



Modern Slavery Statement 2025

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Acknowledgement of Country

We acknowledge the Bidjigal, Gadigal, Ngunnawal and Ngambri Peoples, who are the Traditional Custodians of the unceded territories upon which our campuses are located.

We pay our respects to First Nations Elders past and present for their custodianship of Country. We celebrate the cultural stories, songlines, ancestors and dreamings of Aboriginal and Torres Strait Islander Peoples, the First Peoples of Australia.

We acknowledge that First Nations Peoples in Australia have survived practices that today we call modern slavery including forced labour, segregation, sexual exploitation and child labour. Our [Indigenous Strategy](#) supports our commitment to truth-telling and delivering positive outcomes for Indigenous education, employment and research.

Vice-Chancellor's Message

UNSW Sydney is committed to shaping a future where knowledge drives impact.

Progress against our anti-slavery strategy is made possible by the collective efforts of our community in education, research and engagement with the world.

Throughout 2025, we continued to strengthen our approach to identifying and addressing modern slavery risks across both our supply chain and operations. This included enhancing governance through the expanded role of the Equity, Diversity, Inclusion, Sustainability and Governance (EDISG) Board, and embedding stronger oversight of sustainability and human rights considerations across the University.

Our key strategic milestones for 2025 include:

- achieving a "Bronze" rating from the Cleaning Accountability Framework, recognising the work undertaken to embed human rights due diligence and anti-slavery mechanisms in our procurement of cleaning services
- increasing the minimum sustainability weighting in procurement processes to 15% for all major tenders to strengthen the influence of human rights considerations in supplier selection
- enhancing due diligence processes in high-risk categories such as construction and refurbishment, including strengthened evaluation criteria
- partnering with UNSW College to establish a foundational modern slavery risk assessment and framework to improve governance

We also continued to deepen engagement with our suppliers and sector peers to improve visibility of shared risks, particularly beyond first-tier supply chains. Through collaboration across the Australian Universities Procurement Network, we are contributing to coordinated, sector-wide approaches to supplier engagement and risk mitigation.



While we have made meaningful progress, we recognise that modern slavery risks continue to evolve alongside the scale and complexity of our global operations. In 2026 and beyond, we will continue to strengthen our governance, enhance due diligence processes and focus on building capability across our University and controlled entities.

Our 2025 Modern Slavery Statement is made on behalf of the University and its controlled entities. This Statement addresses the mandatory reporting criteria under the Modern Slavery Act 2018 (Cth) and was approved by the University Council on **12 June 2026**.

Professor Attila Brungs
Vice-Chancellor and President

01 Who we are

UNSW Sydney is ranked among the world's top 20 universities, reflecting over 75 years of global impact arising from our research, the strength of our teaching and the ambition of our community. We are recognised for excellence and turning knowledge into real progress.

We have a long-held tradition of sustained innovation, focusing on areas critical to our future - from tackling the effects of climate change to developing lifesaving medical treatments and breakthrough technologies.



Top 20 worldwide

QS World University Rankings, 2026



11th worldwide

Times Higher Education Impact Rankings, 2025



1st for career outcomes

AFR Best Universities Ranking, 2025

Our structure and operations

We are a body corporate established by the *University of New South Wales Act 1989* (NSW), and an accredited higher education provider under the *Tertiary Education Quality and Standards Agency Act 2011* (Cth).

The [University Council](#) serves as the principal governing body and acts to advance our objectives and interests. The University Council consists of members with diverse perspectives across different areas including finance, commercial activities, higher education, law, governance, management and strategic planning.

The [UNSW Leadership Team](#) guides the University towards ambitious goals, building on distinction and innovative education in service to the community, nation and world. Our faculties and divisions are united by multidisciplinary thinking to bring together academic excellence and professional expertise to strengthen governance and deliver meaningful impact:

Faculties	Divisions
Arts, Design & Architecture	Vice-Chancellor & President
Business	Academic Quality
Engineering	Education & Student Experience
Law & Justice	Global
Medicine & Health	Indigenous
Science	Operations
UNSW Canberra	Research & Enterprise
	Societal Impact, Equity & Engagement

In 2025, oversight of our Modern Slavery Strategy transitioned to the Equity, Diversity, Inclusion, Sustainability and Governance (EDISG) Board, which is comprised of the members of the University's Leadership Team and other internal stakeholders. The EDISG Board expanded its mandate to include broader ESG initiatives, strengthening its role as the dedicated oversight body for ESG within the University.

Locations

We operate across a network of [locations](#) that connect education, research and industry at scale. From our flagship Kensington campus to our regional campuses across New South Wales, our locations place us at the centre of creative, commercial and national leadership precincts. Together, they enable a connected university with deep local roots to shape impact across Sydney, Canberra and beyond.

Our community

Total students

86,237

Total staff

8850

full time and
continuing

	Female	Male	Other
Commencing 2024	15,292	17,541	51
Local students	20,225	24,587	128
International students	19,352	21,924	21
Higher degree research	2,084	2,390	30

	Female	Male	Other
Academic	1596	2058	30
Professional	3350	1802	25
Full time	3919	3379	40
Permanent	2803	2248	18
Fixed term	2150	1612	37
Total casual staff	9623*		

*Headcount from 2024 submission for Transforming the Collection of Student Information (TCSI) data. The 2025 casual data headcount will be available in 2026.

Figure 2: Staff and Student Data as at 31 March 2025

Controlled entities

UNSW Sydney has established controlled entities to support its philanthropic activities and commercial functions.

Controlled entity	Incorporated in
UNSW Global Pty Ltd (trading as "UNSW College") <i>Teaching including in China, Thailand, Indonesia, Japan and South Korea</i>	Australia
New South Innovations Pty Ltd <i>Intellectual property management and commercialisation</i>	Australia
Qucor Pty Ltd <i>Intellectual property management and commercialisation</i>	Australia
Scientia Clinical Research <i>Clinical trials</i>	Australia
The University of New South Wales Foundation Ltd <i>Philanthropy and donations</i>	Australia
Trustee for: The University of New South Wales Foundation The NSW Minerals Industry/University of New South Wales Education Trust	
University of New South Wales Press Ltd <i>Press and publications</i>	Australia
UNSW Centre for Transformational Environmental Technologies Co Ltd <i>Intellectual property development and commercialisation</i>	China
UNSW Sino-Australia Innovative Technology & Education Co Ltd <i>Intellectual property development and commercialisation</i>	China
UNSW Hong Kong Ltd <i>Promotion and recruitment</i>	Hong Kong
UNSW Hong Kong Foundation Ltd <i>Philanthropy and donations</i>	Hong Kong
UNSW Global India Pvt Ltd <i>Promotion and recruitment</i>	India

Our supply chain

In 2025, our supply chain spend¹ totalled \$1.785 billion, reflecting a 7.7% increase compared to 2024. Of this spend, \$855 million was strategic procurement spend, with a notable 15% increase in property and facilities expenditure in 2025. Our increased spend in these areas has expanded our supplier network, while strengthening our partnerships with our strategic suppliers.

Throughout 2025, we have continued to seek opportunities to maximise our social impact by actively engaging with Indigenous suppliers and social enterprises and have seen a significant increase in our social procurement spend between 2024 and 2025.

Our 2025 spend data is highlighted below alongside the top three goods or services we purchased in each category. The percentage values listed below reflect the University's dollar spend value in each category.

¹ The 2025 spend figure comprises UNSW full supply chain spend in full, including both strategic and non-strategic expenditure, covering operational and capital expenditure. Non-addressable spend typically includes superannuation, research grants, taxation and other fees and duties.



\$1.785 billion

total spend with suppliers of goods and services



855 million

total strategic procurement spend



7422 suppliers

over 100 countries



\$3 million directed to

53 Indigenous suppliers



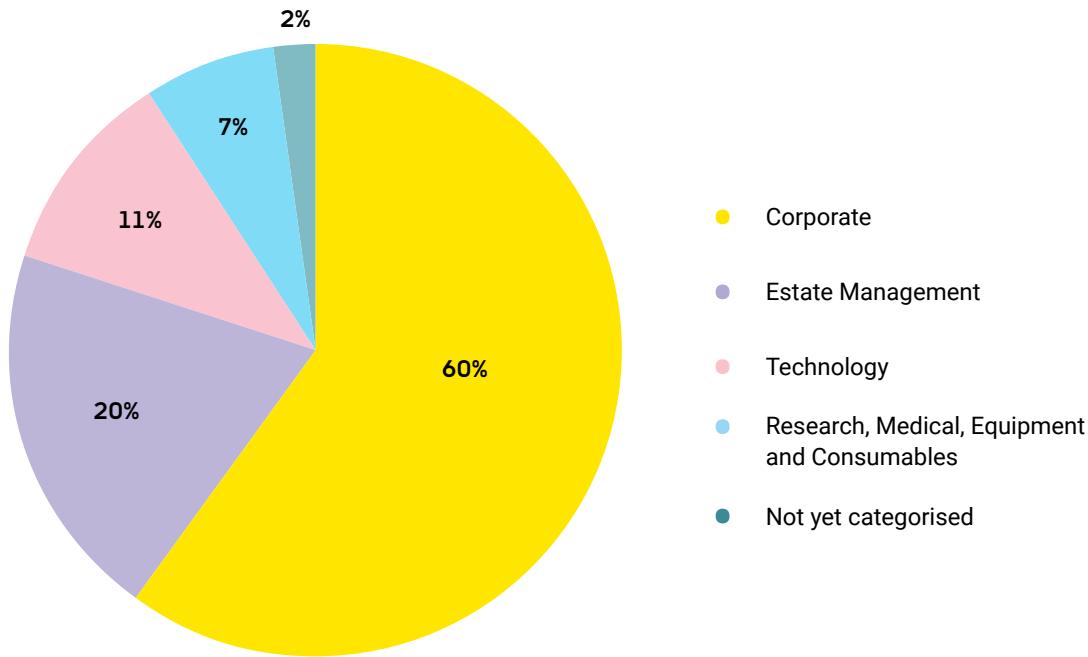
\$1.4 million directed to

21 social enterprise suppliers

Category breakdown

Category	Top spend categories	Spend \$'000,000	No. of suppliers
Corporate	1. Student recruitment 2. HR & workforce 3. Business & management consulting services	1,085	1991
EM	1. Refurbishment work 2. New build works 3. Electricity usage	356	673
IT	1. IT consultancy services 2. Cloud services 3. Teaching and research services	190.5	415
RMEC	1. Scientific equipment 2. Research services 3. Laboratory consumables	118.9	874

*The list above excludes 3475 suppliers that have not yet been classified into a specific spend category.



In 2025, UNSW experienced a notable increase of 15% in Property & Facilities spend reflecting a strong uplift in campus operations aligned to UNSW's Campus Development Plan for transforming learning, teaching, research, and student accommodation.

Growth was driven primarily by refurbishment activity, supported by specialist contractors and ongoing new build works, intended to extend further into 2026-27. The increased spend in construction and refurbishment is facilitated by the Strategic Procurement team and has represented an opportunity to heighten the due diligence on contractors engaged to perform capital works.

Category spotlight: Head contractor – construction project

As part of the Campus Development Plan, UNSW embarked on a procurement project for a head contractor to lead the development of a large-scale mixed-use building on UNSW Sydney's Kensington campus in 2025.

Given the size and scale of the project, and the known modern slavery risks associated with the construction industry, the Strategic Procurement team worked closely with stakeholders in the University's Estate Management

team to ensure that compliance with anti-slavery requirements was a core component of the evaluation criteria embedded into the project strategy.

Modern slavery was also given a heightened evaluation weighting to ensure that tenderers' awareness of sector-specific modern slavery risks as well as risk identification and mitigation measures, labour and subcontracting arrangements were reflected in the overall scoring and subsequent selection of an appropriate contractor. As with all strategic contracts, the project agreement includes specific clauses pertaining to the contractor's obligations to mitigate or reduce modern slavery risks in its operations and supply chains.

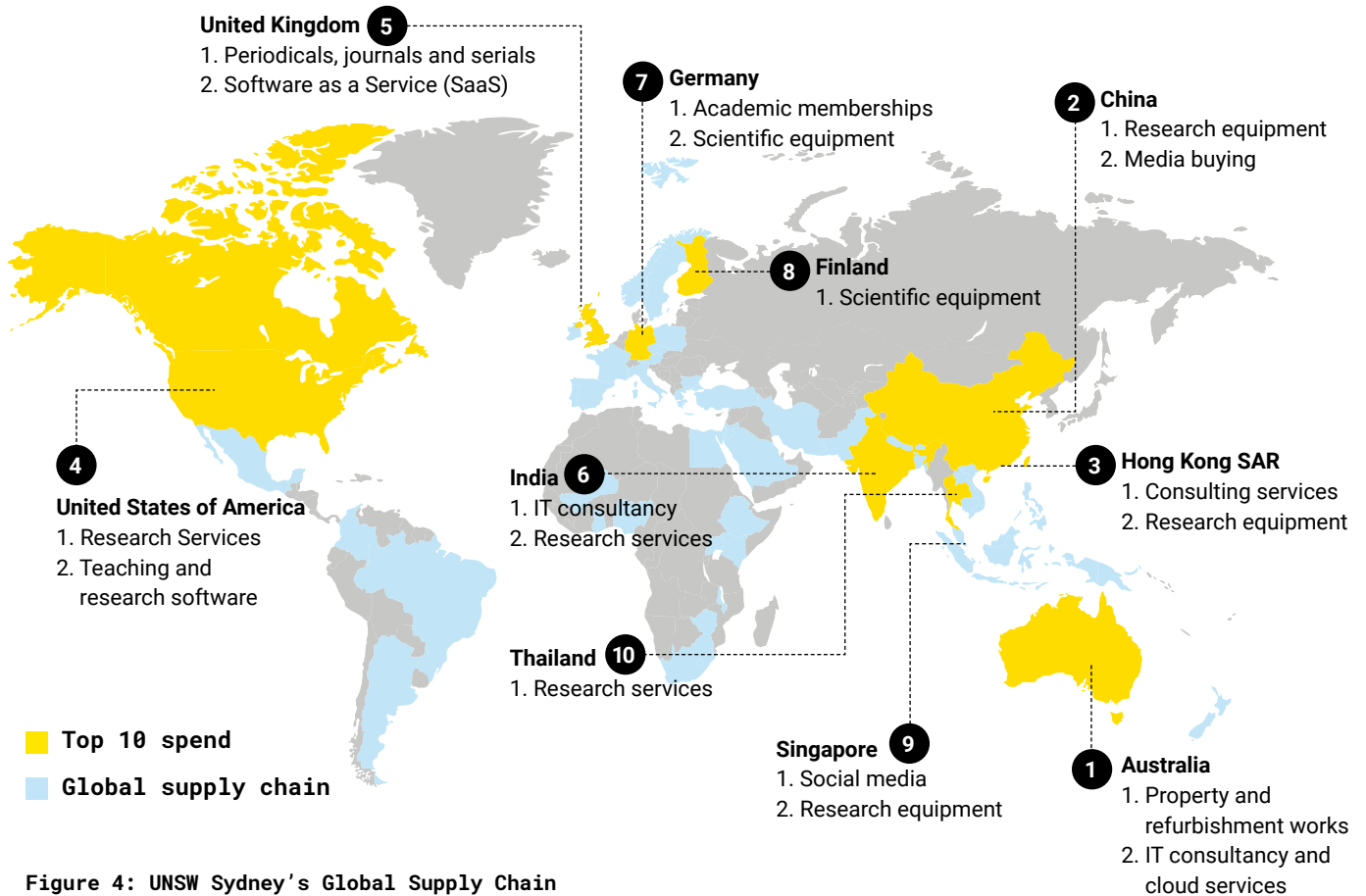


Figure 4: UNSW Sydney's Global Supply Chain

Top 10 countries

Country	Spend as dollar figure and as a % of overall expenditure \$'000,000	Modern slavery prevalence rate by country ²	No. of UNSW suppliers
1 Australia	1.62 (91%)	1.6 per 1000	4620
2 China	52.9 (3%)	4.0 per 1000	73
3 Hong Kong	19.1 (1.1%)	2.8 per 1000	36
4 United States of America	16.2 (0.9%)	3.3 per 1000	272
5 United Kingdom	6.2 (0.3%)	0.6 per 1000	17
6 India	6.1 (0.3%)	0.6 per 1000	51
7 Germany	5.4 (0.3%)	8.0 per 1000	17
8 Finland	4.5 (0.3%)	1.8 per 1000	91
9 Singapore	3.8 (0.2%)	2.1 per 1000	28
10 Thailand	3.6 (0.2%)	3.8 per 1000	11

Table 1: Top 10 spend by country

² The data in Table 1 has been mapped to the Walk Free Global Slavery Index, which maps the prevalence of modern slavery per 1000 people in each country. The prevalence rate by country provides insights of the modern slavery risk intensity of our supply chains based on the prevalence in our highest spend countries. Combined with our knowledge of our highest risk industries, we will continue to engage with our suppliers in these categories.

UNSW recognises that while a high proportion of our annual expenditure is with suppliers who are headquartered in Australia or have predominantly Australian-based operations, the supply chain risks associated with this segment of spend are concentrated beyond Tier 1.

As such, UNSW maintains strong partnerships with its strategic suppliers, with a focus on understanding the supply chains of our Australian suppliers, understanding their value chains as well as their risk mitigation measures both locally and offshore. In particularly high-risk procurement categories such as construction and refurbishment services with high concentrations of expenditure, an enhanced due diligence framework is applied prior to engaging suppliers, to better understand material sourcing practices as well as labour and subcontracting arrangements, with additional clarifications being sought to ensure that suppliers have measures in place that align with [UNSW's Supplier Charter](#).



02 Our Modern Slavery risks

Supply chain risks

In 2025, UNSW continued to map our supply chain risks using the Australian Universities Procurement Network (AUPN) anti-slavery dashboards. This has allowed the University to gain better understanding of our material risks year-on-year, as well as gaining an understanding of collective supply chain risks shared between all 35 participating universities and the opportunities to collaborate in approaching shared suppliers who have a medium to high risk rating.

In addition to risk mapping, we actively engaged in aligned sector wide approaches to supplier engagement and risk management, leveraging the collective buying power of the university sector to drive change

in suppliers' practices. As part of the AUPN Modern Slavery Working Group, UNSW engaged with several key lab consumables suppliers through interviews, with the purpose of developing partnerships, better transparency, and a deeper understanding of supply chain risk mitigation measures beyond Tier 1.

Our suppliers are integral to achieving our strategic priorities, and our procurement practices are designed to generate long-term value and meaningful impact. Table 3 outlines our top ten spend categories and their corresponding modern slavery risk ratings, aligned with the AUPN taxonomy.

	AUPN category	Spend \$'000,000	Spend country	Risk
1	Student Recruitment	127	CN, HK, AU	Medium
2	Refurbishment Works	58.3	AU	Medium
3	IT Consultancy	37.3	AU, IN, UK	High
4	Cloud Services	37.3	AU, US, CA	High
5	Teaching and Research Software	33	AU, IE, US	High
6	New Build Works	27.3	AU	High
7	HR and Workforce Services	26.9	AU, NZ, ID	Low
8	Electricity Usage	25.6	AU	Low
9	Support Software	23.4	AU, IE, US	High
10	Desktop Hardware	22.1	AU	High

Table 3: AUPN category - Modern Slavery risks in our supply chain by AUPN category (Tier 1)

Case study

International student recruitment

UNSW recognises that offshore-based services such as International Student recruitment are considered medium to high-risk categories due to the lack of visibility into operations. In 2025, the Procurement team worked closely with UNSW's Future Students team to engage with 13 key international student recruitment agencies, representing recruitment operations in China, Hong Kong, India, Indonesia, Pakistan, Thailand, Cambodia, Malaysia, the Philippines, Singapore, Vietnam, Nepal, Japan, the United Kingdom, Canada, Kenya, Nigeria, Ghana, Egypt, Saudi Arabia, Turkey and the United States of America.

An Environmental, Social, Governance (ESG) self-assessment questionnaire was issued to the agencies as part of a risk profiling exercise, with the aim of partnering with the agents to understand risk hotspots in their operations for modern slavery and labour rights issues as well as assessing the environmental impact of the services undertaken, and opportunities for greater efficiencies.

The agents' responses were reviewed by the Procurement team for internal governance measures including risk identification and management processes, due diligence on subcontractors, auditing processes, whistleblowing channels and grievance remediation processes. It was also requested that the agent representatives make their employees aware of UNSW's Speak Up complaints management system as a channel to raise concerns relating to the services provided to UNSW.

Based on the overall risks identified and opportunities identified in the agents' responses, ESG related contract KPIs were developed covering operational risk identification and mitigation and reporting and were embedded in 2025 across all of UNSW's international student agent agreements. Progress towards the KPIs will be reviewed on an annual basis.



Operational risks

Vulnerability of international students

Our student community expanded again in 2025, including more than 41,000 international students representing over 140 countries. We recognise that international students face increased exposure to modern slavery risks in Australia and we identify this cohort as a key operational risk area.

Contributing factors may include risks of forced marriage, language barriers, limited local support networks, unfamiliarity with Australian workplace rights and a lack of awareness of available reporting pathways. These circumstances can increase susceptibility to exploitative practices such as wage underpayment, unsafe working conditions, coercion or intimidation by employers.

Through targeted awareness initiatives, including our SpeakUp program and dedicated student support services, we continue to strengthen prevention and early intervention measures in line with our Modern Slavery Strategy. Our approach also responds to the NSW Anti-slavery Commissioner's advice identifying international students as a priority risk cohort under the *Modern Slavery Act 2018 (NSW)*.

Controlled entities

Our controlled entities support a broad range of activities including pathway education, commercialisation, philanthropy and clinical research. The diversity and scale of these operations create distinct modern slavery risk exposures across offshore operations and extended supply chains.

Certain entities operate in higher-risk jurisdictions or engage education agents, contractors, research partners and service providers whose labour practices may not be directly visible to the University. These arrangements can increase exposure to risks such as poor labour conditions, recruitment-related exploitation and insufficient grievance mechanisms. In addition, activities involving clinical trials, intellectual property development and international student recruitment may intersect with sectors known to carry heightened human rights risks.

Given this complexity, effective oversight of controlled entities requires clear accountability structures, consistent risk assessment processes and strengthened due diligence across both operational and supply chain activities.

In 2025, we undertook a comprehensive modern slavery risk identification exercise for our largest controlled entity, UNSW College. More information about this can be found on page 15.

Due diligence for research activities

Our research activities present inherent modern slavery risks due to the scale, complexity and global nature of our operations. As a research-intensive university with extensive domestic and international engagement, our procurement practices and partnerships expose us to supply chains and jurisdictions where forms of exploitation are known to occur.

In 2025, expenditure associated with Research and Teaching totalled **\$118.0M**, across **874 suppliers**. This expenditure includes laboratory consumables, specialised medical and scientific equipment, advanced technologies and research infrastructure.

UNSW's research activities give rise to modern slavery risks across both our procurement practices and our collaborative partnerships. The acquisition of laboratory consumables, specialised scientific instruments, medical equipment and advanced technologies often involves manufacturing in higher-risk jurisdictions and complex, multi-tiered global supply chains with limited transparency beyond first-tier suppliers.

Modern slavery risks also arise through UNSW's research collaborations with universities, research institutes, corporations, entrepreneurs and investors in Australia and internationally. These risks may be heightened where partners operate in jurisdictions with higher prevalence of modern slavery, demonstrate inadequate governance frameworks or weak labour standards, or lack robust supply chain due diligence processes. Further exposure may occur where commercialisation pathways connect UNSW research outcomes to industries or value chains with known exploitation risks. Given the global mobility of research activity, cross-border funding arrangements and international commercialisation structures, the risk profile of these engagements can extend beyond UNSW's direct contractual counterparties.

03 Addressing our risks

Actions for our supply chain

Sustainable procurement framework

Strengthening our procurement process: 15% minimum sustainable procurement weighting

This year we took a significant step forward to strengthen our commitment to sustainability by revising our procurement strategy to better address environmental and human rights risks in our sourcing model.

We historically applied a 5% weighting for Sustainable Procurement in tenders over \$350,000. Detailed analysis of our strategy revealed a higher weighting was required to meaningfully influence supplier selection and the University endorsed an increase in the minimum weighting to 15% for all tenders exceeding \$350,000. This change ensures environmental sustainability, modern slavery and social procurement considerations are central to our strategic procurement decisions.

The revised weighting was informed by a comprehensive evaluation of supplier responses across multiple projects. Of the 42 completed projects where sustainability questions were scored, analysis showed that the low weighting had minimal impact on final outcomes. In some cases, suppliers with the highest sustainability scores were not selected, while in others, those with the lowest scores were awarded contracts. This underscored the need for a more robust approach to embedding sustainability into procurement processes.

To operationalise this shift, UNSW updated procurement templates and introduced a clause bank to standardize ESG requirements in contracts. These clauses include supplier commitments to emissions reduction targets and modern slavery action plans, particularly where gaps in risk management are identified. The University's Procurement and Legal teams collaborated to ensure these clauses are legally sound and easy to implement.

Additionally, UNSW developed a sphere-of-control framework to guide procurement decisions. This framework distinguishes between areas UNSW can directly control—such as supplier selection, contract management, and staff education—and areas it can influence indirectly, like supplier practices and global supply chain standards. By focusing on its sphere of control, UNSW aims to drive measurable improvements in supplier behaviour and risk mitigation.

The policy also allows for increased weighting in high-risk categories. For example, in 2025, a promotional merchandise tender applied a 30% sustainability weighting due to elevated modern slavery risks. This flexible approach ensures that procurement decisions are proportionate to the ESG risks involved.

Implementation of the new strategy requires ongoing commitment from Procurement Managers, Category Managers, and budget holders. Training and consistent application of the updated templates are essential to achieving the desired outcomes. To monitor effectiveness, UNSW will track the application of the 15% weighting and report on procurement outcomes.

This illustrates UNSW's proactive approach to embedding sustainability and human rights considerations into procurement. By elevating the importance of modern slavery risk mitigation in supplier evaluations, UNSW is aligning its operations with its 2025 Strategy: Progress for All and reinforcing its role as a responsible institutional buyer committed to ethical and sustainable practices.

Case study

Cleaning Accountability Framework (CAF)– CAF certification

In 2025, UNSW became the **first university in Australia** to participate in a pilot of the national Cleaning Accountability Framework's University Portfolio Rating Tool (CAF), a highly recognised initiative built on core anti-slavery and labour rights standards. As part of the pilot, 32 of the University's buildings were assessed against ethical supply chain standards, leading to the award of a foundational compliance bronze rating.

Following on from the success of the pilot, CAF prequalification has been embedded as a key requirement of tendering suppliers for all future cleaning tenders. The University continues to seek opportunities to improve our rating over time, and to have other segments of the Sydney and Canberra campuses assessed and rated.

In addition to ethical labour practices, all cleaning service tenders assess suppliers against UNSW's green cleaning standard to assess the actions of suppliers to minimize their environmental footprint. For example, through the use of third-party certified green chemicals, recycled washroom products, and the use of energy efficient equipment.

2026 priority:

Develop and relaunch the sustainable procurement strategy based on learnings and an evaluation of the effectiveness of actions taken in 2024 and 2025, with a focus on risk management beyond Tier 1.

Actions for our operations

Partnering with UNSW College to establish a foundational Modern Slavery risk framework

In 2025, our largest controlled entity, UNSW College, became subject to reporting obligations under the Modern Slavery Act 2018 (Cth). While UNSW College is covered under our Modern Slavery Statement, it is required to identify and assess its own operational and supply chain risks.

Recognising the significance of this regulatory threshold, we worked closely with UNSW College to undertake foundational and structured modern slavery risk identification across its operations. The objective was to move beyond high-level compliance and establish a practical, scalable governance framework aligned with the Act.

Our approach

We facilitated a staged risk identification process, beginning with a targeted stakeholder questionnaire in August 2025, followed by cross-functional workshops.

The workshops were designed to:

- Build awareness of obligations under the Modern Slavery Act
- Assess operational exposure across supply chains and student services
- Test visibility into supplier practices
- Identify existing controls and governance gaps
- Capture practical insights from operational leaders

Stakeholders from Finance, Procurement, IT, HR, Student Recruitment, Student Wellbeing, Transnational Education, Marketing and executive leadership participated in the process, ensuring broad organisational input. This engagement confirmed that while contractual clauses and informal practices existed, there was limited centralised oversight and inconsistent supply chain visibility across business units.

Key risks

Governance	Modern slavery risk identification is not formally embedded in governance and reporting processes. Risk drivers included limited awareness of obligations, decentralised supplier selection and lack of structured oversight mechanisms. This presented potential regulatory, reputational and operational impacts.
Procurement	We worked with UNSW College to assess procurement-related risks, including: • Limited visibility beyond tier 1 suppliers • Reliance on supplier self-disclosure • Procurement of goods from higher-risk countries • Absence of structured ethical sourcing training These risks were assessed as high prior to mitigation, with potential consequences including reputational damage, supply disruption and regulatory scrutiny.
Student vulnerability	The engagement also surfaced modern slavery risks specific to the vulnerability of international students at UNSW College. Financial pressures, visa constraints and reliance on third-party agents were identified as factors that could increase exposure to exploitative work practices. At the time of assessment, modern slavery awareness was not embedded in onboarding materials or staff training processes.

Building capability

Beyond identifying risks, our work with UNSW College focused on building long-term capability. Together, we developed a structured Modern Slavery Action Plan that included:

- Publication of a Modern Slavery Prevention Policy
- Targeted training materials for operational stakeholders
- Contract audits to ensure inclusion of modern slavery clauses
- Tier 1 supplier questionnaires to strengthen due diligence
- Integration of modern slavery awareness into student onboarding

These actions were designed not only to reduce risk ratings from high to low, but to embed modern slavery considerations into procurement, student welfare and governance processes on an ongoing basis.

“As UNSW College has grown and now operates as a higher education provider in its own right, with annual revenue exceeding \$100 million, it is both a legislative requirement and an organisational responsibility that we formally identify, assess, and address modern slavery risks across our operations and supply chains. This work reflects the maturity of the College and our commitment to aligning with the standards and values of UNSW Sydney.”

Sarah Lightfoot, CEO UNSW College

04

Effectiveness of actions

Supply chain

Long term goal	Impact
Align supply chain actions to the University's broader ESG processes and objectives	- Received "Corporate Ethical Procurement and Supply" accreditation from the Chartered Institute of Procurement and Supply for the sixth consecutive year - Further alignment of sustainable procurement actions to the UNSW Strategy, supporting Pillar 6: Accelerate the transition to a sustainable society and planet
Formalise end-to-end risk assessment and management process	- Ongoing awareness raising with stakeholders on projects with high modern slavery risk likelihood at the tender strategy development stage. - Cleaning Accountability Framework (CAF) standards are a key component of cleaning projects to align best practice labour rights and conditions within supplier agreements
Engage with strategic suppliers to raise awareness and remediate risks	- Engagement campaign with International Student recruitment agents, focused on understanding the nature and geographical location of operations from a risk perspective. KPIs around reporting progress towards strengthen risk mitigation embedded into contractual agreements - Revised Due Diligence form for prospective International Student recruitment agents to have stronger focus on human rights and anti-slavery considerations



Operations

Long term goal

Impact

Awareness of key leaders on importance of anti-slavery initiatives

- Expanded role of the Equity, Diversity, Inclusion, Sustainability and Governance (EDISG) Board, to embed stronger oversight of anti-slavery initiatives across the University
- Delivered targeted briefings to senior leaders and key decision-makers at UNSW College on modern slavery risks, legislative obligations, and institutional responsibilities

Consult with owned/controlled entities to understand risks, capture risk management actions

- Conducted structured consultations with UNSW College to identify and assess modern slavery risks across operations and supply chains
- Distributed risk assessment tools and questionnaires aligned with the Modern Slavery Act requirements for inclusion in UNSW College's business processes

Raise awareness and improve student access to grievance redressal and referral support

- Promoted access to UNSW Psychology & Wellness services, including free, confidential short-term counselling, same-day support, and referral pathways to external services

Ensure that external individuals and communities including workers in the supply chain have access to either the University's own grievance mechanism

- Progressed a standard operating procedure to outline the process for handling reports of modern slavery received through the University's central case management system

05 Engagement

Throughout 2025, the University engaged with colleagues in the higher education sector and more broadly including:

- through the Speak Up booths operating during the University's orientation weeks, engaged with the University's international student community on modern slavery risks
- contributing to the AUPN response to the Attorney-General's department on the proposed changes to the Modern Slavery Act 2018 (Cth)
- participating in the International Student Modern Slavery Risk Roundtable hosted by the University of Sydney in September 2025
- attending the NSW Anti-slavery Commissioner's Building Freedom Together - Anti-Slavery Forum in November 2025



