and studying in Australia, including safety on campus, working in Australia, and their employment rights and conditions, which are the same as any Australian. It is important that students understand their entitlements to work in Australia, who to contact in case of emergency on or off campus, and the range of support services available to them, including legal services, health and emergency services, and other support services.

Our Living in Australia website and other student collateral provides valuable information on a range of topics, including accommodation options (both on and off campus), estimated living costs, tenancy, rental resources, and living safely in Victoria and Australia. Due to the scarcity of rental properties around our Melbourne and regional campuses, we offer newly enrolled international students a 20% accommodation grant discount on weekly rent if they choose to live on campus for a semester or an academic year, providing them with a safe and supportive environment.

International students often supplement their income while studying in Australia by obtaining part-time jobs in industries requiring low skills and low pay, such as cleaning, hospitality, food manufacturing and construction. These jobs typically have no union coverage and could potentially put students at risk of workplace exploitation by unscrupulous employers. To protect the rights of our international students, our student-facing 'International Students and Work Rights in Australia' website provides information on the number of hours international students can work, resources for employers, links to the Office of Fair Work Ombudsman, information on minimum wages and fair conditions, and a Fair Work Ombudsman Fact Sheet to educate international students on their employment rights in Australia.

Our website also includes information on food and health, Australian culture, public transport, cars and driving, cycling and medical health. Additionally, we offer a career hub where international students can get help with their CVs, interview skills and finding work.





INTERNATIONAL EDUCATION RESILIENCE FUND (IERF) PROGRAM

In 2022, the University received over \$5M as part of IERF program to support Victorian universities by providing funding for international student welfare and support services, improve delivery of remote and offshore teaching and learning, and increase student engagement programs and events. Through the IERF, La Trobe supported:

- the development of eight hybrid teaching spaces to enhance the online education experience for international students
- the distribution of over \$170,000 in emergency, technology and food bursaries
- online learning and engagement programs to over 1,700 international students
- free access to digital subject reading lists for 3,000 students
- the development of 74 subjects for online delivery to support 5,195 students
- virtual and face-to-face international outreach programs for 3,000 students
- additional health support to international students through our Student Wellbeing Connect team
- industry mentoring, experience and placements offered face-to-face and virtually to international students.

HEALTH, WELLBEING AND INCLUSION SERVICES

A portion of the IERF funding has enabled the University's Health, Wellbeing, and Inclusion Services (HWIS) team to enhance the provision of free and accessible support and services for students. New services include a sexual health program, a peer support program and some specific health promotion activities, including a nutrition initiative.

Students can be referred to the HWIS team by teaching staff or they can reach out to the team themselves after attending orientation. If a student is identified as a victim of modern slavery, the counsellors, case managers, AccessAbility advisors and HWIS team will ensure their safety, report the issue to relevant authorities, and provide ongoing support and guidance. The HWIS team also works alongside the Safer Community service that supports students who have experienced concerning or threatening behaviour, such as: sexual harm, bullying, aggression, violence, discrimination, stalking or threats. The HWIS team provides free counselling and support to students for a range of issues, including: mental health, disabilities, ongoing medical conditions, financial struggles, legal concerns, LGBTIQ+ health and wellbeing, men's health and wellbeing, multifaith spiritual wellbeing, respectful communities, women's safe place, student wellbeing connect, wellbeing mentors, and the University crisis line.

POLICY, PROCEDURE AND GUIDELINES

The University has policies, procedures and guidelines in place to respect human rights and to support a diverse and respectful learning community and workplace. Some of our key policies supporting our commitment to zero tolerance of modern slavery and human trafficking include:

- Diversity and Inclusion (Staff) Policy
- Gender Equity Policy
- Charter of Student Rights and Responsibilities
- Student Behaviours Policy
- Workplace Behaviours Policy
- Sexual Harm Prevention and Response Policy
- Sexual Harm Prevention and Response Procedure – DFAT Funded Program and Activities
- Working with Children Policy
- Child Safety and Wellbeing Policy
- Code of Conduct.

These commitments are disseminated through various staff and student induction, training and communication channels.

The University Policy Library is the sole authoritative source of all organisational policy documents for La Trobe University and is available to all staff and to external suppliers via our public-facing website.

UN PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION (PRME)

La Trobe Business School is a leader in social responsibility teaching, research and partnerships. They continue their role as a PRME signatory and a PRME Champion. The University's business school is one of only two university business schools in Australia that are PRME Champions, and the only Australian business school that has been a Champion since its inception.

SCHOLARSHIPS

LA TROBE HUMANITARIAN SCHOLARSHIPS

The University recognises the important contributions that people from refugee and asylum seeker backgrounds make to the Australian community.

In 2022, the University again offered three specific scholarships to asylum seekers or refugees holding a Temporary Protection Visa (TPV) (subclass V785), a Bridging Visa class E (BVE) (subclass VO50 or VO51), a Safe Haven Enterprise Visa (SHEV) (subclass V790), a Temporary Humanitarian Concern (786 or a temporary Humanitarian Stay Visa (449).

The scholarships are for undergraduate studies commencing in 2023 and cover all tuition costs, including a AUD \$7000 annual cost-of-living bursary for the normal duration of the degree.

SHAH RUKH KHAN PHD SCHOLARSHIP

In August 2022, in partnership with the Indian Film Festival of Melbourne, La Trobe announced a major opportunity for aspiring female researchers from India, aimed at supporting them to make a meaningful impact in the world as a part of the Shah Rukh Khan PhD Scholarship.

The prestigious four-year scholarship supports a female candidate to undertake four years of research to be completed at La Trobe and is valued at \$225,000. We are proud that this scholarship reflects La Trobe's values of inclusivity, equity and social justice and aligns with Shah Rukh Khan's commitments to humanitarian causes.

VICE-CHANCELLOR'S EXCELLENCE SCHOLARSHIP

La Trobe celebrated the success of the past and present recipients of the Vice-Chancellor's International Excellence Scholarship at an awards ceremony hosted on campus in late-November.

Celebrated were eleven high performing international students from the South Asia and Vietnam region, who will receive a 100 per cent deduction on their annual tuition fees for the entire duration of studies. This is the third year the prestigious scholarship has been awarded and it reflects La Trobe's proud history of connecting with the South Asian and Vietnam regions.

MOBILITY SCHOLARSHIPS

Five La Trobe students have been awarded a prestigious New Colombo Plan scholarship which will enable them to live, study and intern overseas in 2023 in the Indo-Pacific region.

In 2022, we were proud to have fourteen students enrolled at La Trobe from the transformational Australian Awards Program for emerging leaders from developing countries. Our students are from Cambodia, Indonesia, the Solomon Islands, Sri Lanka and Laos, and are using the funds, sponsored by the Department of Affairs and Trade, for study, research and professional development.

OUR RESEARCHERS

Our researchers and teaching staff are educating our staff, students and communities via a number of articles, webinars and books on the topics of modern slavery and human rights. They continue to investigate, uncover and expose ugly forms of modern slavery and exploitation of susceptible people throughout many industries. These articles bring to our attention human rights violations against vulnerable groups of workers in order to supply us with services or food, clothing and raw materials for manufacturing. Our La Trobe Asia team continue their terrific work including presenting a seminar program and the La Trobe Asia Brief series that provides a platform for commentary, research and analysis of policy issues important in the Asian region. In 2022, presentations from University academics included modern slavery topics exposing crimes and activities that adversely impact on human rights.

5.2 NEXT STEPS

During 2023, the Strategic Procurement team aims to implement several measures to further enhance procurement practices, promote ethical and sustainable business practices, and ensure the well-being of all individuals involved in the supply chain. These measures include:

- conduct a thorough review of the Procurement Policy and Guidelines to ensure compliance with legislative requirements and update the modern slavery management framework to address potential risks of human trafficking or labour abuse in the supply chain.
- deliver a modernised and holistic framework to procurement that places an active focus on environmental, social and governance (ESG) factors, of which modern slavery will remain a core focus
- source goods and services locally whenever possible to support local businesses and reduce the carbon footprint associated with transportation
- the implementation of a new RFx sourcing materials that will ensure routine and consistent modern slavery and ESG messaging – the University is sending a clear message to suppliers that these issues are apportioned with increased importance, now weighted beyond ensuring baseline compliance.
- Strategic Procurement will use the FRDM tool to identify high risk suppliers (countries or categories) and through supplier relationship management, will introduce a change program that aligns our suppliers with the University's own standards. The change program includes an agreed remediation plan to reduce or remove the high-risk attributes where possible
- maturing training and development for procurement staff to raise awareness and understanding of modern slavery, ESG, and other ethical and sustainable procurement practices

By taking these steps, the Strategic Procurement team will continue to promote responsible and ethical procurement practices, reduce the risk of modern slavery, and support the University's commitment to sustainability and social responsibility.

6. HOW THE UNIVERSITY ASSESSES THE EFFECTIVENESS OF ITS ACTIONS

In 2022, the University continues to strengthen its due diligence processes. While every staff member is reasonably accountable for managing risk, each business unit is also responsible for due diligence in their own unit's processes. The University's Procurement, Finance, Risk Management, Research, Information Services and Infrastructure and Operations teams have due diligence processes in place, and carry out regular reviews on their processes and suppliers through their supplier relationship management frameworks.

The University's standard terms and conditions requires our vendors comply with applicable labour, anti-slavery, human rights and human trafficking legislation and regulations in Australia and worldwide. The T&Cs recommend that all vendors should implement and maintain appropriate processes, procedures and policies to address modern slavery risks in their own operations and supply chains. Our T&Cs also note that the University may request reasonable documentation from a vendor to validate compliance with the Modern Slavery Act 2018. Our T&Cs ensure our suppliers work with us in tackling modern slavery throughout their supply chains.

UNIVERSITY'S COMPLIANCE MANAGEMENT FRAMEWORK AND RISK MANAGEMENT STRATEGY

The University's Compliance Management Framework and Compliance Management Policy outlines the University's commitment to legislative compliance, and establishes a structure to support the University in managing obligations imposed by law.

The University Council emphasises risk management as a key platform of corporate governance and a vital component of effective decision making. The Council's Corporate Governance, Audit and Risk Committee (CGARC) provides oversight of risk management and assurance activities across the University. Where our Director Strategic Sourcing & Procurement has undertaken an investigation into a report of suspected modern slavery, and a breach has been found, this is reported to our CGARC.

ASSURANCE GROUP

The University's Assurance Group is responsible for delivering key strategic and operational risk management programs. Risk management is undertaken using a university adaptation of the Victorian Government Risk Management Framework and Australian and New Zealand Standard (AS/NZS ISO 31000:2018). Identification, assessment and progress on risk treatment is reported to management and CGARC at quarterly meetings.

FINANCIAL INVESTMENTS

During 2022, La Trobe University conducted a thorough review of its investment strategy, mandates, and responsible investment parameters. As a result, JBWere was appointed as the long-term investment fund manager after a tender process. La Trobe and JBWere then established an investment structure with well-defined objectives that align with the University's risk appetite and responsible investment framework. A new Investment Policy was also published, which specifies that certain products or services should be excluded from the investment portfolios if they do not align with the University's principles, unless there is no significant additional investment risk that might jeopardise the investment objective. The University has a policy of not knowingly investing in entities that are involved in proven, severe and ongoing abuses of human rights or corrupt business practices.

ONBOARDING INFRASTRUCTURE AND OPERATIONS CONTRACTORS

Contractors engaged by the University through the Infrastructure and Operations team must register and complete induction via the University's contractor management system, Rapid. This process involves submitting compliance documentation and completing a preferred supplier questionnaire. The University reviews the registration information and either approves the contractor or requests additional information to demonstrate compliance. The Infrastructure and Operations team verifies the accreditation and licenses of surveyors, consultants and contractors prior to engagement and ensures registration is maintained throughout the engagement. The quality management process mandates companies to re-register every five years and redo inductions every two years.



7. THE PROCESS OF CONSULTATION WITH UNIVERSITY ENTITIES

The Finance team consulted with the Director and Company Secretary of LTU Services Ltd and La Trobe Ltd regarding the structure and status of the entity. Neither LTU Services Ltd nor La Trobe Ltd had any revenue or assets in 2022 and are not required to report under the Modern Slavery Act 2018.

8. OTHER RELEVANT INFORMATION

THE COVID-19 PANDEMIC

As a result of the COVID-19 pandemic, the University suffered significant financial detriment. A full financial recovery could take three to five years. As a result, we will be a smaller institution measured by revenue, staff and students. The damage from the pandemic affected businesses, increased unemployment and widened pre-existing economic and social inequalities. Many businesses are still rebuilding their supply chains – but that shouldn't be at the cost of migrant or itinerant workers not receiving a living wage. Because of this, the University continues to focus on the needs of our local communities and work closely with our local suppliers to ensure continuity of goods and services.

THE FRDM TOOL

The FRDM tool is undergoing continuous development and refinements. In 2023 we expect to see detailed reports from FRDM that will assist the University in evaluating our supply chains. As more suppliers complete the supplier questionnaire, the more information we will have on the maturity of our suppliers' policy commitments, governance and controls as well as greater visibility across our suppliers' tiers 2, 3 and 4 spend.



FOSTERING A RESPECTFUL, SAFE AND INCLUSIVE LEARNING COMMUNITY

La Trobe University aspires to provide an outstanding student and staff experience that is conducive to scholarly activity. Underpinning this experience is a safe, inclusive and respectful environment. The release of the National Student Safety Survey in 2022 has created a new opportunity for La Trobe to review its current sexual harm prevention and response initiatives and identify gaps in our practices.

In 2022, the Sexual Harm Prevention and Response Plan was developed by the Respect at La Trobe Taskforce. Comprised of staff and students from across the University, the taskforce was established to provide strategic direction for the University in developing prevention and elimination of sexual harm initiatives and ensuring appropriate responses to disclosures and reports. An implementation plan in early-2023 will identify the key priorities, deliverables and accountabilities for year one of the plan.

9. APPROVAL

This Statement was approved by the University Council on 28 June 2023
(Council Ref No. #522).

 (sgd)

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Dated 29 June 2023

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