

2024

Modern Slavery Statement





Message from the Vice-Chancellor and President

As a world-class university with global connections through our teaching, research and operations, we continue to be committed to the eradication of modern slavery in all its forms.

In this, our fifth annual Modern Slavery Statement, The University of Queensland (UQ) has reviewed the impact of our risk mitigation and due diligence strategies in both our supply chain, and in the University's global operations.

Our 2024 Modern Slavery Statement is focused on:

- 1. education, training and engagement across the University to improve the community's understanding of modern slavery.
- 2. collaboration with internal and external stakeholders in expanding our anti-slavery approach
- 3. continuous improvement and due diligence in relation to the identification of, and reduction of, modern slavery risks across our operations and supply chain.

In 2024, UQ conducted a range of initiatives and activities to boost awareness of modern slavery in our community, including awareness and education campaigns, training, creating and updating website content and facilitating forums and events.

Some of our academic staff also included modern slavery case studies and assessment in their course curricula. This important work will shape how our graduates will go on to create positive change and make a difference in the ongoing global fight against modern slavery.

UQ's institutional approach to the elimination of modern slavery is also reflected in, or aligned with, our other foundational strategies and policies, including the UQ Strategic Plan 2022-2025, the UQ Sustainability Strategy 2021-2025 and UQ's Sustainable Purchasing Guidelines.

The University has been working to review and refine our organisational frameworks for addressing modern slavery risks by consulting with a number of internal and external stakeholders. Throughout this year, we worked in collaboration with the Australasian Universities Procurement Network (AUPN) to align our approach as a sector.

Once again, I would like to acknowledge the efforts of the many UQ staff who have been so proactive in developing and evolving our anti-slavery program throughout 2024 – and especially the contributions made by the UQ Anti-Slavery Working Group.

Their work is absolutely vital to ensuring that we remain true to our mission of delivering for the public good through excellence in education, research and engagement with our communities and partners locally, nationally and globally.

Professor Deborah Terry AC
Vice-Chancellor and President

This Modern Slavery Act statement was approved by The University of Queensland Senate in its role as principal governing body at its meeting on 17 June 2025 and signed by the Vice-Chancellor and President Professor Deborah Terry AC.

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UQ acknowledges the Traditional Owners and their custodianship of the lands on which UQ is situated.
— Reconciliation at UQ



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The University of Queensland

The University is a body corporate established by the *University of Queensland Act 1998*, as amended (the 'Act'). The University was founded in 1910.

UQ is one of Australia's leading research and teaching institutions. We strive for excellence through the creation, preservation, transfer and application of knowledge. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world. Beyond the direct impact of our education and research programs, UQ is committed to enriching communities – both locally and globally – by spreading understanding, raising awareness,

disseminating culture, building capacity, creating opportunities and connecting people. UQ is a signatory to the United Nations Sustainable Development Goals. The UN Sustainable Development Goals seek long-lasting sustainability outcomes through an integrated approach across environmental, social and economic concerns. UQ is one of only 4 Australian members of the Global Universitas 21, a founding member of the Group of Eight (Go8) universities, and a member of Universities Australia.

The Modern Slavery Statement (Statement) is published on behalf of UQ and is UQ's fifth under the Modern Slavery Act 2018 (Cth). This statement includes UQ's controlled entities and is prepared as a single reporting entity.

UQ's diverse operational environment supports our mission to serve the public good through research, education, and community engagement both locally and globally.



STRUCTURE,
OPERATIONS &
SUPPLY CHAIN

UQ's structure, operations and supply chain

Governance and structure

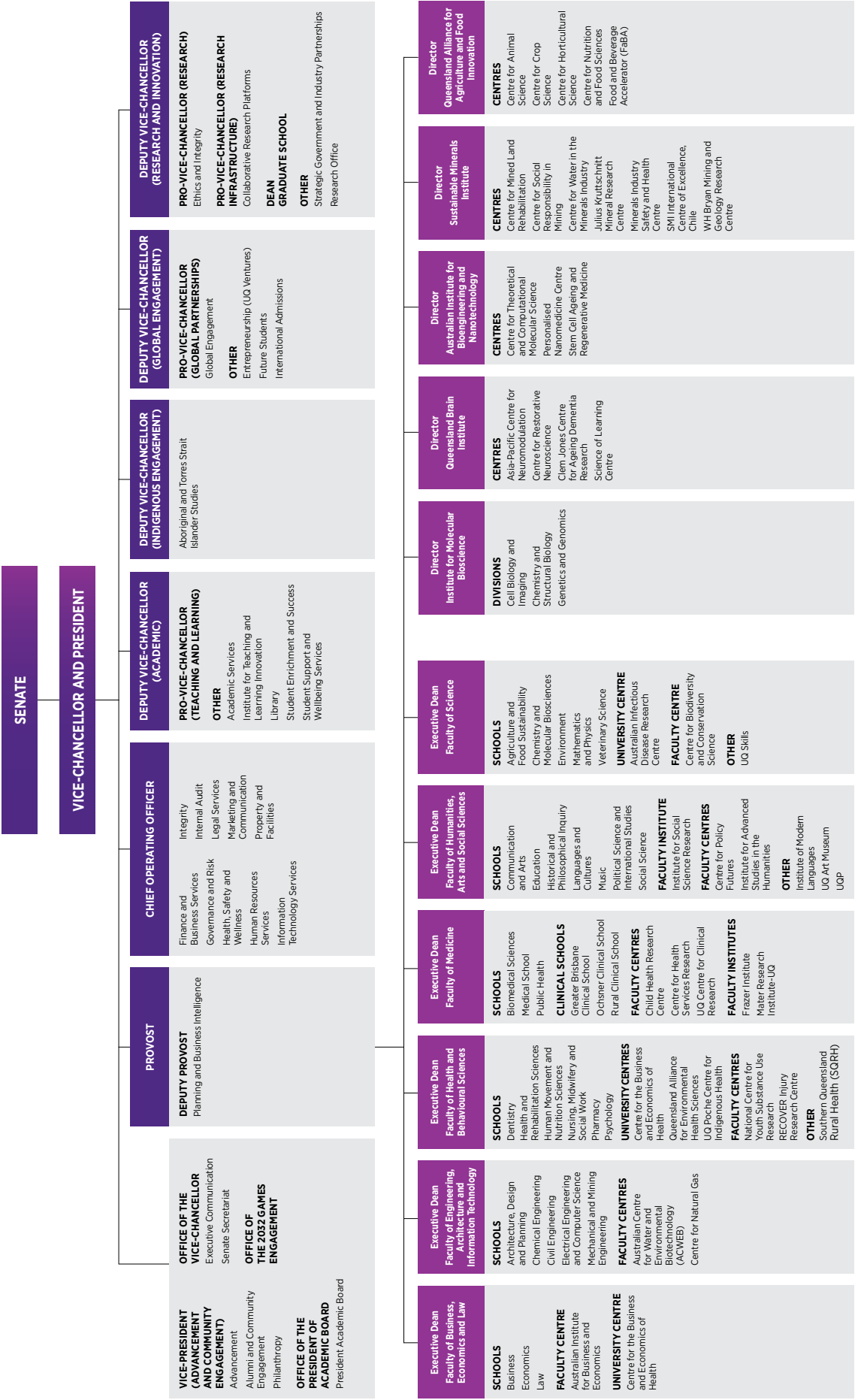
The University is governed by a Senate, which is led by an appointed Chancellor.

The University of Queensland Act 1998 grants the Senate powers to exercise oversight of the University and its affairs. In particular, Senate ensures that the appropriate structures, policies, processes and planning are in place for UQ to effectively manage its activities and achieve its goals. Senate reviews and approves the strategic direction of the University as outlined in UQ's Strategic Plan 2022-2025.

The University complies with the Voluntary Code of Best Practice for the Governance of Australian Public Universities. The UQ Governance and Management Framework (Governance Framework), underpinned by a range of policies, procedures and guidelines, enables the University

to meet the extensive state and federal legislative requirements that universities are required to comply with. The University is supported in its Modern Slavery Act (2018) requirements by the Anti-Slavery Working Group (ASWG).

In 2024, The University's organisational structure consisted of 6 faculties, more than 30 schools, 8 globally recognised research institutes, more than 100 centres, and several key divisions. In accordance with the University of Queensland Act 1998, the University has established controlled entities that further the University's educational and research aims.





UQ Operations

In 2024, the University continued to successfully pursue its vision of *Knowledge leadership for a better world*.

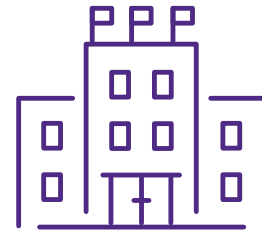
UQ's diverse operational environment supports our mission to serve the public good through research, education, and community engagement both locally and globally.

UQ's 2024 operating revenue was \$2.70 billion.

In 2024, The University of Queensland:

- Ranked #1 for the second consecutive year in The Australian Financial Review Best Universities Ranking¹
- Ranked in the top 50 of the QS World University Rankings
- Had over 7,500 full-time equivalent staff (professional and academic)
- Facilitated over 1,200 events on behalf of the University
- Had more than 57,000 students, which includes more than 22,000 international students
- Ranked 40th in the Performance Ranking of Scientific Papers for World Universities.

¹ www.uq.edu.au/news/article/2024/11/uq-named-australia%E2%80%99s-best-afr-ranking



STRUCTURE,
OPERATIONS &
SUPPLY CHAIN

UQ Controlled Entities

In accordance with the *University of Queensland Act 1998*, the University has established controlled entities as outlined below. All currently operating controlled entities are headquartered in Australia.

UQ Holdings Pty Ltd

- Holding company of UQ's main operational controlled entities.

JKTech Pty Ltd

- Not-for-profit organisation assisting mining companies to achieve future production targets through advisory services and training across the value chain. Provides commercial consulting services, products and software, plus development and training to global resource industry clients.

UniQuest Pty Ltd

- The commercialisation company of UQ. A not-for-profit organisation established in 1984 whose purpose is through the commercialisation of intellectual property, in partnership with UQ researchers, to create societal and economic impact.

UQ College Ltd

- Not-for-profit organisation that provides pathways to undergraduate and postgraduate study.

UQ Health Care Ltd

- Primary care, clinical innovation and research organisation with dedicated team of GPs, nurses, allied health professionals and specialists who provide care across clinics in Toowong, Ipswich, Annerley, Meadowbrook, St Lucia and Gatton.

UQ Residences Ltd

- Provides purpose-built on-campus accommodation to UQ students

UQ Sport Ltd

- Not-for-profit organisation dedicated to promoting sport, physical recreation and the benefits of a healthy lifestyle within UQ and broader communities across UQ's St Lucia and Gatton campuses.

UQ Foundation Trust

UQ Investment Trust

- IMBCom Pty Ltd

UniQuest Pty Ltd

- Carsinosa Pty Ltd
- Cassowary Pharmaceuticals Pty Ltd
- Complexore Pty Ltd
- Frontier Inflammasome
- Therapeutics Pty Ltd
- Jetra Therapeutics Pty Ltd
- Liperate Therapeutics Pty Ltd
- Micromune Therapeutics Pty Ltd
- Neo-Rehab Pty Ltd
- Oncostrike Biopharma Pty Ltd
- Q-Therapeutics Pty Ltd
- Symbiosis Group Pty Ltd
- Veriquantix Pty Ltd

JKTech Pty Ltd

- SMI-ICE-CHILE SpA

UQ Jakarta Office Pty Ltd²

² UQ Jakarta Office Pty Ltd is currently in the process of being deregistered

Locations

UQ operates out of our campuses at St Lucia, Herston, Dutton Park and Gatton, as well as from other sites and locations around Queensland.

Four Campuses

- 1 St Lucia
- 2 Gatton
- 3 Herston
- 4 Dutton Park

Other Sites

- 5 308 Queen Street, UQ Brisbane City
- 6 Customs House, Brisbane City
- 7 Long Pocket
- 8 Indooroopilly
- 9 Pinjarra Hills Research Facility
- 10 Boyce Gardens, Toowoomba
- 11 Warwick Solar Farm
- 12 Marine Research Station, Heron Island
- 13 Marine Research Station, Stradbroke Island
- 14 Rural Clinical School, Bundaberg
- 15 Rural Clinical School, Hervey Bay
- 16 Rural Clinical School, Rockhampton
- 17 Rural Clinical School, Toowoomba
- 18 Hidden Vale Research Station, Grandchester
- 19 Southern Queensland Rural Health Roma
- 20 Southern Queensland Rural Health, Charleville
- 21 Dental Clinic, Dalby
- 22 Dental Clinic, St George
- 23 Toowong
- 24 Greenslopes
- 25 Redcliffe
- 26 UQ Health Care, Meadowbrook (Logan)
- 27 UQ Health Care, Ipswich
- 28 Springfield
- 29 Southern Queensland Rural Health, St George
- 30 Rural Clinics, Gladstone



Leasing of property, products and service

UQ's property assets include teaching and learning spaces, food and beverage outlets, common areas, accommodation, libraries and storage spaces.

Managing the property portfolio often requires the appointment of third-party organisations including real estate agents, lawyers and valuers.

Global partnerships



Figure 1
Regions in which UQ works.
Provided by International Development,
Global Partnerships³

- North America
- Latin America
- Europe
- Middle East & North Africa
- Sub Saharan Africa
- North Asia
- South & Central Asia
- South East Asia
- Pacific

UQ strives to create positive, long-term and global impact through partnership and research initiatives. We work to align our global engagement activities – including research collaboration; partnerships with government, industry and academia; commercial development projects; student recruitment and scholarships; and mobility programs – with the University's values.

By partnering with UQ, businesses can gain access to cutting-edge ideas, knowledge, state-of-the-art equipment and facilities, and talent. At the same time, UQ's researchers and students benefit from working to find solutions to complex global challenges. UQ is committed to working collaboratively with international partners to increase global connectedness and create lasting positive change in the communities and countries where we engage.

³ Work in the regions depicted may include international development projects, global partnerships, articulation or sponsorship agreements, and research collaborations. The size of each dot represents the number of countries UQ is engaged with in each region.

Investments

For the year ended 31 December 2024, the University maintained a long-term managed investment portfolio, the UQ Investment Fund. The Fund holds the endowments received by the University. These endowments are invested in perpetuity and the earnings are used to support a purpose – such as scholarships, prizes or chairs – consistent with the donor’s intent.

The Fund also holds a portion of annual operating surpluses generated by the University.

These surpluses, known as the UQ Future Fund, are invested in the long term. They provide for a stream of investment earnings that can be used to fund innovative or strategically important teaching and learning activities, and a reserve to draw upon to absorb a large financial shock.

Investments are managed by specialist fund managers in largely a mixture of Australian and Global equities.

Relationships with suppliers

UQ has established relationships with key suppliers of goods and services. Additionally, the University leverages sector established arrangements, Queensland Government panels and pre-qualified supplier lists. For products and services that cannot be sourced through these existing relationships, short-term or one-off purchases are required. More detail is available in UQ’s supply chain section.



Research and development

UQ is a globally connected research-intensive university dedicated to advancing knowledge and generating innovative solutions to the complex challenges of contemporary society. We seek to conduct research for the public good with the highest levels of integrity.⁴

Purchasing, marketing and sales

UQ undertakes marketing activities both locally and globally.

The University ensures that marketing and sales materials are an accurate representation of its operations and opportunities.

Scholarships, Alumni and Philanthropy

Advancement and Community Engagement (ACE) is UQ’s social impact-focused portfolio. It oversees philanthropic partnerships, The Queensland Commitment program, global alumni engagement, community engagement and events, and relationship management systems and services. ACE is also the steward of UQ Honorary Degree processes and UQ’s Naming Policy.

UQ recognises the importance of socially responsible philanthropy and fundraising practices. We abide by the Universities Australia Code of Practice for Australian University Philanthropy and the Council for Advancement and Support of Education Statement of Ethics. UQ’s philanthropy and fundraising program is conducted in accordance with the UQ Philanthropy and Fundraising Policy and Procedure, supported by a comprehensive suite of guidelines and templates to ensure robust governance and administration of gifts.

⁴ <https://research.uq.edu.au/strategy>

UQ's supply chain

UQ suppliers are important to the University's commitment to combat modern slavery.

During 2024, our purchase order spend on goods and services was \$511.2m. UQ groups the products or services acquired through its supply chain into the following major top-level categories.

CATEGORY	AUD SPEND (EX GST)
Business services	\$52.1m
Information communication and technology	\$86.8m
Labour and professional services	\$51.9m
Property, construction and facilities maintenance	\$195.2m
Research and teaching equipment and services	\$125.2m

Risks of modern slavery in UQ's operations and supply chain

UQ is committed to a strategic and structured approach to university-wide risk management. Our approach supports the regular identification, management and reporting of risks, including those related to modern slavery in our operations and supply chain. This approach is aligned to our Senate Risk Appetite Statement.

	SUPPLY CHAIN	OPERATIONS	MODERN SLAVERY RISK OVERVIEW
Employees		✓	University employees may be at risk of engaging in or contributing to modern slavery practices if they lack awareness of modern slavery and UQ's operating policies and procedures.
Students		✓	University students may face risks relating to employment, work experience or learning due to potential unfamiliarity with local laws, language barriers, and limited support networks.
Workers of suppliers, research, teaching or partnerships	✓	✓	University partners, including government, industry and organisations, may not have the same standards in operational or supply chain practices, or may be based in countries with a higher prevalence of risks.
Volunteers		✓	Volunteer programs that do not have proper safeguards and protection mechanisms in place or do not follow the UQ Volunteers Policy may expose volunteers to exploitation risks.
Distributed purchasing	✓	✓	Procurement that is completed on an ad hoc or local basis may not adhere to UQ's Procurement Framework.
At risk geographies, including global supply chain	✓	✓	Business partners and suppliers may operate in geographies with a higher prevalence of modern slavery. For more information, refer to Country Risk.
Supply chain category risks	✓		UQ engages a diverse supply chain across teaching, learning, research and professional operations. Refer to Category Risk for more information.
Complexity and transparency of supply chains	✓		We rely on our due diligence activities and the support of suppliers. Beyond the first tier (direct suppliers), we request our suppliers to report on any modern slavery risks or issues within their own supply chains and operations.
Supplier cooperation	✓		Some suppliers may be reluctant to disclose information in relation to their operations or supply chain or may provide inaccurate data.
Supplier's due diligence activities	✓		Some organisations may not perform appropriate due diligence activities or risk assessments due to lack of awareness or resourcing, or because of financial constraints.
Investment		✓	There is a risk associated with organisations in UQ's managed investment fund and investment portfolio, and with other investment decisions.
Real estate at our locations		✓	Risks include the use of properties and vacant assets by a third party for unauthorised or unethical business and worker exploitation, including the recruitment of vulnerable groups such as UQ's international student cohort.

Supply chain risks by country

UQ buys goods and services directly from suppliers in the countries noted below. While the majority of spend is with suppliers in Australia, the supply chains of many Australian-based suppliers extend across the globe and attract a higher risk of modern slavery than their Australian operations:

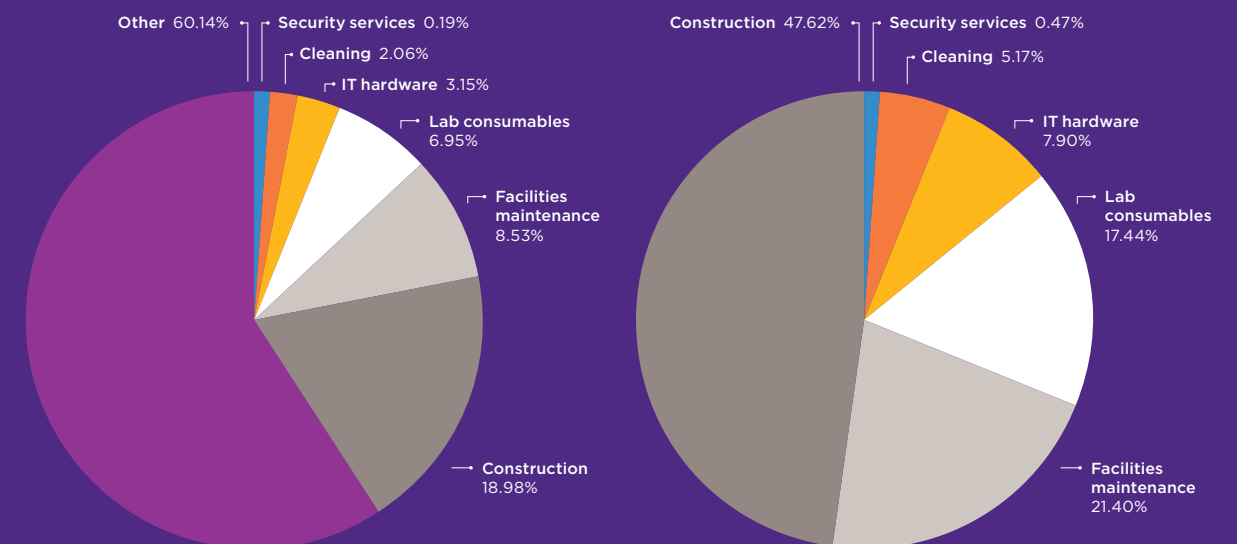
Country	Country Risk	AUD Spend (ex GST)
Australia	Low	\$462.6M
United States of America	Low	\$18.7M
Netherlands	Low	\$7.9M
Germany	Low	\$4.2M
United Kingdom	Low	\$3.6M
Ireland	Low	\$2.3M
China	Medium	\$1.6M
Canada	Low	\$1.6M
Singapore	Low	\$1.2M
Norway	Low	\$0.9M
Other	Low	\$3.6M
	Medium	\$1.8M
	High	\$1.4M
	Unknown	\$36K

Supply chain risks by category

UQ's supply chain encompasses a wide range of categories, reflecting its diversity and complexity. Although most of the University's expenditure does not fall into high-risk categories, the categories outlined in the charts below were identified as most notably high-risk for modern slavery in our supply chains.

In 2024, these categories accounted for 39.86% of the University's analysed procurement spend.

Breakdown of 2024 procurement spend



Analysis of risk profile of 2024 procurement spend

Share of notable high risk spend across identified procurement categories

Construction

18.98% of procurement spend;
47.62% of the notable high-risk categories

Facilities maintenance

8.53% of procurement spend;
21.40% of the notable high-risk categories

Lab consumables

6.95% of procurement spend;
17.44% of the notable high-risk categories

IT hardware

3.15% of procurement spend;
7.90% of the notable high-risk categories

Cleaning

2.06% of procurement spend;
5.17% of the notable high-risk categories

Security services

0.19% of procurement spend;
0.47% of the notable high-risk categories

Other

60.14% of procurement spend

Actions taken to assess and address the risks of modern slavery

UQ's actions focused on assessing modern slavery risks, continuing education and awareness-raising activities in the UQ community, and engaging with stakeholders through the University's Anti-Slavery Working Group and during sourcing activities. They also included reviewing and improving existing modern slavery risk mitigation strategies, considerations and evaluation methodologies.

Considerations when assessing risk

Supply chain and operational risk assessments for modern slavery considered the following:

Business models

- The complexity of an organisation's supply chain or breadth of operations.
- Understanding the nature and extent of employment and third-party relationships with the organisation.
- Understanding if the organisation has a consumer-driven business model that requires high levels of flexibility or subcontracting from employees (e.g., rideshare services).

Operating context

- Understanding if the organisation operates in an industry that is appropriately regulated.
- Understanding if the organisation has appropriate business processes and controls in place to reduce the risk of causing, contributing or being directly linked to modern slavery acts.

- Ensuring that an organisation's workers have access to representative workers' groups and collective agreements.
- Whether the organisation has a reliance on, or has access to high numbers of vulnerable workers.

Nature of work

- If the organisation operates in a high-risk category (for example, electronics or textiles manufacturing)
- Whether the organisation relies on temporary, seasonal or subcontracted labour to operate
- The previous performance of the organisation if they conduct dangerous or physically demanding work.
- If there is a high proportion of jobs within the organisation's remit that require unskilled workers.

Location of work

- If the organisation is located in or operates in a high-risk country for modern slavery.
- If there are contributing factors to the location of work such as civil and political unrest, discriminatory laws or state-enforced labour.
- If direct suppliers to UQ use subcontractors who operate in countries or areas with high modern slavery risks.
- Whether any socio-economic factors may contribute to modern slavery in high-risk areas or countries.

Risk tools

Risk register and controls

In conjunction with the Anti-Slavery Working Group, a risk register including associated controls was revised.

Risk assessment tool

UQ staff and controlled entities continued to use the modern slavery risk assessment tool to identify risks of their activity and consider proposed actions in their approach. During 2024, the tool was reviewed and updated.

Actions taken — operations

Governance structure and policy framework

Our governance structure and policies provide the foundation for our response to modern slavery and broader human rights risks. They help ensure that responsibility for managing modern slavery risks is defined across our organisation and assists us in taking a consistent and coordinated approach.

Our commitment to uphold fundamental human rights is reflected across our policy framework. The University reviews its policies for compliance with *the Human Rights Act 2019 (Qld)*.



UQ's Anti-slavery Working Group

UQ's Anti-Slavery Working Group continued to meet and contribute to the University's modern slavery response throughout 2024. The group met 4 times throughout the year. This working group is a key aspect of our anti-slavery program.

Training activities

UQ staff are invited to undertake the University's Modern Slavery Awareness training and access other resources as needed. This is in addition to the mandatory corporate induction and routine refreshers on key courses such as:

- Conflicts of interest
- Staff standards of conduct
- Privacy
- Health, safety and wellness.

Staff are also able to undertake procurement specific training across several topics.

Real estate and leasing

The Property and Facilities Division manages real estate and property leasing activities at UQ. Activities undertaken to reduce the risk of modern slavery in this area include:

- Undertaking property and third-party real estate provider due diligence.
- Conducting inspections of assets.
- Having campuses and buildings monitored by security 24/7.
- An internal UQ-led property management team.

Awareness activities

In 2024, a number of community engagement activities were conducted to raise awareness of modern slavery in both our operations and supply chain. These activities included:

- an awareness campaign for the International Day for the Abolition of Slavery (2 December), which promoted the online modern slavery awareness training
- a student-focused awareness campaign aimed at increasing knowledge of modern slavery risks, which reached more than 3,000 social media users in September 2024.
- promotion of UQ's 2023 modern slavery statement through staff engagement channels
- an update of UQ's modern slavery response webpage for easier navigation and information retention
- a student-oriented panel discussion hosted by the School of Social Sciences on modern slavery and its impact on global society.

Actions taken — supply chains

Buying with impact and local procurement

UQ approached sourcing activities with consideration to diversifying its supply chain and promoting the importance of evaluating goods and services based on social impact, not just cost effectiveness. Additional work completed in the year included:

- development of new educational materials on modern slavery purchasing considerations
- engagement with the UQ Sustainability Team on updates to the sustainable purchasing guides to reflect modern slavery purchasing considerations.

Digital 'source to contract' platform and modern slavery risks

The digital 'source to contract' platform prompted users to consider modern slavery risks where not sourcing through an approved supply arrangement. This included a link to the modern slavery risk assessment tool. In 2024 there were 288 sourcing activities that used the tool and considered the recommended actions.

Information for suppliers

UQ's modern slavery webpage

UQ's modern slavery webpage provides suppliers and the community with information about the University's anti-slavery activities. It includes external publicly available resources, including modern slavery eLearning courses, and links to relevant UQ policies.

UQ Supplier Standards

The University's Supplier Standards outline expectations of suppliers when they engage with UQ. These include standards surrounding ethical business practices, and a connection to the Modern Slavery Act (2018).

Contract clauses

UQ's standard agreements include a modern slavery clause, which is designed to support management of modern slavery risks.

Modern slavery due diligence

As a part of UQ's ongoing efforts to reduce the risk of modern slavery in our supply chain and operations, a series of due diligence processes are in place to ensure suppliers adhere to the University's anti-slavery values and appropriate legislation.

Sourcing and partner due diligence

UQ is committed to working with its buying community to facilitate due diligence processes and reduce the risk of modern slavery in our supply chain. Our partnership and supplier networks are subject to due diligence processes through the lifetime of the engagement.

Due diligence activity through collaboration with the AUPN: self-assessment questionnaire process into medical equipment and laboratory supplies

UQ maintained membership to the AUPN, which included the opportunity to engage with the sector-based Anti-Slavery Program. UQ participated in a medical equipment and laboratory supplies self-assessment questionnaire project to strengthen the sector's approach and understanding of how suppliers assess and address the risks of modern slavery in their own operations and supply chains.

Third-party due diligence support

In line with the review undertaken of UQ's modern slavery due diligence process, the University explored third-party options to support our continued work in this space.

Modern slavery remediation process

UQ recognises that if an instance of modern slavery is identified in our operations or supply chain, we must respond swiftly and robustly. In 2024, UQ's modern slavery remediation approach was reviewed, and a new process was drafted.

The remediation process is supported by existing organisational policies and procedures, such as the

Complaints Management Policy and Procedure. These are designed to ensure the individual making the complaint has their confidentiality and safety prioritised. The process is based around the concept that, should remediation be required, UQ will work collaboratively with impacted individuals, civil society organisations and identified university stakeholders to remediate the issue and provide ongoing support to those affected.

Where the instance of modern slavery is deep within the supply chain then UQ would use its leverage and influence with our direct supplier to ensure appropriate remediation is provided in the extended supply chain.

Actions undertaken by UQ Controlled Entities

UQ's Controlled Entities have had the opportunity to participate in the Anti-Slavery Working Group and continue to assist in delivering the University's anti-slavery program. Further, the majority of controlled entities reported that they promoted and participated in modern slavery awareness training.

UQ Sport Ltd

Through the reporting period, UQ Sport Ltd undertook several awareness and training activities, as well as supply chain monitoring. Key components of the work included conducting supply chain risk assessments, focusing on high-risk regions and suppliers, and reviewing updated supplier compliance with ethical sourcing standards.

As a part of policy and procedure enhancement activities, UQ Sport also worked to strengthen supplier onboarding processes.

UQ Residences Ltd

Primarily operating in the property management and the rental industry, UQ Residences continues to engage in activities to control risk.

- Rooms and houses are only tenanted with registered UQ students or staff members, whose identities are either linked to student numbers or registered with UQ's human resources team.

- It is plainly and clearly stated in all House Rules that residents are not permitted to operate their own businesses from any UQ Residences property.

UQ College Ltd

UQ College focused on high-level risk assessments and raising general awareness across the buying community. Activities undertaken in 2024 include:

- A notice supporting Modern Slavery awareness displayed at UQ College premises, ensuring staff awareness of this issue.

- Modern slavery risk is incorporated into high-level organisational risk assessments, and are reported on periodically as a part of the risk management process.

- Finance and any staff involved in procurement or purchasing for UQ College have completed modern slavery training.

UQ Health Care Ltd

UQ Health Care provides health services for staff, students and the broader community. They have a diverse clientele, as well as a complex supply chain and operating environment. In 2024, UQ Health Care:

- developed and implemented a modern slavery clause in all supplier contracts
- vetted all new suppliers against the modern slavery risk assessment tool with inclusion of the modern slavery clause into all procurement contracts

- education materials are available in each clinic for display to promote awareness in the wider community

- included modern slavery risk as a standing agenda item for the monthly leaders meeting. The General Manager, as the representative of the Anti-Slavery Working Group, provided updates and tools as required.

JKTech Pty Ltd

JKTech enhanced their risk assessment processes by performing desktop due diligence processes on new clients. JKTech's 'Standard Terms and Conditions - Consultancy Services' contain provisions specifically addressing anti-corruption, sanctions and modern slavery.

UniQuest Pty Ltd

In 2024, UniQuest conducted a significant review into all contracts to ensure inclusion of anti-slavery provisions.

UniQuest also worked to deliver communications and training exercises for board members and staff, which included:

- a modern slavery presentation by General Counsel to the UniQuest Board
- an acknowledgement of the International Day for the Abolition of Slavery with the release of resources and materials on the UniQuest staff intranet.

Assessing the effectiveness of UQ's actions

UQ recognises that it is crucial to continually review the effectiveness of our actions to assess and address modern slavery risks.

Commenced review of processes supporting the anti-slavery program

To assess the effectiveness of existing controls and processes within UQ's anti-slavery program, a review was led by members of the Enterprise Procurement team in the following areas:

- due diligence across operations, supply chain and partner-related activities
- modern slavery concerns reporting
- the remediation process
- modern slavery risk identification and management
- an update to the Anti-Slavery Working Group terms of reference including a review of the membership.

These activities will influence the direction and effectiveness of the anti-slavery program at UQ for future reporting periods.

Assessment of training opportunities and community uptake

UQ continues to monitor the uptake of modern slavery awareness training as part of assessing its effectiveness. During 2024, staff members across the University completed the training. Additionally, staff in controlled entities had ongoing access to the training.

Procurement planning questions related to modern slavery considerations

A review was conducted as to how effectively the modern slavery questions embedded in procurement planning documents had been used. The effective use-planning tools are a key enabler of a centre-led approach to procurement, where much of the actual sourcing is conducted by people across the organisation.



Student Affairs Division review of Third-Party Provider Services Agreement

In 2024, the Student Affairs Division reviewed their Third-Party Provider Services Agreement template to ensure appropriate anti-slavery sentiments were included. As such, the Agreement now explicitly requires domestic and international student placement partners to comply with modern slavery legislation.

Independent certification/independent review

UQ Print – Forest Stewardship Council® (FSC) Audit

In 2024, UQ Print undertook an audit process to remain qualified under the Forest Stewardship Council® (FSC) certification. UQ Print continues to be compliant under the FSC's Chain of Custody Certification (*FSC-STD-40-004*), which demonstrates to third party auditors that the organisation complies by⁵:

- not using child labour
- eliminating all forms of forced and compulsory labour
- ensuring that there is no discrimination in employment and occupation
- respecting freedom of association and the effective right to collective bargaining.

⁵ <https://anz.fsc.org/chain-of-custody-certification>

UQ Sustainability initiatives' intersection with anti-slavery activities

The UQ Sustainability team developed *purchasing guidelines*, which consider human rights and environmental impact across a number of high-risk categories. Further, the University's use of Warpit (an internal second-hand office supplies and furniture marketplace) encourages procuring pre-used furniture and office supplies from within the University community.

These initiatives have reduced UQ's consumption of new products in higher risk categories for modern slavery and enhanced our sustainability values.

Assessing the effectiveness of activities undertaken by UQ controlled entities

Through participation in the Anti-Slavery Working Group, UQ's controlled entities were involved in assessing the effectiveness of their organisation's actions in relation to modern slavery. Their participation included sessions with members of the anti-slavery team about ways to improve their current approach to assessing and addressing modern slavery risks.

Consultation with UQ's controlled entities

Statement consultation

UQ's 2024 Modern Slavery Statement was prepared by members of the Anti-Slavery Working Group, including members from UQ's controlled entities. All UQ entities provided information to support the preparation of this Statement:

- JKTech Pty Ltd
- UniQuest Pty Ltd
- UQ College Limited
- UQ Health Care Limited
- UQ Residences Limited
- UQ Sport Limited.

Ongoing consultation

Each year, UQ's controlled entities are invited to be members of the Anti-Slavery Working Group. Through this process, we can regularly collaborate and consult with the entities on their approaches to anti-slavery activities, as well as provide support where required.

The entities that are not members can still access support from the Working Group through training, workshops, due diligence activities and general enquiries.

Other information

Modern slavery in UQ curriculum

In the previous reporting period, the School of Social Sciences was preparing to deliver content on the prevalence, history and forms of human enslavement in Australia as a part of their first-year curriculum in archaeology, anthropology, criminology and social sciences. In Semester 2, 2024, the first cohort of students studied this new curriculum, which combined practical elements with interactive online learning and face-to-face lectures.

This project aimed to increase awareness of modern slavery within the student body. It demonstrated the value of skills from many disciplines collaborating to recognise, analyse and address human enslavement.

An active member of the University's Anti-Slavery Working Group and Senior Lecturer at the TC Beirne School of Law has implemented human rights and modern slavery content into coursework. Across 2 courses and through case studies, students engage with content relating to forced labour and human trafficking and evaluate their potential approach as prosecutors, policy officers or other legal professionals. Some students also write a paper examining the intersections between international human rights law and human trafficking.

Discussions with civil society organisations

Through work with the Anti-Slavery Working Group, members of the UQ community were able to meet with representatives from the following organisations:

- Freedom Hub
- The Salvation Army
- The Australian Red Cross.

AUPN

In 2024, UQ engaged with the AUPN Anti-Slavery Program. Through this program, attendees learned about approaches to anti-slavery activities from others in the sector and engaged with organisations working to combat modern slavery. Highlights from 2024 include:

- UQ attendance at monthly forums with 35 other universities
- engagement with specialist presentations from organisations such as The Freedom Hub, Unchained Solutions, Property Council Australia and the Australian Red Cross
- use of ArcBlue modern slavery dashboard facilitated through AUPN for greater data transparency on modern slavery risks.

Future activities

UQ understands that approaches to prevent modern slavery are continually evolving. Future activities must educate and reinforce the importance of risk mitigation and reporting to the wider university community. Proposed future work for the University's anti-slavery program includes:

- engagement with third party due diligence organisations such as Electronics Watch
- tailored workshops for different organisational units to raise awareness of how to identify and address modern slavery risks
- webinars and other awareness activities
- development of additional visual resources for distribution across all campuses and facilities to raise awareness for staff, students, suppliers and community members
- update to existing Modern Slavery Awareness Training based on staff feedback and sector guidance
- updates to externally facing content to continue to raise awareness of anti-slavery activities for our suppliers and community.





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