The Commissioner
Australian Border Force Department of Home Affairs
30 May 2022

Dear Commissioner,

Deakin University 2021 Modern Slavery Statement

We are pleased to submit the Deakin University Modern Slavery Statement to the Department of Home Affairs for publication in the online register, as required under the *Modern Slavery Act 2018 (Cth)*.

Deakin University strongly supports the objectives of the Act. We are committed to protecting our operations, business partnerships and supply chain from the risk of modern slavery to ensure no one is exploited in the process of us achieving our vision and values, which reflect what we believe and guide our actions.

This Modern Slavery Statement is for Deakin University (ABN 56 721 584 203) and was approved by the Deakin University Council on 20 May 2022.

Signed for and on behalf of Deakin University.

....

John Stanhope AM
Chancellor Deakin University

Professor Iain Martin
Vice-Chancellor Deakin University

Deakin University CRICOS Provider Code: 00113B

Acknowledgement of Country

We acknowledge the Traditional Custodians of the unceded lands and waterways on which Deakin University does business. We pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Gunditjmara Country and Wurundjeri Country.

About Deakin University

The reporting entity for the purpose of this Statement is Deakin University ABN 56 721 584 203, is a public university and a body politic and corporate established pursuant to the *Deakin University Act 2009* (Vic) of 1 Gheringhap Street, Geelong, Victoria, 3220 ('Deakin' or 'the University').

Deakin University additionally owns four subsidiaries at the date of this Statement, which are 'controlled entities' for the purposes of the *Modern Slavery Act* 2018 (Cth) and further described below.

Entity	Key supply chains
Unilink Pty Ltd **ABN 72 005 382 954**	• HR services including contracted labour • Professional services
Deakin Residential Services Pty Ltd **ABN 22 145 979 344**	• Facilities management including waste management, cleaning and security services • IT including hardware, software and services
Universal Motion Simulator Pty Ltd **ABN 58 622 763 240**	• IT including hardware, software and services • Professional services • Labs and research services and supplies
The Institute for Regional Security Ltd **ABN 48 110 456 856**	• Research organisation specific to the Indo-Pacific region • Professional services • IT including hardware, software and services

Unilink and Deakin Residential Services support certain internal business functions of the University. Universal Motion Simulator designs and manufactures reconfigurable, high-fidelity motion simulators for driver training and is based at the University's ManuFutures advanced manufacturing hub at the Geelong Waurn Ponds Campus (unimotionsim.com).

The University consulted with the CEO or nominated representative of each entity during the development of this Statement to collect supplier information, include the entities' data in the University's risk identification process, and discuss the University's 2021 Modern Slavery Statement and risk management approach.

Unilink and Deakin Residential Services are within the scope of Deakin's Procurement Policy and Procedure, and accordingly are captured within the University's modern slavery risk management approach outlined within this Statement. Universal Motion Simulator is a functionally independent business that leverages University intellectual property, including the modern slavery risk assessment and associated management practices implemented by the University.

During 2021, Deakin divested from FIKA Entertainment Pty Ltd (ABN 66 636 254 263) and it is therefore no longer included within this Statement. Deakin acquired The Institute for Regional Security Ltd (ABN 48 110 456 856) in late December 2021. Over the course of 2022, we will work with the new entity to ensure they are covered under our Modern Slavery reporting requirements.

Structure, operations and supply chain

Deakin's values

Since it was founded in 1974, Deakin University has formed an essential bond with communities in Victoria and through our education, research and innovation, has made significant contributions to the nation's social, cultural and economic capital. Our values reflect what we believe and guide our actions.

- **Excellent** – we strive for excellence in all aspects of our work.

- **Inclusive –** we value diversity, embrace difference, respect and welcome all.

- **Brave –** we make bold decisions, demonstrate courage and ambition, and we support personal responsibility and accountability.

- **Dynamic –** we are innovative and entrepreneurial, solving problems with creativity and flexibility.

- **Sustainable –** we care about our shared future, integrating economic, environmental and social dimensions of sustainability in all we do.

- **Ethical –** we conduct our business with the highest standards of professional behaviour and integrity.

Deakin University is committed to managing our operations and procurement practices in accordance with these values, and to work with suppliers who operate in accordance with all applicable modern slavery laws.

Our structure and operations

With 64,585 enrolled students in 2021, Deakin University is amongst the largest of Australia's universities. The University offers higher education courses at five campuses; one in Melbourne's eastern suburbs, two in the city of Geelong, one in Warrnambool on the south-west coast of Victoria and the University's online campus. In addition, the University has several learning centres and connects with students and partners around the world through offices in China, Europe, India, Indonesia, Latin America and Sri Lanka.

Deakin's research focusses on innovation and robust partnerships with industry. Deakin is building a strong international reputation in areas of emerging social, economic and political priority.

As a major employer in the regions in which the University operates, in 2021 Deakin University had a total headcount of 5,477 staff in both academic and professional roles. Of these, 2,966 were in ongoing positions (both full time and part-time), and the remaining staff were in fixed-term or casual roles.

The Deakin University Enterprise Agreement 2017 (EA) commenced on Thursday 6 July 2017 and provides terms and conditions of employment for applicable staff at the University. The EA covers University staff members employed by the University's teaching and research functions, except for the Vice-Chancellor and the Executive. The National Tertiary Education Union is the primary union body for the Australian tertiary education sector. Staff employed by the University's entities are covered by awards specific to the operations of each entity.

Governance

The University Council is responsible for the overall governance of the University. The Council is committed to the highest standards of governance, integrity and ethical conduct and to making the best possible decisions for the sustained success of the University. The primary responsibilities of the Council include:

- appointing and monitoring the performance of the Vice-Chancellor as Chief Executive Officer of the University

Modern Slavery Statement
Period covering calendar year 2021
deakin.edu.au
Page 4

- approving the mission and strategic direction of the University and its annual budget and business plan
- overseeing and reviewing the University's performance
- establishing policy and procedural principles for the operation of the University consistent with legal requirements and community expectations
- approving and monitoring systems of control and accountability of the University
- overseeing and monitoring the assessment and management of risk across the University, including University commercial activities
- overseeing and monitoring the academic activities of the University
- approving any significant University commercial activities.

Procurement approach

Deakin operates a decentralised procurement model, governed by the University's Procurement Policy and Procurement Procedure. In 2021 Deakin decided to establish a Strategic Procurement function, including allocating extra resourcing. This will be implemented 2022 and look to steadily evolve procurement to a strategic model, applying a rigorous, strategic lens to buying and managing goods, services and suppliers on behalf of the University. This will include consideration of policy requirements, risks, performance measures, sourcing processes and other information to inform procurement decisions within defined spend categories.

Supply chains

The University's supply chain includes the purchase of goods and services required for the operation of our campuses, teaching, learning and research. Overall, the University's supply chain comprises the following key categories:

Area	Teaching, Learning and Research	Operations (including Student Accommodation)
Key supply chains	- Student Services including printing, exam venues and equipment, graduation services, digital technology and health services - Library books and printed materials - Labs and research services and supplies - Travel and accommodation	- Corporate services including insurance - Facilities management including waste management, cleaning and security services - IT including hardware, software and services - Major capital including building, road and landscape construction - Marketing supplies and services - Office supplies - Professional services - Real estate management - Travel and accommodation - Utilities - HR services including contracted labour

In 2021, 4,932 individual suppliers were engaged by Deakin University to provide a total of over $302 million in goods and services. Of this spend, 88 percent was made with 3,921 Australian based suppliers, making a significant contribution to both domestic and local economies.

In 2021, Deakin's top 10 countries for spend were:

1. Australia
2. USA
3. United Kingdom
4. Ireland
5. Netherlands
6. India
7. China
8. Canada
9. Hong Kong
10. Sri Lanka

Understanding risks of Modern Slavery at Deakin University

Deakin is a member of the Australian Universities Procurement Network (AUPN), and since 2019 has participated in the AUPN's Modern Slavery Program and attended a number of collaborative workshops and training sessions relating to Modern Slavery. Deakin's Procurement data is assessed through the AUPN's Modern Slavery Risk Tool FRDM ('Freedom') which allows modern slavery risks to be identified based on the supplier category and country of origin (head office location).

Freedom assesses risk through publicly available modern slavery risk (Global Slavery Index) and prevalence information and reasonable assumptions that leverage Higher Education sector wide data to apply common supplier categorisations and associated risk rankings to Deakin's overall result.

Identified risks of Modern Slavery in our supply chains

While Deakin's 2021 data is still being assessed, 2020 procurement data (including entities) assessed via this approach, identified 1,225 suppliers from the following categories as having the highest risk of modern slavery within Deakin's supply chain:

- Facilities management
- Corporate Services
- HR services
- IT
- Labs and research
- Marketing
- Office supplies
- Real estate
- Student services
- Library

Actions to address Modern Slavery Risks at Deakin University

The AUPN is leading a sector collaboration to support all member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfillment of members' reporting requirement to the *Modern Slavery Act 2018* (Cth).

In the beginning of 2019, the AUPN established a Modern Slavery Working Group (MSWG) with nine of the 38 member universities actively contributing time and effort on a voluntary basis. The MSWG underwent a Discovery Phase and developed the following sector wide Modern Slavery Program, delivered in three phases outlined below.

	Discovery	Implementation	Continuous improvement
Phases and key elements of the AUPN's Modern Slavery Working Group	Analysis of procurement data, at both a sector and university level against category and country of origin risk ratings.	Development of technology platform/s to support modern slavery statement requirements.	Yearly refresh of data analysis to inform modern slavery statement requirements along with audit and compliance support.

The MSWG has also devised a new system tool known as FRDM ('Freedom') for collating supplier data from the members of the AUPN and performs checks against suppliers to see if they correspond to potential breaches of Modern Slavery. Deakin continued to collaborate with the MSWG during 2021 to mature its Modern Slavery framework, including considering and drafting a number of tools including a Modern Slavery existing supplier questionnaire, tender questionnaire and standard contract clauses. It is expected these will be implemented in 2022.

Supporting elements

In addition to the specific actions discussed above, the management of modern slavery risk is also supported via the following elements:

Element	Description
Deakin's code of conduct	Deakin's commitment to ethical practices is embedded within our Code of Conduct, which applies to all staff and associates of the University. Specifically, this code outlines policy to ensure equity and fairness in the workplace, personal and professional behaviour and processes for reporting improper conduct.
Deakin's responsible investment approach	Deakin has a core belief of investing responsibly and incorporates environmental, social and governance (ESG) considerations into our decision-making and investment management. The University's Investment Governance Framework outlines our responsible investment approach, we assess each fund manager's ESG capabilities before deciding to invest with them and actively engage with existing fund managers on our ESG objectives and expectations of how they, and the companies they invest in, incorporate ESG considerations. The University's responsible investment approach is comprehensively reviewed by Council's Investment Committee every year.
Responsible conduct of research	As a University, Deakin undertakes significant research across a range of areas. Deakin adheres to the principles guiding research integrity across Australia set out in the Australian Code for the Responsible Conduct of Research. All human research conducted at Deakin is assessed by an ethical review body for its ethical acceptability and for its compliance with the Australian Code for the Responsible Conduct of Research 2018, the National Statement on Ethical Conduct in Human Research, 2007 (updated 2018) and any other relevant guidelines or legislation.

How will we measure the effectiveness of our actions

Deakin has implemented a robust and transparent risk and compliance management program that is aligned to the latest international standards: ISO 31000 Risk Management – Principles and Guidelines and ISO 19600 - Compliance Management Systems. Continuous improvement is built into risk and compliance management practices through several mechanisms outlined below.

The University Council, its Audit and Risk Committee and the Vice-Chancellor's Executive oversee Deakin's risk management framework and the implementation and evaluation of Deakin's risk appetite statement. The Executive and senior management teams within Deakin's faculties and administrative portfolios are focused on managing their business risks and leveraging the risk management program to support effective decision-making and the achievement of objectives identified in the Deakin strategy, *Deakin 2030: Ideas to Impact*. The Executive also plays a key role in supporting the development of a positive and proactive risk culture.

The Risk and Compliance team within Deakin's Audit, Risk and Business Continuity Unit has developed a University-wide risk profiling regime where faculty and portfolio risks, in combination with a set of key risk indicators, are monitored by local areas and reviewed in real time to identify any trends. The Headline Risk Report contains the top risks for the organisation, which will include Modern Slavery and is regularly reported to the Executive, the Audit and Risk Committee and Council.

Risk profiling activity also informs the development and review of the annual Internal Audit Plan. A comprehensive internal audit of the procurement function is planned for 2024 and will provide further assurance that modern slavery risk controls are established and operating as intended.

The newly established Strategic Procurement team is responsible for the ongoing monitoring and continuous improvement of the University's modern slavery framework. With the University's structural changes over 2021 and into 2022 some planned 2021 activity has been deferred until the new structure has been embedded. The Strategic Procurement team is currently reviewing planned activities to improve the framework and will resume measurement of actions in 2022. Deakin is continuing to assess how to partner and collaborate with its suppliers most effectively, with activities being considered including completion of questionnaires, participation in workshops, changes to contract templates and clauses as well as joint commitments to eliminating risks of Modern Slavery in respective supply chains.

Modern Slavery Statement
Period covering calendar year 2021
deakin.edu.au
Page 8