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# Modern Slavery Statement 2023



[deakin.edu.au](https://deakin.edu.au)

Deakin University CRICOS Provider Code: 00113B





# Acknowledgement of country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together.

As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located.

We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.





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# Message from the Chancellor and Vice-Chancellor



**John Stanhope AM**  
Chancellor



**Professor Iain Martin**  
Vice-Chancellor

**Modern slavery remains a pressing global issue, affecting millions of vulnerable individuals around the world.**

At Deakin University, we recognise our obligation to uphold human rights throughout our operations and supply chains.

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). This Statement covers the period 1 January to 31 December 2023.

During 2023, Deakin endorsed the objectives of the Act by commissioning a comprehensive review of its modern slavery due diligence processes and practices. Key recommendations and improvements from this review are under implementation, and include developing and aligning Deakin's Modern Slavery Framework to both international student recruitment operations and planned teaching campuses in India, Gujarat International Finance Tec-City (**GIFT City**) and Bandung, Indonesia.

**Signed** for and on behalf of Deakin University.

**John Stanhope AM**  
Chancellor

We are dedicated to safeguarding our operations, business collaborations and supply chain against the threat of modern slavery. This commitment is rooted in our resolve to ensure that no individual is subjected to exploitation as we strive to realise our vision and uphold our deeply held values.

Our efforts to combat modern slavery are not only driven by our moral compass but also by our recognition of the critical role that responsible business practices play in building a sustainable and equitable future for all.

This Modern Slavery Statement is for Deakin University (ABN 56 721 584 203) and was approved by the Deakin University Council on 23 May 2024.

**Professor Iain Martin**  
Vice-Chancellor



Criterion 1:

# About Deakin University

Since it was founded in 1974, Deakin University ('Deakin') has formed an essential bond with communities in Victoria. Through our education, research and innovation, we have made significant contributions to the nation's social, cultural and economic capital.

Deakin aims to be a catalyst for positive change for the individuals and the communities it serves. We aspire to be recognised as Australia's most progressive university. This underpins our Strategic Plan *Deakin 2030: Ideas to Impact* which sets out our ambition and shared values.

## Values

Our values reflect what we believe and guide our actions and decisions. They are enduring, informing who we are, what we believe in, how we behave and what we stand for as individuals and as a university contributing to the public good.

## Ambition

Our innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia's most progressive and responsive university, leading the way in blending digital capability with our distinctive campus precincts.

We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.

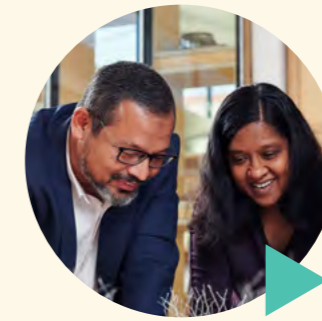


Our values include:



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



Criterion 2:

# Structure, operations and supply chain

## Our structure

The reporting entity for the purpose of this statement is Deakin University ABN 56 721 584 203, 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 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	About	Key Supply Chains
<b>Unilink Pty Ltd</b> ABN 72 005 382 954	Provides professional and HR services including contract labour to Deakin University	<ul style="list-style-type: none"> <li>• HR services including contracted labour</li> <li>• Professional services</li> </ul>
<b>Deakin Residential Services Pty Ltd</b> ABN 22 145 979 344	Provides innovative and outstanding accommodation for students, staff, school groups and families across Deakin's four campuses	<ul style="list-style-type: none"> <li>• Facilities management including waste management, cleaning and security services</li> <li>• Maintenance and refurbishment</li> <li>• Student services</li> <li>• IT including hardware, software and services</li> </ul>
<b>Universal Motion Simulator Pty Ltd</b> ABN 58 622 763 240	Designs and manufactures reconfigurable, high-fidelity motion simulators for driver training and is based at Deakin's ManuFutures advanced manufacturing hub at the Geelong Waurm Ponds Campus (unimotionsim.com)	<ul style="list-style-type: none"> <li>• IT including hardware, robotics, software and services</li> <li>• Professional services</li> <li>• Labs and research services and supplies</li> </ul>
<b>The Institute for Regional Security Ltd</b> ABN 48 110 456 856	Publishes peer-reviewed research and policy commentary, conducts international dialogues, journals and delivers professional development programs in the defence and security community	<ul style="list-style-type: none"> <li>• Professional services</li> <li>• IT including hardware, software and services</li> </ul>

In addition, Deakin's international branch campus in India, although not a separate legal entity, is included for reporting purposes.

Operation	About	Key Supply Chains
<b>Deakin University (GIFT City Campus)</b> F06828	Deakin's first-ever international branch campus in India within Gujarat International Finance Tec-City (GIFT City) in Ahmedabad	<ul style="list-style-type: none"> <li>• IT includes hardware, software and services</li> <li>• HR Services</li> </ul>



# Deakin at a glance

Deakin is one of Australia's largest universities and is one of the top 1% of all universities worldwide (ARWU 2023, QS 2023, THE 2023)<sup>1</sup>.



▶ Ranked 7th in Australia (Australian Financial Review Best Universities 2023)



▶ We rank in the top 50 young universities in the world (THE Young Universities Rankings 2023)



In 2023 Deakin witnessed a significant surge in international enrolments, reflecting growing recognition of its commitment to excellence in education and research.

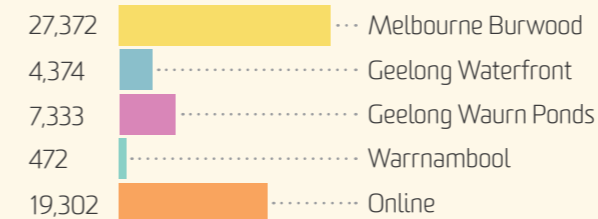
The increase is consistent with Deakin's reputation for providing an exceptional student experience, demonstrated by consistently high satisfaction ratings among undergraduate cohorts.



<sup>1</sup> ShanghaiRanking (ARWU) 2023, Quacquarelli Symonds (QS) 2023, Times Higher Education (THE) 2023

## OUR STUDENTS

### BY CAMPUS



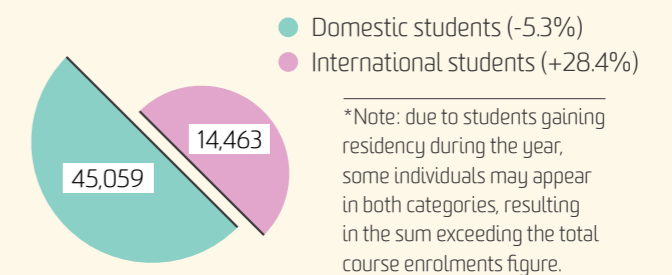
### BY FACULTY

Arts and Education	13,979
Business and Law	15,056
Health	16,511
Science, Engineering and Built Environment	12,440
Other	867

### DIVERSITY, EQUITY & INCLUSION

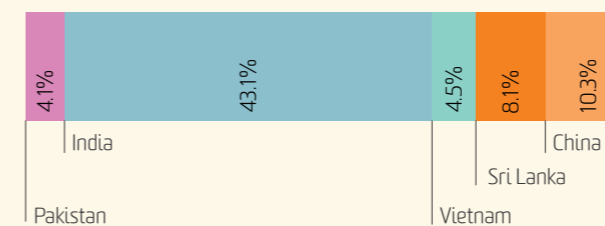
First in family	33.7%
Aboriginal and Torres Strait Islander peoples	1.4%
People with disability	16.1%
Low socioeconomic background	12.6%
From regional or remote areas of Australia	22%

### DOMESTIC AND INTERNATIONAL\*



### TOP COUNTRIES OF ORIGIN

Deakin hosts students from 134 countries:



### ENROLMENT

Total enrolments (+0.1% compared to 2022)	58,853
Equivalent full time student load (EFTSL)	38,199
Undergraduate (-6.5%)	38,815
Postgraduate (+13.1%)	17,198
Higher Degree by Research (HDR) (-0.2%)	2,236
HDR completions (-11%)	280
Non-award (-0.5%)	604



# Our operations

Deakin blends the best of digital and on campus learning and working. We excel in blending digital capability with our distinctive campus precincts.

Our campuses facilitate partnerships to deliver social, cultural and economic benefits. Headquartered in Geelong, we have campuses in central Geelong, Waurin Ponds, Melbourne (Burwood), Warrnambool and a vibrant online presence (digital education).

In 2024 Deakin will operate its first-ever international branch campus in India within the Gujarat International Finance Tec-City (GIFT City) in Ahmedabad, while plans continue apace to establish an international campus in Bandung, Indonesia.

More information regarding Deakin's structure and operations can be found in our Annual Report 2023.



## Melbourne Burwood Campus

Distinguished by its striking modern architecture, the Melbourne Burwood Campus is Deakin's largest campus with more than 27,000 students.

The campus features innovative and technology-rich learning spaces, including the Motion. Lab professional motion capture facility, professional television studio, industry-standard food nutrition labs and robotics laboratories.

Our commitment to contemporary teaching with group learning in flexible learning spaces is apparent in the most recently completed facilities, including the Deakin Law School building, clinical nursing simulation centre, and exercise and sports science teaching facility.







## Geelong Waterfront Campus



Deakin's headquarters are at the Geelong Waterfront Campus. Set in the heart of Geelong, the campus is close to the Geelong railway and bus stations and overlooks Corio Bay.

Its heritage buildings have been transformed to accommodate cutting-edge learning spaces including professional standard architecture facilities, creative arts studios, and occupational therapy laboratories.



## Geelong Waurn Ponds Campus

The Geelong Waurn Ponds Campus is set on expansive landscaped grounds and is Deakin's third-largest campus in terms of student numbers. It is home to world-class sporting facilities, the Geelong Future Economy Precinct including the Renewable Energy Microgrid, state-of-the-art engineering facilities, and Deakin's School of Medicine and Regional Community Health Hub.





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## Warrnambool Campus

Set along the beautiful coast of regional Victoria, the Warrnambool Campus offers a supportive base for community partnerships. The campus has a fully-equipped Clinical Simulation Centre and is home to the groundbreaking Hycel hydrogen research facility.



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## International branch campuses



### **India**

Following a long and proud history in India, Deakin announced it would become the first foreign university in the world to open an international branch campus (IBC) in the heart of GIFT City. The GIFT City campus will deliver future-ready graduates to meet India's soaring labour demands. It bolsters Deakin's commitment to providing a world-class education and learning experience for students around the globe.

### **Indonesia**

The next stage in Deakin's three-decade relationship with Indonesia will also see the opening of an IBC in Bandung, West Java, to equip graduates with the skills required to meet industry demands and contribute to Indonesia's economic growth. In collaboration with Lancaster University, the joint campus will bring together world-class expertise in teaching, learning and research.



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## International partnerships

As an institution of global standing, Deakin recognises the vital importance of maintaining a strong international presence and profile. Deakin's efforts are guided by its *International Students Plan 2023-2027*, which expands on international objectives in Deakin's Strategic Plan, *Deakin 2030: Ideas to Impact*.

In 2023 international students were supported as they returned to campuses and Deakin announced plans to broaden access to international students, including its world-class education and pathways, innovation and service excellence.

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## Online education and interaction

For 49 years Deakin has been perfecting distance and digital learning. A dynamic community of almost 60,000 students use our digital learning technologies to access classes, seminars, support and resources. One-third of our students study exclusively online.

Premium digital systems are a core part of learning and teaching at Deakin. Alongside our Library, they contribute to our learning resources being consistently rated by students as among the best in Australia.

Our digital learning environment provides all students with comprehensive academic support and personal assistance to create a premium learning experience.





# Research and innovation

Deakin's research mission is to translate ideas to impact, provide evidence-based solutions that strengthen the economy, create local jobs, and enable a sustainable world.

Deakin's vision is to be a leader in research, innovation and collaboration, with sustainability at the heart of everything Deakin does. In 2023 Deakin's researchers continued to realise this vision – delivering positive change for local and global communities.



# Deakin staff

Deakin is committed to cultivating a positive and engaging workplace culture – a culture that not only attracts exceptional individuals but also retains and nurtures talent.

We firmly believe that effective leadership, meaningful career opportunities and trust are essential to create this environment.

Deakin is a major employer in the regions in which it operates. In 2023 Deakin had a total headcount of 6,051 staff in both academic and professional roles. Of these, 3,539 were in ongoing positions (both full time and part-time), and the remaining staff (2,566) were in fixed-term or casual roles.

Deakin's new University Enterprise Agreement 2023 (EA) came into operation on the 18th of October 2023 and provides terms and conditions of employment applicable to Deakin and all staff members employed by Deakin except for the Vice-Chancellor and the Executive.

The new EA offers entitlements such as expanded employment opportunities tailored to benefit our sessional team members; improved academic workload allocation procedures; positive and substantial enhancements to parental, compassionate, and wellbeing leave provisions; a steadfast commitment to our First Nations team members and the fostering of cultural intelligence. It represents our

unwavering commitment to sustaining our people, students, partners and communities as we emerge from the uncertainty of the pandemic into a new and vibrant future.

The National Tertiary Education Union (NTEU) is the primary union body for the Australian tertiary education sector. Staff employed by Deakin's entities are covered by awards specific to the operations of each Entity.





# Governance

Deakin is established by and governed in accordance with the *Deakin University Act 2009 (Vic)*. The responsible Minister throughout 2023 was the Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Regional Development.



The University Council is Deakin's peak decision-making body, accountable for the University's overall governance. The Council is committed to the highest standards of ethical conduct and to excellence in decision-making so that Deakin maximises the value it creates for all members of its community.

The principal responsibilities of the Council include setting strategic direction, monitoring University performance,

overseeing academic activities, approving the financial plan, major projects and commercial activities, setting risk appetite and ensuring effective risk management.

## Council members

The Chancellor, John Stanhope AM, chairs the Council. The Deputy Chancellors throughout 2023 were Carol Boyer-Spooner and Dr Lyn Roberts AO.

## Official members

**Chancellor**  
John Stanhope AM

**Vice-Chancellor**  
Professor  
Iain Martin

**Chair of the Academic Board**  
Professor Chris Hickey

A full list of council members can be found in the Deakin Annual Report 2023.

# Procurement approach

Deakin and its controlled entities operate a centre-led procurement model governed by Deakin's Procurement Policy and Procurement Procedure, and the associated Procurement Policies and Procedures of its legal entities.

In 2022 Deakin established a Strategic Procurement function and embarked on a transformation journey, applying a rigorous strategic lens to buying and managing goods, services and suppliers on behalf of Deakin. The Strategic Procurement team is responsible for managing risks associated with modern slavery.

Managing the risk of modern slavery within our supply chains is more than a regulatory requirement for Deakin, it is an ethical imperative.

In 2023 Deakin conducted a comprehensive audit of its modern slavery risk management in preparation for a program to uplift Deakin's Modern Slavery Framework which will commence in 2024. Activities include:

- appointment of a governance manager to oversee the program and to develop a strategy for addressing risks and monitoring progress
- updating our contracts and templates to include modern slavery provisions
- updating key University policies and procedures
- implementing recommendations from the Federal Government's review of the Modern Slavery Act 2018, which was released in May 2023.



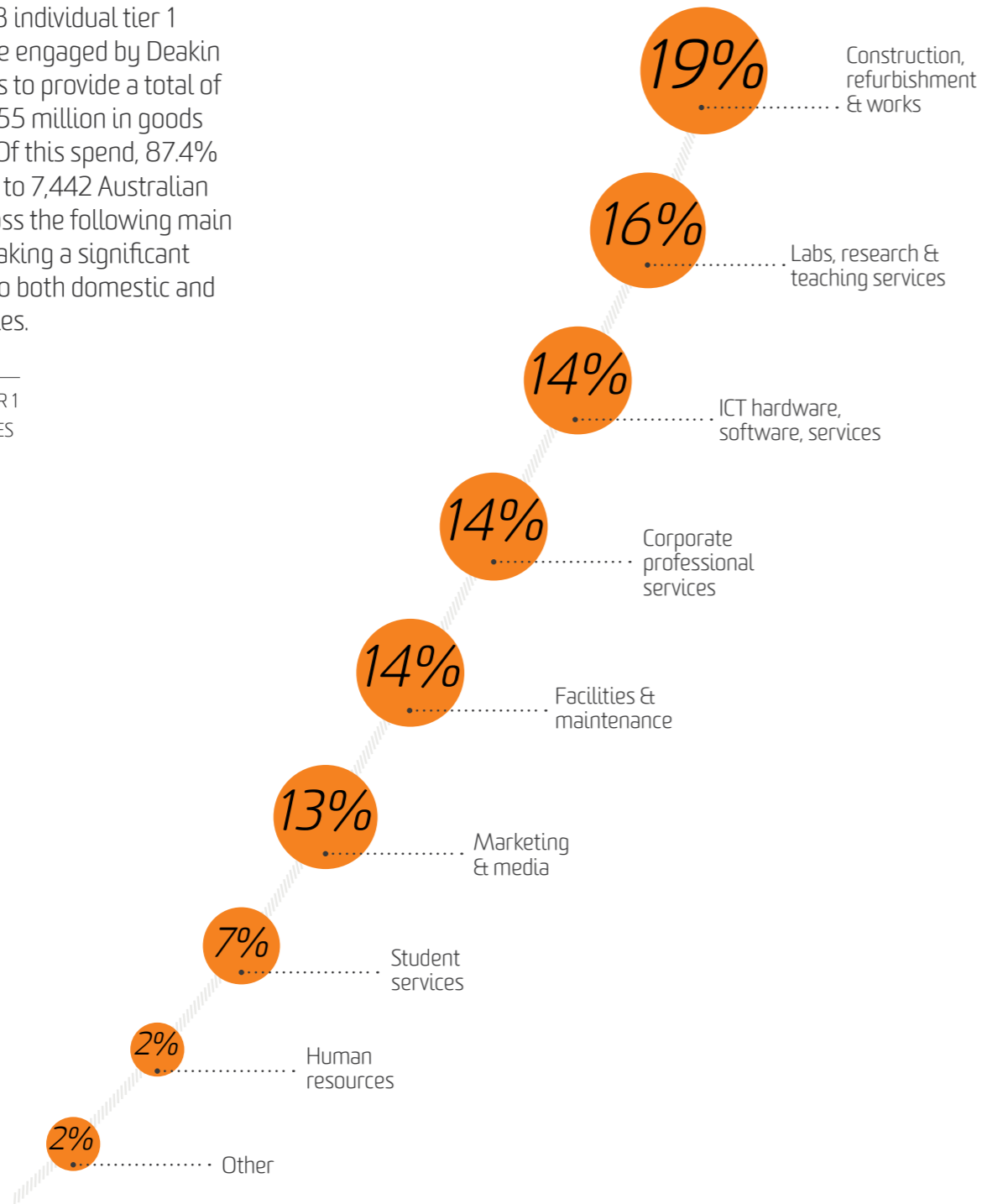


# Our supply chain

Deakin's supply chain includes the purchase of goods and services required for the operation of our campuses, teaching, learning and research.

In 2023, 8,628 individual tier 1 suppliers were engaged by Deakin and its entities to provide a total of more than \$455 million in goods and services. Of this spend, 87.4% was allocated to 7,442 Australian suppliers across the following main categories, making a significant contribution to both domestic and local economies.

FIGURE 1: 2023 TIER 1 SUPPLY CATEGORIES



Our international spend was spread with suppliers across the following countries.

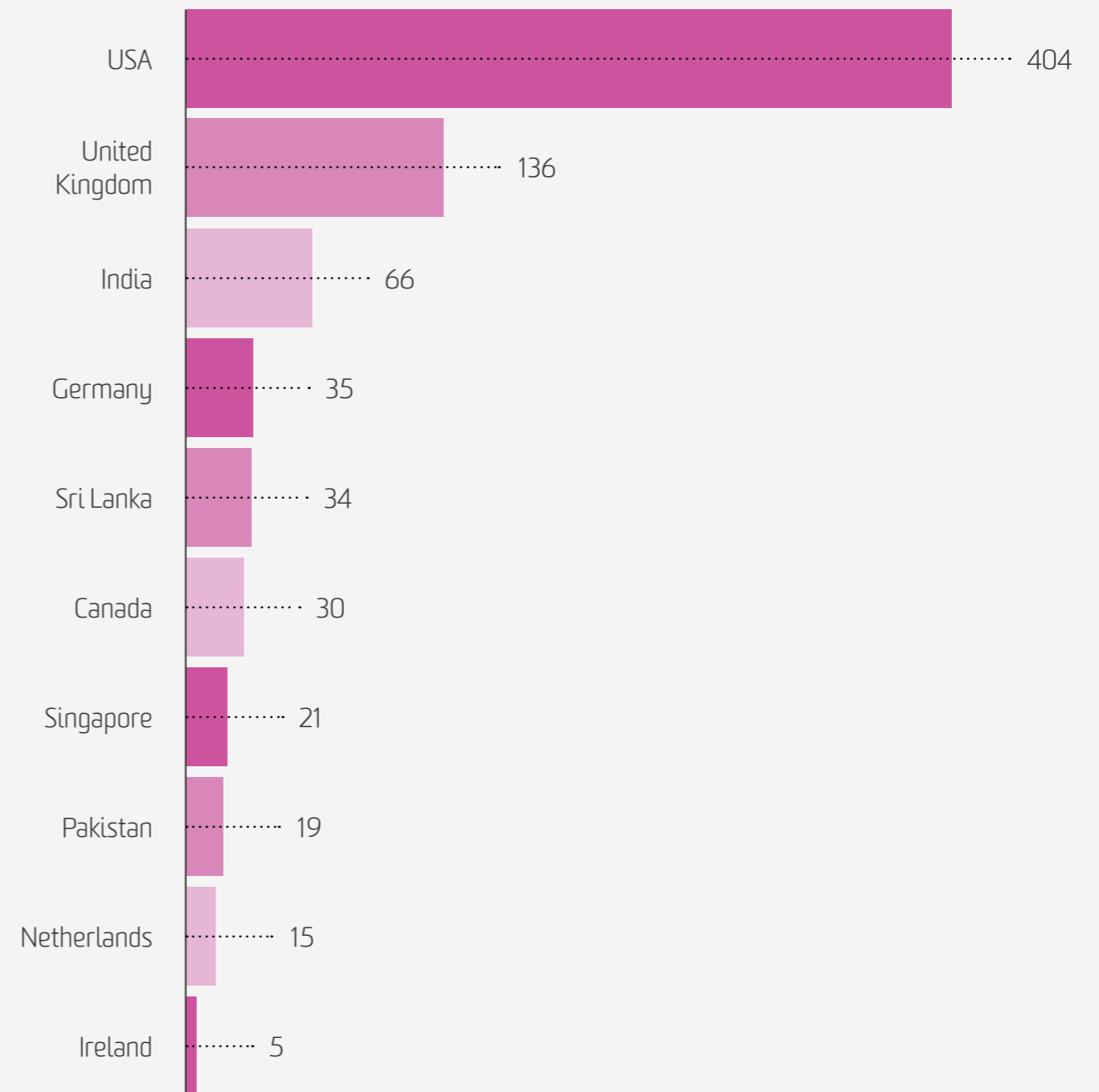


FIGURE 2: NUMBER OF INTERNATIONAL SUPPLIERS



Criterion 3:

# Modern slavery risks

## Deakin's spend profile

Deakin's operations and supply chain is diverse across our physical, digital and international campuses. In 2023, Deakin procured goods and services with varying risks of modern slavery.

The table opposite shows the main categories for Australia and each of the top 10 international spend locations, together with the number of suppliers within each country and the percentage of total spend they represent. The table also indicates the risk rating of each of the top 10 countries based on the *Walk Free Global Slavery Index (GSI) 2023*.

TABLE 1: DEAKIN'S SPEND PROFILE

Country	GSI risk	Spend	% of Total Spend	No. of Suppliers	Categories
Australia	Low	\$398,232,108	87.37%	7442	All categories
India	High	\$12,160,622	2.67%	66	Agent Commission, Travel
USA	Low	\$11,701,990	2.57%	404	Publications, Journals, Consultancy, Software, Lab Consumables
United Kingdom	Low	\$5,729,270	1.26%	136	Advertising, Software, Subscriptions
Ireland	Low	\$5,575,740	0.91%	5	Publications, Consultancy, Journals
Netherlands	Low	\$4,165,650	0.91%	15	Publications, Software, Research
Sri Lanka	High	\$3,068,502	0.67%	34	Agent Commission, Consultancy, Travel
Pakistan	Very High	\$2,089,939	0.46%	19	Agent Commission, Marketing, Travel
Singapore	Low	\$1,248,726	0.27%	21	Agent Commission, Software, Journal, Publications
Germany	Low	\$1,158,047	0.25%	35	Software, Consultancy, Lab Consumables
Canada	Low	\$1,128,110	0.25%	30	Software, Consultancy, Lab Consumables







# Modern slavery risks by industry category

Our diverse supply chain covers more than 250+ product and service categories with 2,986 domestic and international suppliers in the following categories identified as having a high prevalence of modern slavery risks.



Spend in these high-risk categories accounts for \$206 million (45% of the total spend).

Construction, refurbishment and works	Student services
ICT hardware, software, services	Corporate professional services
Facilities and maintenance	Other (mainly office consumables and travel expenses)
Labs, research and teaching services	Marketing and media
Construction, refurbishment and works	Human resources

The majority of spending in the high-risk categories is on procurement in ICT and construction-related sectors, accounting for 66.2%.

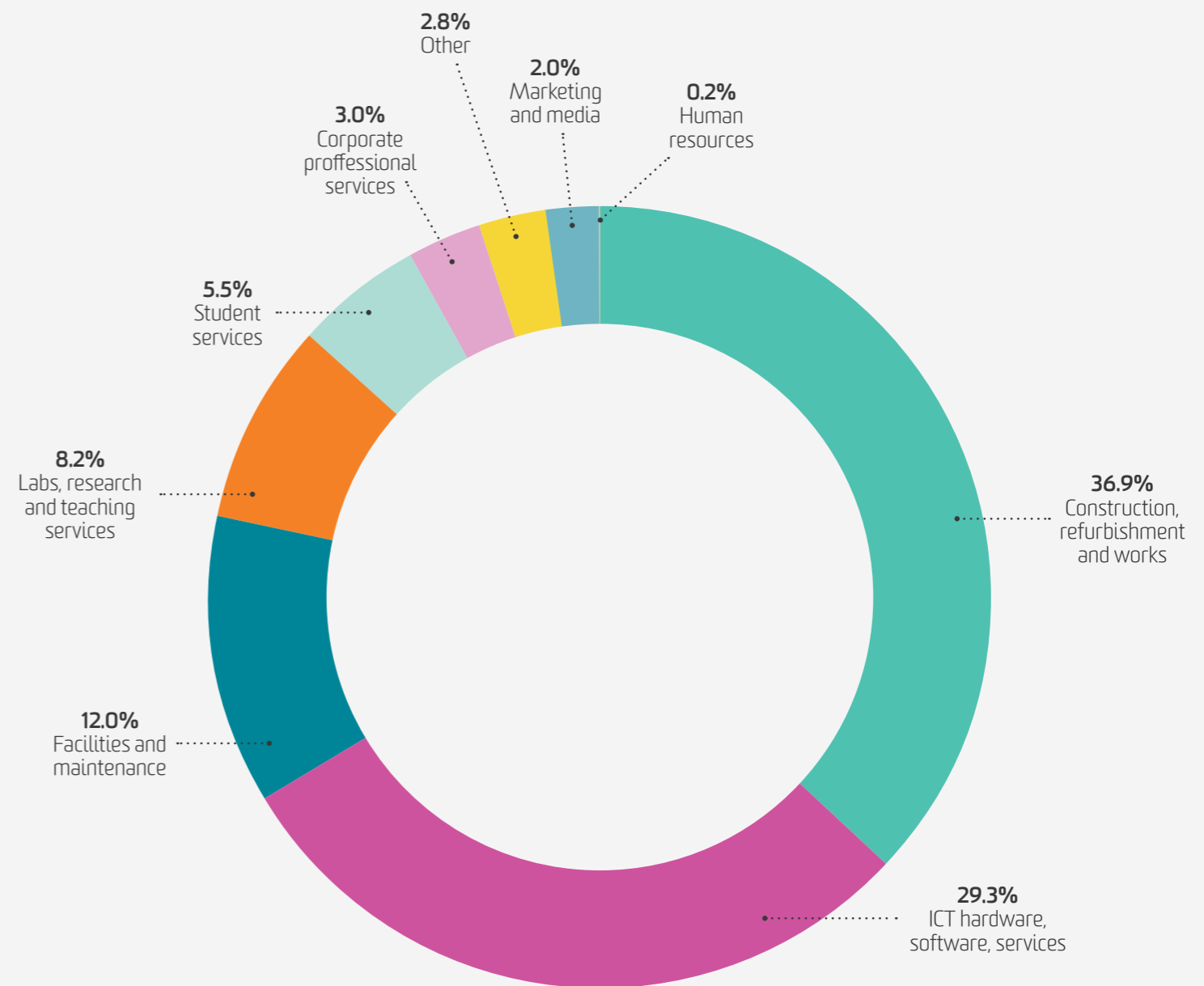


FIGURE 4: SPEND BY HIGH-RISK CATEGORY



# Spend by industry category in high-risk countries

Deakin procures goods and services from overseas countries which amount to 12.6% of our total spend. As shown in Table 1, a proportion of this spend comes from countries identified as having a high prevalence of modern slavery risks (GSI 2023).

While this is small relative to our total spend (less than 4%), Deakin recognises its responsibility to act to prevent, mitigate and, where appropriate, remedy modern slavery in our operations. The following graph shows that spend with suppliers in high-risk categories outside of Australia is predominantly in international student recruitment (primarily for agent commissions), learning support and marketing.



Our recently established international branch campus in India, identified as a country having a high likelihood of modern slavery risk, is a priority in terms of taking proactive measures to assess and mitigate these risks within our supply chains and operations.

This will include conducting thorough due diligence on our suppliers, engaging with local stakeholders, and implementing robust monitoring mechanisms.

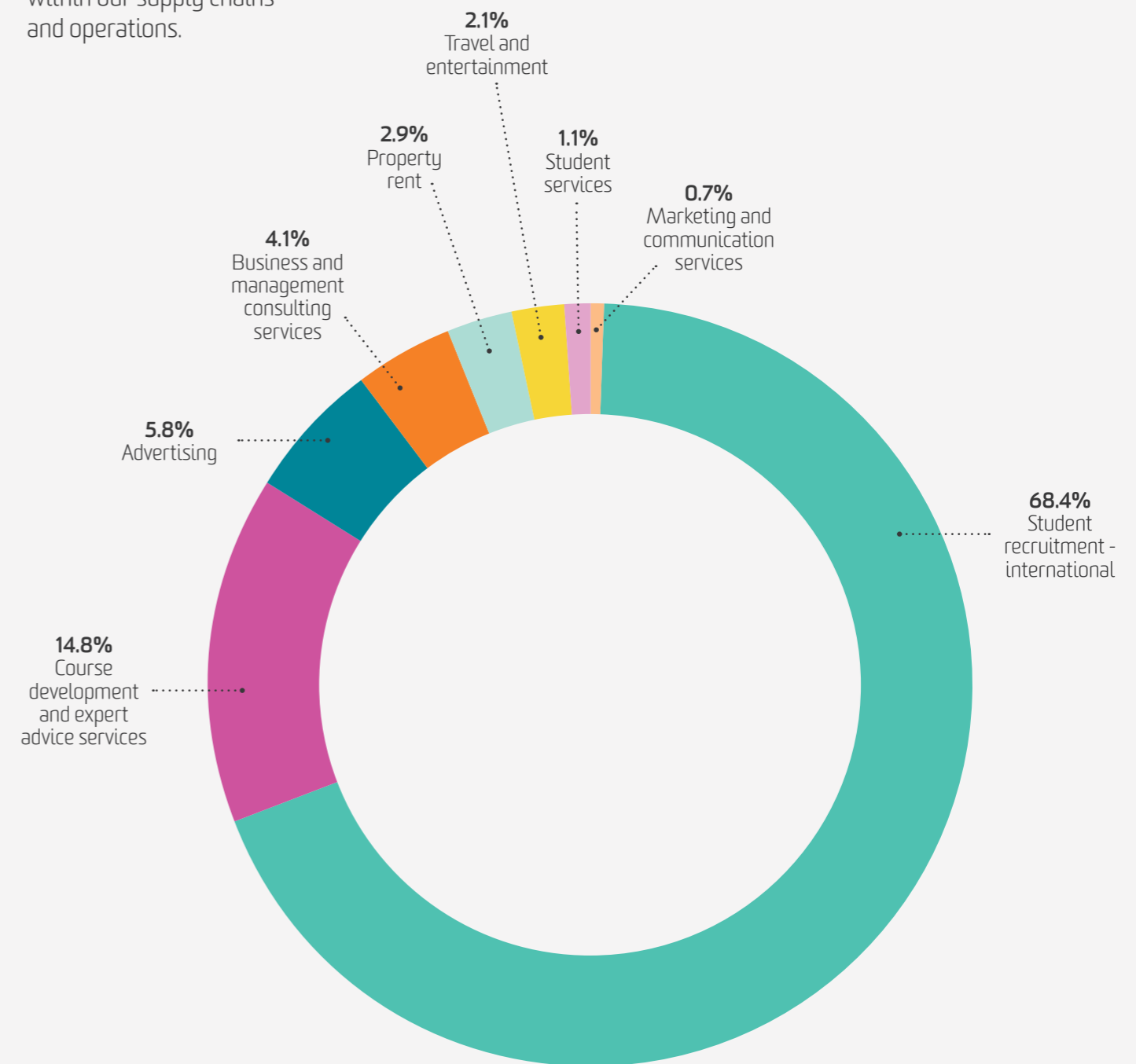


FIGURE 5: CATEGORY SPEND PROFILE IN HIGH-RISK COUNTRIES



# Overall modern slavery risk

While the previous graphs and tables illustrate Deakin's spend with countries and categories identified as having varying levels of modern slavery risks, the following composite graph shows our spend profile with

our domestic and international suppliers overlaid with the overall modern slavery risk (a combination of country risk, category risk and spend level). For example, while 94.5% of our spend is within the low-risk

country category, 15-to-71% of this cohort's total spend is classified as having a high overall modern slavery risk.

Deakin is dedicated to addressing the risks of modern slavery comprehensively by conducting a holistic risk assessment and implementing a thorough supplier due diligence process such as in-depth supplier assessments.

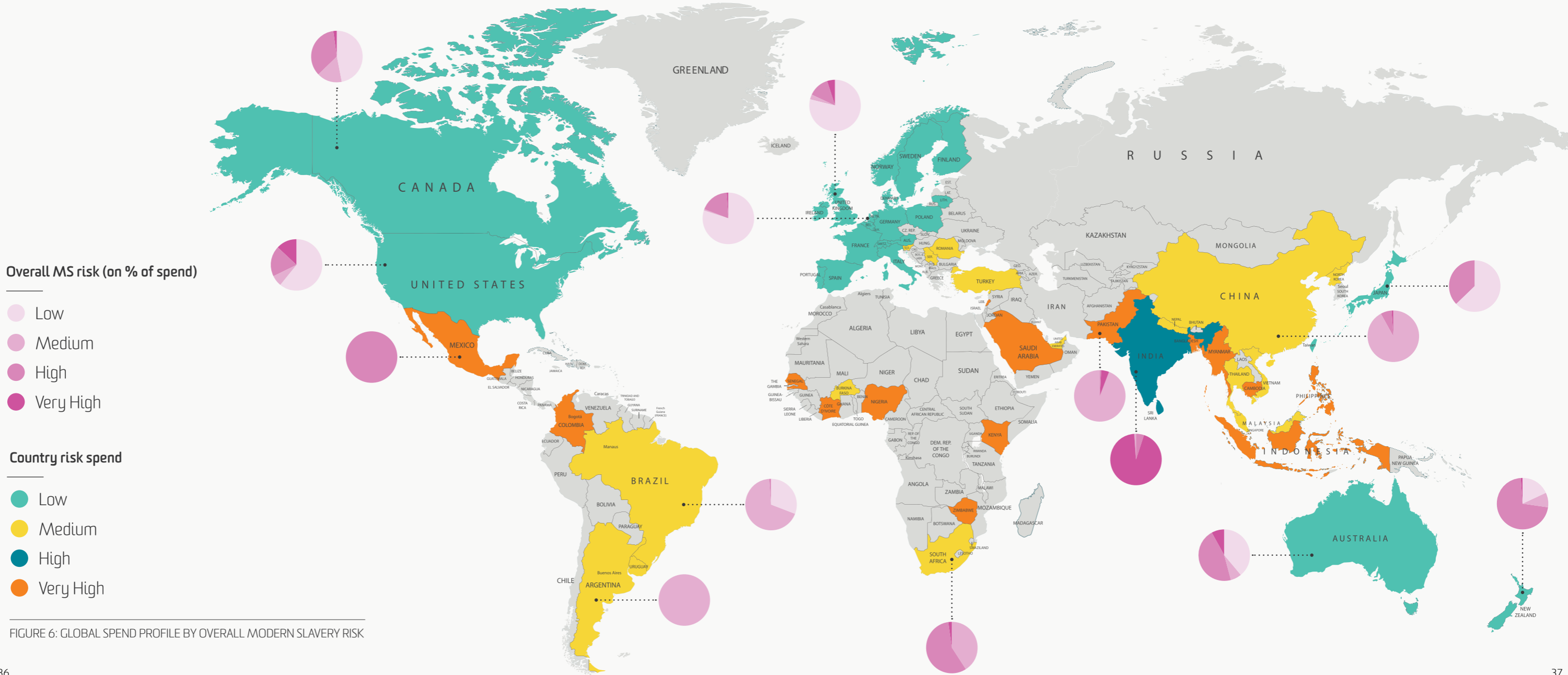


FIGURE 6: GLOBAL SPEND PROFILE BY OVERALL MODERN SLAVERY RISK



# Actions to assess and address modern slavery risks

## Australasian Universities Procurement Network

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



The AUPN currently has 38 Australian and three New Zealand member institutions working together to improve excellence in procurement practice and the skills of procurement professionals in the higher education sector.

During 2023 the Modern Slavery Working Group (MSWG) embarked on several key program initiatives:

- **Data and Technology:** Reviewed the current modern slavery risk assessment tool, FRDM, and will be transitioning to a new tool in 2024, aiming to enhance effectiveness and efficiency in assessing and addressing modern slavery issues.



- **Training and Capability:** Engaged Subject Matter Experts (SMEs) for forums and established a portal offering comprehensive training resources, enhancing the knowledge and skills of stakeholders in combating modern slavery.
- **Legislative Guidance:** Invited expert legislative guest speakers to provide insights and guidance, ensuring alignment with legal frameworks and best practices in addressing modern slavery.
- **Cross-Sector Collaboration:** Maintained continuous engagement with industry, community, and SMEs to foster collaboration and exchange of knowledge

and experiences in tackling modern slavery.

- **Governance:** Appointed a University Anti-Slavery Program Manager to oversee initiatives, conducting monthly working group meetings and providing regular reports to the AUPN executives to ensure effective oversight and accountability.
- **Third-Party Engagement:** Collaborated with third parties such as Red Cross and the Australian Catholic Network to provide assistance and support, and to leverage external expertise and resources to strengthen our efforts in combatting modern slavery.

Engaging in the above programs reflects the University's commitment to address modern slavery risks comprehensively and strategically.



## Our policies and procedures

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 Deakin. Specifically, the Code outlines our policy to ensure equity and fairness in the workplace, personal and professional behaviour, and processes for reporting improper conduct.
Deakin's responsible investment approach	<p>We invest in accordance with Deakin's values and ensure funds are prudently invested and efficiently managed, incorporating environmental, social and governance (ESG) considerations into our decision-making. Deakin's Investment Governance Framework outlines our responsible investment approach.</p> <p>We assess each fund manager's ESG capabilities before deciding to invest with them. We also actively engage with existing fund managers on our ESG objectives and expectations of how they, and the companies they invest in, incorporate ESG considerations. Deakin's responsible investment approach is comprehensively reviewed by Council's Investment Committee every year.</p>
Responsible conduct of research	<p>As a leading research institution, the University is dedicated to maintaining the highest standards of research integrity. We adhere closely to the principles outlined in the Australian Code for the Responsible Conduct of Research.</p> <p>All human research conducted at Deakin undergoes thorough assessment by an ethical review body to ensure compliance not only with the Australian Code for the Responsible Conduct of Research 2018, but also with other pertinent guidelines and legislation including the National Statement on Ethical Conduct in Human Research 2007 (Updated 2018). The policy that Deakin has in place covers aspects such as social responsibility, education and support for researchers, responsible research conduct, and procedures for addressing breaches.</p>





# Evaluating effectiveness



Throughout the 2023 reporting period, Deakin did not encounter any instances of modern slavery within its supply chains or operations.

While recognising the potential existence of undisclosed risks, Deakin is dedicated to ongoing enhancement of its processes and policies.

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 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 includes modern slavery and is regularly reported to the Executive, the Audit and Risk Committee and Council.

The Strategic Procurement team oversees the continual monitoring and enhancement of Deakin's Modern Slavery Framework. Presently, the team is examining new initiatives aimed at enhancing the framework. Deakin remains committed to evaluating optimal partnerships and collaboration methods with its suppliers.

These efforts encompass various activities, such as supplier assessment questionnaire completion, workshop participation, revisions to contract templates and clauses, and joint endeavours to eradicate modern slavery risks within respective supply chains.





# Consultation and collaboration



## Engaging with entities

Deakin consulted with nominated representatives of each entity during the development of this Statement. Consultation and engagement included the collation of spend data and discussions on Deakin's 2023 Modern Slavery Statement.

UniLink Pty Ltd and Deakin Residential Services Pty Ltd are within the scope of Deakin's Procurement Policy and Procedure, and accordingly are captured within Deakin's modern slavery risk management approach outlined within this Statement. Suppliers engaged within these entities fall under Deakin's wider reporting structure and are captured in the ArcBlue assessment tool. In addition, Deakin Residential Services operates under its own Procurement Policy, which is in alignment with Deakin's policy and contains clauses regarding accommodation-specific suppliers.

The Institute for Regional Security Ltd, acquired in December 2021, and Universal Motion Simulator Pty Ltd, have both been informed of our modern slavery reporting requirements and approach to risk identification and management.

Established in 2023, GIFT City is scheduled to enrol its first students in 2024. Given its geographical location, the campus faces heightened modern slavery risks stemming from factors such as limited understanding, cultural disparities and supply chain intricacies. In the upcoming development and implementation of the Modern Slavery Framework, specific attention will be dedicated to GIFT City and Bandung, Indonesia international campuses to ensure thorough consideration of modern slavery risks across all locations.

The primary supply chains and operations of each of the aforementioned entities have undergone evaluation, with significant exposure identified primarily in IT hardware and equipment, professional

services, office stationery and laboratory equipment. Most of these categories are covered within the ArcBlue assessment tool and Deakin's existing supplier network.







Criterion 7:

## Ongoing commitment

Recognising the imperative for meaningful action, we acknowledge the necessity of addressing the risks of modern slavery across our operations and supply chains and are dedicated to integrating the respect for human rights into our policies and processes.

Ongoing enhancement is vital to effectively manage the risks associated with modern slavery, and we are committed to contributing to the eradication of these practices by:

- improving the quality of our supplier data to our modern slavery risk assessment tool
- conducting supplier due diligence during engagement and onboarding processes
- vigilantly monitoring risks within our supply chain and implementing actions when deemed necessary
- consistently educating and staying informed through AUPN meetings, research endeavours, and training sessions
- working closely with our entities and stakeholders to ensure alignment and adherence to our shared values.

In December 2023 an internal audit was undertaken to assess Deakin's handling of modern slavery risk, with the findings disclosed in January 2024. The following recommended improvements are currently in progress:

- developing and embedding a comprehensive Modern Slavery Framework encompassing education, training, processes, policies and risk monitoring within supplier relationships
- evaluating and revising policies and procedures to effectively address modern slavery risks including the Procurement Policy and Procedure, Supplier Code of Conduct, and the development and implementation of modern slavery and child safety policies

- tender documents and templates featuring standard modern slavery risk assessments
- strengthening supplier contracts to contain risk-based modern slavery clauses.

Going forward, we remain committed to building on the foundational steps put in place since 2020.






## Contact

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## General enquiries

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