



University of Technology Sydney

2024 Modern Slavery Statement

Acknowledgement of Country

University of Technology Sydney (UTS) acknowledges the Gadigal people of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

Introduction

This statement has been prepared pursuant to the *Modern Slavery Act 2018 (Cth)* and outlines actions taken by the University of Technology of Sydney (UTS) to identify, assess and address modern slavery risks in its operations and supply chains over the period of 1 January 2024 to 31 December 2024.

Criterion 1: The reporting entity

UTS (ABN 77 257 686 961) is a statutory corporation established in NSW pursuant to the University of Technology Sydney Act (1989) NSW (UTS Act). UTS is registered with the Australian Charities and Not-For-Profits Commission and our CRICOS (Commonwealth Register of Institutions and Courses for Overseas Students) provider number is 00099F.

UTS is located primarily at its city campus, which comprises three main precincts: Broadway, Haymarket and Blackfriars. The UTS city campus provides teaching, learning, research, social and administrative facilities. Facilities are also located at the Moore Park and Botany precincts.

Our principal address is 15 Broadway, Ultimo NSW 2007.

The full university structure and the responsibilities of each portfolio can be found on our [website](#).

The statement is made by UTS following consultation with two of its controlled entities (established pursuant to Section 16A of the UTS Act):

- accessUTS Pty Limited¹ (ACN 55 098 424 312)
- UTS Global Pty Ltd (ACN 32 154 014 481).

Our third controlled entity, UTS College, produces its own statement.

Criterion 2: Structure, operations and supply chains

UTS is a public university of technology defined by our support for the economic, social and cultural prosperity of our communities. We are measured by the success of our students, staff and partners and committed to research, innovation and the dissemination of knowledge of public value. We are, and always will be, an inclusive university.

In 2024 UTS:

- had approximately 48,000 students enrolled, including more than 13,000 international students
- offered over 300 undergraduate and postgraduate courses across traditional and emerging disciplines
- employed 4,293 full-time equivalent (including casual) staff members
- had a total expenditure on operating activities of \$1.25 billion
- engaged with more than 3,500 suppliers with an annual spend of approximately \$400M.

UTS Council is the governing body of the university, established in accordance with the UTS Act and By-law and relevant UTS Rules. Council comprises 20 elected and appointed members and its powers and functions include management and control of the university's affairs, concerns and property.

Supply chains

The UTS supply chain includes procurement required to support university operations in teaching, learning, research and professional support services, as well as downstream partners (eg subcontractors and those supporting the delivery of international research programs).

The categories of goods and services UTS procures are displayed below:

¹ accessUTS was deregistered by ASIC under section 601AA(4) of the Corporations Act 2001 (Cwlth) on 16 October 2024.

Category	Goods and Services
Business Services	<ul style="list-style-type: none"> • Human resources • Corporate professional services • Marketing & media • Travel & entertainment • Office related supplies & service • Logistics & storage
Property & Facilities	<ul style="list-style-type: none"> • Buildings & grounds • Construction, refurbishment & works • Property management • Utilities & renewables • Plant and equipment
Research and Training	<ul style="list-style-type: none"> • Laboratories & research expenses • Teaching expenses • Library services • Student services
Technology	<ul style="list-style-type: none"> • IT Software • IT Hardware • IT Professional services • Telecommunications • Audio visual

Supply chain risk profiling tools

UTS recognises the existence of modern slavery risk across its supply chains. These risks may be elevated in certain supply chains, due to factors such as geographical location and / or source locations for materials and products procured.

In 2024, UTS remained an active member of the University Anti-Slavery Program, led by the Australian University Procurement Network (AUPN). This collaboration helps universities demonstrate leadership, streamline efforts and drive meaningful change in supply chains. By leveraging shared expertise, aggregated buying power, and engagement with academics and civil society, AUPN members stay ahead of emerging risks while fostering a strong, cooperative procurement network. Key benefits include:

- **Compliance** – Demonstrating sector leadership on modern slavery.
- **Efficiency** – Reducing duplication and cutting costs.
- **Effectiveness** – Using collective buying power to drive change.
- **Capability** – Accessing academic expertise and industry insights.
- **Collaboration** – Engaging with a committed, socially responsible procurement network.

As part of a sector-wide initiative to combat modern slavery, the AUPN uses tools like FRDM and the Anti-Slavery Dashboards to enhance risk profiling and mitigation. These tools help UTS:

- **Assess Suppliers** – Evaluate, score, and profile suppliers using industry data.
- **Gain Actionable Insights** – Leverage an Anti-Slavery Dashboard that integrates risk modelling from The Global Slavery Index.
- **Conduct Sector-Wide Analysis** – Assess risk across 22,400+ suppliers based on country, category, and spend, enabling strategic decision-making on action plans.

Currently, 3,598 of our direct suppliers and trading partners – covering 98% of our supplier base – have been risk assessed.

Criterion 3: Risks of modern slavery practices in operations and supply chains

UTS is focused on ensuring that executive and senior managers promote a responsible risk management culture within their areas of responsibility, building awareness and compliance with policy and procedures. UTS maintains a robust risk management framework that aligns with the *ISO 31000:2018 risk management* standard.

As part of the process of strategic and operational planning, risk assessments are conducted annually and are part of a continuous improvement cycle:

- **Identify** - undertake risk reviews to better understand modern slavery risks and collaborate with other universities through a Community of Practice
- **Remediate** - work with business units to develop plans to address risk areas, implement plans and provide ongoing monitoring of risk
- **Sustain** - take learnings from previous phases to modify future approaches and conduct a maturity assessment on internal capabilities.

Further activities undertaken to strengthen procurement and supply chain management include:

- regularly assessing operations and supply chains to identify areas at high risk of modern slavery
- regularly conducting due diligence and risk assessments to identify and mitigate risks of modern slavery within supply chains
- established mechanisms for reporting any incidents of modern slavery.

During 2024, UTS instigated a review of modern slavery risk assessment practices related to our operations, supply chains and collaborations.

The review focused on four areas outlined below.

Area	Modern Slavery Risk Taxonomy	Risk factors
Our people	Employment practices Workers subjected to exploitative conditions, coercion, or other forms of abuse	<ul style="list-style-type: none"> • Exploitation of staff by subjecting them to long working hours, inadequate wages, or unsafe working conditions, particularly by taking advantage of their dependency on visa sponsors or fear of deportation. • Inadequate oversight and monitoring of labor practices within the university, allowing abusive employment conditions to persist undetected. • Exploitation of migrant workers or employees with vulnerable immigration status, subjecting them to discriminatory treatment, and limiting their ability to assert their rights.
Our supply chain operations	University Supply Chains and outsourced services Procurement and supply chain management, including suppliers and contractors - sourcing from high-risk regions, outsourced services	<ul style="list-style-type: none"> • Sourcing from regions with weak labour laws or a history of labor exploitation increases the risk of modern slavery within the supply chains. • Local or international suppliers are unable to demonstrate compliance with the Modern Slavery Act. • Lack of sufficient due-diligence and oversight over contract services for international student recruitment agencies, cleaning, catering, security, and maintenance contracts. • Contracted workers may be vulnerable to modern slavery conditions. • Decentralised procurement activities that impede oversight of localised due diligence related to modern slavery.

Our students	Engagements and interactions with domestic and international students Students subjected to various forms of exploitation, coercion, or abuse	<ul style="list-style-type: none"> • Lack of information about workplace risks, rights and support services. • Students might be deceived by fraudulent job offers that lead to exploitative working conditions. • International students might be unaware of their rights and the standard working conditions in Australia, making them more vulnerable to exploitation. • Work restrictions tied to student visas can lead to exploitation, as students might be forced to work illegally or under exploitative conditions to support themselves.
Our business	Research Collaborations International collaborations	<ul style="list-style-type: none"> • Collaborating with research institutions in countries with inadequate labor protection laws. • Collaborating entity engages in unethical labor practices. • Inadequate transparency and lack of scrutiny in research funding sources resulting in unintended association with unethical and exploitative practices. • Not conducting thorough risk assessments before starting research projects, especially those involving fieldwork in high-risk areas.
	Investments and fundraising activities Inadvertently supporting or being associated with entities engaged in exploitative labour practices, human trafficking, or violations of human rights through investment portfolios or fundraising efforts	Investments: <ul style="list-style-type: none"> • Investment in companies with supply chain exploitation. • Inadequate due diligence on potential investment opportunities may result in investments in companies that have ties to modern slavery or human rights abuses. • Investments in industries known for a high prevalence of modern slavery, such as construction, mining, or hospitality. Advancement: <ul style="list-style-type: none"> • Accepting donations or funds from individuals, corporations, or foundations with questionable ethical practices, including ties to modern slavery or exploitative labour practices. • Insufficient transparency regarding the sources of funding, including investments and donations, can obscure potential connections to modern slavery or unethical practices.

Risk Management

Framework

Updates to the Risk Management Framework in 2024 have enabled UTS to embed modern slavery as a risk category within the:

- UTS Risk Taxonomy
- UTS Risk Management Procedures, and
- UTS Risk Software.

UTS understands and evaluates the operational risk profile and the controls mitigating the risks identified. Governance and oversight of our risk identification activities and actions in relation to modern slavery remain critical to our ongoing work.

The UTS Modern Slavery Working Group collaborates with senior representatives from across key areas of UTS to ensure:

- broad engagement in risk identification across our operations and supply chain
- progress on priority actions identified in our Modern Slavery Statements
- we understand and work towards leading practice in assessing and responding to modern slavery risks within our organisation
- that UTS continues to comply with the requirements of the Commonwealth Modern Slavery Act and NSW Modern Slavery legislation.

It has facilitated a thorough and coordinated approach to identifying and addressing the risks of modern slavery across our operations and assisted in increasing awareness of modern slavery across UTS. We also have a number of policies and guiding documents which govern how we respond to modern slavery. This includes our [Code of Conduct](#) and [Procurement Policy](#).

Process

UTS has implemented a structured modern slavery risks management process in relation to procurement and supply chains. This process involves:

1. Identifying all direct vendors.
2. Mapping the location of suppliers, the amount of money UTS spends with them and the products and services they provide the university.
3. Developing supplier risk profile using 'Modern Slavery and Trafficking Supplier Questionnaire' and risk factors such as industry, product / service, geography and entity risk.
4. Evaluating the severity / probability of a risk.
5. Relationship to this risk (causes, contributing factors, or direct University impacts).

As a global education provider, UTS is particularly focused on the significant risk faced by international students. Our actions to address this risk are detailed in the following sections.

Criterion 4: Actions taken to address risks, due diligence and remediation processes

UTS is focused on ensuring that members of the executive and other senior managers promote a responsible risk management culture within their areas of responsibility, building awareness and compliance with policy and procedures. UTS undertook a program of actions in 2024 to mitigate potential modern slavery risks across the key identified risk areas.

Our People

Raising awareness of modern slavery

UTS continues to build on a program of activities, events and communications designed to increase awareness of modern slavery among staff and students. UTS is home to [Anti-Slavery Australia](#) (ASA), the country's only specialist legal, research, and policy centre dedicated to ending modern slavery. Through free legal services, advocacy, and education, ASA works to protect the rights of those affected by modern slavery in Australia.

ASA offers two free online courses which are available on UTS Open, the UTS online public learning platform. 'Modern Slavery' provides an overview on the types of modern slavery, using examples and real-life stories to illustrate the issue and how to respond. 'Modern Slavery in the Home' focuses on identifying and addressing modern slavery in domestic settings, providing participants with practical skills to navigate difficult conversations and provide support. All UTS staff are provided with access to these courses.

UTS also shares information about educational initiatives including resources, forums and podcasts to raise awareness of forced marriage and other forms of modern slavery which can impact on students. For example, ASA's [Frontline Worker Guide: Identifying and Responding to Forced Marriage in Australia](#). This guide supports frontline workers, including teachers and university staff and community members in Australia to identify and respond to individuals affected by forced marriage.

Our Supply Chain and ethical sourcing

UTS has strengthened its commitment to ethical sourcing in the following ways:

Area	Activities undertaken
Preferred Suppliers	A list of UTS Preferred Suppliers and Supplier Panels, which are bound under contract to abide by UTS terms and conditions. Appropriate contract clauses addressing modern slavery are included. All new vendors in high-risk categories, as well as those engaged through collective purchasing arrangements, are assessed for modern slavery and other ESG risks during the evaluation and onboarding stages, in accordance with the structured Modern Slavery Risk Management process.
Purchase Order Terms and Conditions	The purchasing terms and conditions have been updated to align with additional guidance provided on reasonable steps by the NSW Anti-Slavery Commissioners office. Additionally, a dedicated Ethical Sourcing section (Responsible Procurement) has been published on the internal procurement SharePoint site.
Supplier Code of Conduct	Suppliers are provided the legally binding Supplier Code of Conduct, which includes an outline of expectations regarding labour, human rights and implications for non-compliance.
Questionnaire for Vendors	<p>All new vendors are advised of UTS position on modern slavery and ethical sourcing, and may be required to complete a questionnaire as part of contractual obligations. UTS follows up on responses to the questionnaire is based on the assessed modern slavery risk of each vendor.</p> <p>In 2024 the AUPN sent 70 questionnaires for due diligence insights and 47 suppliers provided a response. The AUPN identified common suppliers that scored the lowest within the questionnaire and approached them with a remediation plan. The remedial actions and timeframes are monitored by the AUPN with the individual vendors.</p> <p>Furthermore, UTS conducted a risk assessment on Medical Equipment and Laboratory Supplies with five universities. The remediation will be conducted by the AUPN with the individual vendors.</p>
Mandatory Training	A training module remains mandatory for all supervisors and managers with financial delegation for procurement and purchasing. This module includes guidance on reducing the risks of modern slavery when procuring goods and services. The module will be reviewed and updated in 2025.
Monthly Forums	<p>In collaboration with AUPN, UTS participated in monthly forums and maintained membership in the Modern Slavery Risk Review subcommittee. The AUPN forum is a key driver of modern slavery risk management. Relevant information or initiatives shared in the forum are considered for action by UTS and the sector to improve procurement process, supply chain risks or other areas of the university who are mitigating risks of modern slavery.</p> <p>UTS procurement team members also:</p> <ul style="list-style-type: none"> • attended monthly Anti-Slavery forums with community and industry experts, and • engaged with a number of organisations including the Australian Red Cross, Electronics Watch, Telco Together. <p>These forums and engagement bring the insight and expertise of other sectors to UTS providing different approaches to and other risk mitigation for modern slavery. For example, as part of future contract renewals UTS will require vendors of computer and electronic equipment to join Electronics Watch.</p>
Library Purchasing Agreements	UTS investigated sector wide purchasing agreements with Council of Australian University Libraries to ensure that these also meet UTS standards in relation to modern slavery protections.

Property and contractors

UTS is also aware of the modern slavery risk to people, employed either directly or indirectly by UTS (through employment arrangements where staff are sourced through contractors – particularly in the areas of cleaning, security and hospitality. To mitigate this, the university is a member of the Cleaning Accountability Framework (CAF). UTS was the first University in NSW to have a CAF 3-Star certified building (Moore Park Campus) from January 2024.

The CAF provides access to a range of resources and support to address modern slavery risks in cleaning contracts. This partnership has also contributed to increasing awareness of modern slavery among key staff at UTS and enables a pathway for consultation with unions representing staff in the contract cleaning industry.

UTS is committed to upholding the welfare and wellbeing of cleaners working in our facilities and recognises those companies who are likewise committed to ethical business practices. UTS strives to achieve this and mitigate modern slavery risks in the following ways, with consideration of the pending CAF 3-star Standard:

- the contractor must be committed to fully and genuinely cooperating in the CAF certification process to achieve the 3-Star Standard (once available), and maintain compliance for the remainder of the contract
- the contractor will be required to undergo audits and assessments to meet the CAF 3-Star Standard Before this time, pre-audits may be conducted to ascertain general readiness for certification, and
- at a change of contract, the outgoing cleaning contractor and the incoming cleaning contractor will be required to participate in CAF's job security provisions, which seek to ensure that long-term cleaners do not lose their job as a result of a change of contract.

Further, once certification of the site is achieved, the contractor will be required to regularly report to UTS on ongoing compliance with the CAF 3-Star Standard. Guidance will be provided to assist contractors meet this obligation.

Our Students

As a global education provider, UTS is particularly focused on the significant risk faced by international students. Ensuring vulnerable student cohorts, such as international students, are protected from modern slavery and other forms of exploitation, such as underpayment of wages and exploitation of visa arrangements, is a key area of action at UTS.

UTS has implemented a wide range of ongoing services for all students to support their learning, health and wellbeing. These are delivered by teams led by the Deputy Vice-Chancellor (International) and the Deputy Vice-Chancellor (Education and Students).

Services are also delivered by:

- the Student Services Unit
- UTS HELPS (providing English language and academic support services)
- UTS Careers
- UTS Health
- UTS Counselling
- Financial Assistance Services, and
- UTS Housing.

Services include:

Area	Risk factors and activities undertaken
Work rights	<p>Commencing international students are advised by UTS about their rights to work as student visa holders in Australia through the UTS Orientation program.</p> <p>UTS Careers has a particular focus on ensuring students understand their rights and entitlements in the workplace. Students continue to use the career management platform (CareerHub) to:</p> <ul style="list-style-type: none">• monitor opportunities posted to the job board and reject those that do not meet minimum wage requirements• monitor employer accounts for potential job scams and reject / block identified scams• share information on job postings to encourage all students to visit the Fair Work Australia website to prepare for employment and understand their employment rights

	<ul style="list-style-type: none"> house relevant career related resources; including a targeted International Student Career Guide and work rights information provide an avenue for internship students to anonymously report concerns, in addition to the formal internship processes. <p>At the end of 2024, UTS Careers added content on modern slavery to the Work Integrated Learning (WIL) to work program for international students. This will be accessible to students who complete the program from 2025. The WIL program is designed to provide students with practical experience in the workforce before they graduate.</p> <p>UTS also continued its focus on managing risks for international students with a series of communications and social media posts on workplace rights and other issues to be aware of, such as recruitment scams.</p>
Student welfare	<p>UTS works with its student representative organisations to provide practical support and services that support student welfare. The UTS Student Association offers an ongoing free breakfast and dinner food services several times a week and a free Food Pantry on campus to assist students facing hardship and reduce financial stress.</p> <p>UTS Counselling Service provides ongoing counselling support and case management for local and international students. It assists students in accessing internal support (eg Financial Assistance for emergency housing) and external support (eg Red Cross and Anti-Slavery Australia) for potential issues such as servitude or forced marriage.</p>
Legal services	<p>The UTS Student Legal Service provides information about employment rights in a number of community languages for international students. It also provides free and confidential legal advice to any students that experience difficulties.</p> <p>In addition, ASA (based in the Faculty of Law) provides free, confidential legal and migration services to people who have experienced, or are at risk of modern slavery in Australia, including forced labour and forced marriage.</p>

Our Business

Research Collaborations

UTS's external research partners are diverse and include a range of state, national and international organisations. UTS also engages a range of organisations that provide goods and services in support of our research projects. These organisations are engaged in line with UTS Procurement Guidelines. In the context of UTS research contracts, UTS standard agreements include Modern Slavery Terms.

In 2024 UTS significantly uplifted its due diligence capabilities by bringing on new expert staff. This allowed UTS to make better informed decisions about who UTS partners with. UTS also began to revise the Research Risk Framework, which is how UTS categorises the risk of its research activities. the Framework is used to assess the benefit to UTS versus risk of opportunities. This risk assessment considers strategic fit to ensure the values of UTS partners align with those of the university. UTS uses common risk indicators as part of this process including the Corruption Perception Index and the Freedom House Transparency Index.

Foreign interference could, in some cases, also have a modern slavery (forced labour) component. In 2024 UTS gave 14 foreign interference awareness-raising presentations to ensure as many staff in UTS are aware of foreign interference as possible.

International Collaborations

Activities where UTS operates beyond the borders of Australia may include:

- research collaborations
- research training opportunities
- teaching and learning
- academic arrangements that provide entry to UTS courses in Sydney, and
- provision of professional consultancy services.

The UTS Offshore Policy requires that all UTS offshore courses and activities comply with Australia's and the host country's relevant legal and regulatory requirements.

UTS offshore partners will usually be institutes of higher education with high educational reputations and academic standing. Any other partners must be of such an academic standing and reputation to satisfy the Vice-Chancellor that they are appropriate UTS offshore partners. Offshore partners can also include institutes that provide strategic connections but are not necessarily of high academic standing. Importantly, these partners must also align with UTS values and ethics. We also partner with organisations where offshore networks are of mutual benefit. All legal agreements and memoranda of understanding now reference our approach to preventing modern slavery.

UTS seeks to understand the policies and practices of our partners in relation to modern slavery. Our due diligence and risk assessment processes assess all prospective domestic and international partners including:

- due diligence and opportunity and risk assessments evaluating the fit with UTS (both strategic and values-based), and
- considering any human rights, unethical or unfair activities performed by the potential partner.

Depending on the outcome of the initial risk assessment, external due diligence may be sought to help inform any decision, to either agree to or decline a partnership opportunity. Appropriate academic and other relevant quality assurance standards and practices must also be met with respect to offshore activities delivered by UTS or its offshore partners.

Investments and Advancement

Under the Treasury and Investments Policy, UTS recognises the definition of responsible investment that aligns with the United Nations Principles for Responsible Investment. ESG considerations are factored into the valuation of investments and the investment management process, to ensure consistency with UTS values.

The UTS Philanthropic Fundraising Policy addresses issues relating to modern slavery. This policy sets out the clear expectations of all staff across the university in undertaking fundraising activities. Prospective donors and philanthropic opportunities (proposal) are guided by Opportunity Assessment and Due Diligence Framework and reviewed through the Opportunity Assessment and Due Diligence Procedure (OA and DD Procedure) developed by UTS and the Advancement Unit. This procedure incorporates a review of the donor's management of any risks of modern slavery in their operations and supply chain and compliance to submitting a modern slavery statement, as required by legislation or as voluntarily reported.

In addition, the OA and DD Procedure reviews how the donors' funds were earned and their strategic and values alignment with UTS, including consideration of potential or actual breaches of human rights and / or unethical or unfair activities. Periodic review of existing donors' approach to management of any risks of modern slavery in their operations and supply chain, as well as updates to modern slavery statements, is also undertaken by the Advancement Unit.

Research and policy advocacy

UTS is home to academics and research organisations which advance policy and advocacy on modern slavery in Australia. For example, ASA continues to advocate for a National Compensation Scheme for Survivors of Slavery. In 2024 it continued its work in relation to changes to domestic legislation, such as the *Modern Slavery Act 2018 (Cth)* review.

Associate Professor Laurie Berg featured on the *ABC Law Report* Podcast episode: *New 'justice visa' for exploited migrant workers*. This episode discussed a new 'world-first', 12-month visa that allows migrant workers to stay in Australia while they pursue unpaid wages or compensation for other forms of workplace exploitation.

Policy, grievance mechanisms and reporting

UTS has developed a standalone Modern Slavery Policy. This policy will provide greater clarity about our obligations and intentions related to preventing modern slavery in UTS operations and supply chains.

UTS actively encourages the reporting of any concerns related to modern slavery. The university has a confidential reporting mechanism on its public website for staff, students and stakeholders to report any suspicions or incidents related to modern slavery. The [Speak up at UTS](#) webpage includes information about and links to [modern slavery reporting](#). Individuals can also contact us via ModernSlaveryReporting@uts.edu.au.

In 2024, UTS received one Modern Slavery complaint regarding a cleaning service provider. This complaint was forwarded to the provider who conducted a thorough review of the complaint in accordance with their policy and procedures. After careful consideration, it was determined that the allegations were not substantiated and the matter is now closed.

Criterion 5: Assessing the effectiveness of actions taken

UTS is committed to continuous improvement in our efforts to combat modern slavery. These efforts include:

- annual risk assessment activities
- enhancing our approach to compliance for higher risk areas
- development of risk mitigation strategies in line with the Risk Management Framework
- implementation of the stand-alone Modern Slavery Policy
- reviews of UTS Procurement Policies and Procedures practices
- reporting and review of student and staff complaints via Safety and Wellbeing Reports to UTS Council, as required by the Health and Safety Policy, the Office of the UTS Student Ombud Annual Report, and Student Complaints Resolution Office, in line with the Student Complaints Policy and Procedures
- monitoring completion of actions identified in our Modern Slavery Statements and other reporting activities by the Modern Slavery Working Group
- documenting modern slavery continuous improvement achievements in our annual Statements.

UTS's 2023 Modern Slavery Statement identified priority actions to mitigate potential modern slavery risks across our key identified risk areas. These included:

- raising awareness of modern slavery
- ensuring vulnerable student cohorts, such as international students, are protected from modern slavery
- ensuring our research collaborations reflect our commitment to preventing modern slavery including through our research contracts and agreements include modern slavery terms and conditions.
- recognising the definition of responsible investment outlined in the United Nations Principles for Responsible Investment (UNPRI) via our Treasury and Investments Policy, and ensuring the UTS Philanthropic Fundraising Policy adequately addressed issues relating to foreign interference and modern slavery
- continuing our research and policy advocacy agenda in relation to modern slavery and
- providing greater clarity about our obligations and intentions related to preventing modern slavery in UTS operations and supply chains through our policy and procedures, informed by the United Nations Guiding Principles on Business and Human Rights.

These commitments have been implemented throughout 2024 as indicated in our response to Criterion 4 above.

Priority action areas for 2025 have been identified as:

- determining appropriate risk thresholds for assurances around supplier performance and compliance with UTS Modern Slavery standards and policies
- reviewing and updating the training module for all supervisors and managers with financial delegation for procurement and purchasing
- cooperatively working with cleaning contractors in the CAF certification process to achieve the 3-Star Standard (once available) at the Moore Park Campus, and maintaining compliance CAF 3-star standard
- making modern slavery content available to international students via the Work Integrated Learning (WIL) to work program
- publishing and promoting the new modern slavery policy across the UTS community
- continuing liaison with UTS Global Pty Ltd to raise awareness of modern slavery risks, the reporting requirements of the Act, informing them of the actions UTS is undertaking and provide them with updates on our progress
- reviewing current processes for disclosures and complaints related to modern slavery to ensure greater awareness of 'grievance' mechanisms and a more consistent, trauma informed approach to case management and reporting.

Criterion 6: Consultation with entities owned or controlled by UTS

During 2024 consultation was undertaken with UTS's controlled entities listed below, to identify current and/or prospective activities which present modern slavery risks:

- accessUTS Pty Limited
- UTS College
- UTS Global Pty Ltd, and

- UTS Beijing Ltd and UTS Research and Innovation Institute (Shenzhen) Co Ltd.

UTS Global

The Directors of UTS Global Pty Ltd, UTS Beijing Ltd and UTS Research and Innovation Institute (Shenzhen) Co Ltd, comprise of current UTS executives and staff who have been briefed on modern slavery risks. UTS Global Pty Ltd provides management and administrative services to the university related to UTS representative offices overseas.

Currently, UTS Global Pty Ltd provides services related to the strategic direction and management of:

- a representative office in Beijing, China, UTS Beijing Ltd, which is a wholly foreign-owned entity of which UTS Global Pty Ltd is the only shareholder, which provides relationship management, market intelligence and profile-building services to UTS, and
- UTS Research and Innovation Institute (Shenzhen) Co Ltd, also a wholly foreign-owned entity of which UTS Global Pty Ltd is the only shareholder, provides business development, technology transfer, consultancy and industry engagement services to UTS, particularly research-focused engagement.

UTS will continue to liaise with UTS Global Pty Ltd to raise awareness of modern slavery risks, the reporting requirements of the Act, inform them of the actions UTS is undertaking and provide them with updates on our progress.

UTS College

UTS College continues to produce its own Modern Slavery Statement.

accessUTS Pty Ltd

UTS continued the process of winding up accessUTS Pty Ltd in 2024 and during this time no new business was conducted. Access UTS Pty Ltd was deregistered by ASIC on 16 October 2024.

Vice-Chancellor's approval

This fourth Modern Slavery Statement provided by UTS is pursuant to Section 13 of the Modern Slavery Act 2018 (Cth) and was approved by University Council on Wednesday 18th June 2025.



Professor Andrew Parfitt

Vice-Chancellor