SDG 8 Decent Work and Economic Growth

Overview

UQ is actively contributing to SDG 8 through a wide range of initiatives that span operations, teaching, research and community engagement.

UQ's Strategic Plan 2022-2025 outlines its commitment to preparing students for the future of work through industry partnerships, work-integrated learning and entrepreneurship programs. The University aims to provide an experiential curriculum that equips graduates with both the disciplinary knowledge and transferable skills they need to have impact and influence in a rapidly changing global workplace. UQ's teaching on decent work, employment and economic growth is also informed by its research, for example, case studies on modern slavery are used in business courses. These combined efforts ensure meaningful learning outcomes and assessment in support of UQ's Graduate Attributes, which equip graduates to make meaningful contributions to society in their chosen fields.

In research and outreach, UQ drives impact through innovative projects that address workforce sustainability and economic equity. UQ's researchers are reimagining employment models in sectors like tourism, healthcare and community services. UQ experts deliver practical guidance on nationwide workforce challenges through large-scale multi-agency data analysis, healthcare workforce tracking and macroeconomic policy roundtables. Through policy submissions, UQ advocates for the funding sustainability and employment security of the national research technical workforce, alongside the expansion of regional translational infrastructure required for industry co-investment.

UQ promotes ethical employment practices, upholds labour rights, and ensures inclusive, equitable and discrimination-free environments through policies and mechanisms like the Enterprise Bargaining Agreement and the Gender Equality Action Plan. These efforts are complemented by a strong institutional commitment to modern slavery prevention and ethical procurement practices.

Progress made in 2025 towards SDG 8 is reported here with reference to the following domains and enablers from UQ's Strategic Plan 2022-2025:

- learning and student experience
- research and innovation
- our global profile
- our people.

Related SDGs

- SDG 4 Quality education
- SDG 5 Gender equality
- SDG 9 Industry, innovation and infrastructure.

Learning and student experience

UQ is committed to offering rich and varied educational experiences that equip students to be leaders within their field, thrive in a global environment and support career readiness and progression by offering diverse industry engagement, placements and internships.

UQ actively uses evidence-based research to identify and dismantle structural barriers to ensure that career readiness pathways are equitable and inclusive for all cohorts. For instance, in a 2025 study analysing data from 443,609 young people, Dr Tomasz Zajac from UQ's Institute for Social Science Research revealed that first-in-family (FiF) students have only a 36 per cent likelihood of enrolling in university compared to 59 per cent for their peers, and they frequently shy away from high-earning or elite fields due to a lack of financial security and professional mentoring. This research aligns with UQ's Queensland Commitment, which is working to ensure equitable access to education for Queensland students, regardless of their background.

Preparing students for the world of work

UQ provides all students with the opportunity to enhance their employability through for-credit placements and industry projects, domestic and global internships, and career development learning. Employability and Career Development staff are based in both central and faculty units to actively connect students with industry partners through events, workshops, information sessions, guest lectures, industry projects and site visits. These engagements ensure students gain access to current industry insights, sector-specific knowledge and meaningful networks.

Higher Degree by Research (HDR) students can also access industry experience through a range of placement initiatives, responding to the growing demand across the public and private sectors for individuals with advanced research expertise, analytical skills and innovative thinking.

Australia's workforce is rapidly evolving due to automation and emerging industries, which is increasing demand for reskilling and lifelong learning. UQ aims to become a leader in postgraduate and flexible education, co-designed with industry to foster the skills and capabilities required to enable Australia's future economic prosperity. As outlined in the Strategic Plan, UQ has set itself the goal to double domestic postgraduate enrolments, expand alternative credentials, and launch a professional academy by 2032. New digital platforms and Brisbane Central Business District (CBD) facilities will support flexible, high-quality learning for professionals and alumni throughout their careers.

Work Integrated Learning

Teams across UQ work to build and maintain strong relationships with industry partners across all sectors. In 2025, these partnerships enabled UQ to offer Work Integrated Learning (WIL) opportunities to support more than 18,313 students, allowing them to integrate academic learning with professional work practices to develop real world capabilities and gain valuable industry exposure. For example, students training in client focused health disciplines benefit from high-quality learning opportunities by providing supervised services to community members. In 2025 these services included: exercise, dietetics and nutrition, personal training, audiology, physiotherapy, dentistry and psychology.

Beyond applying discipline-specific knowledge, WIL placements enable students to build confidence in professional environments, develop their professional identities and strengthen their skills and attributes.

To ensure equitable access to placement opportunities, UQ allocates A$500,000 annually to provide financial support up to A$2,000 per student for those experiencing financial disadvantage, helping them meet the placement requirements of their degree programs.

However, in some disciplines, particularly engineering, there is increasing recognition of the valuable contribution students make during placements, with many employers acknowledging this by offering paid placement opportunities. These initial experiences often serve as a direct pathway to further opportunities, including extended paid internships and graduate employment offers. Notably, more than 90 per cent of Bachelor of Engineering (Honours) and Master of Engineering students are currently paid on placement, with many subsequently securing graduate roles at industry leading companies such as Hatch, HeliMods and Rocket Lab.

In alignment with its commitment to advancing SDG 8 for decent work and economic growth, the University actively advocates for and encourages paid placements to ensure student contributions are valued and fairly compensated across all disciplines.

Curriculum

UQ's 2025 degree program offerings relating to SDG 8 included:

- Bachelor of Commerce
- Bachelor of Commerce/Economics
- Bachelor of Economics/Laws (Honours)
- Bachelor of Economics
- Bachelor of Politics, Philosophy and Economics (Honours)
- Bachelor of Business Management, including majors in Innovation and Entrepreneurship, International Business and Leadership and Management Science
- Bachelor of Business Management/Commerce, including majors in Business Economics, Business Information Systems, Innovation and Entrepreneurship, International Business and Leadership and Management Science
- Bachelor of Business Management/Economics, including majors in Economics and Public Policy, Business Information Systems and Economics of Strategy and Behaviour
- Bachelor of Social Science, including a major in Development
- Master of Business
- Master of International Economics and Finance.

Relevant courses within degree programs included:

- The Macroeconomy (ECON7021)
- Labour Economics (ECON2800)

- Building the Future Workforce (MGTS2609)
- Ecological and Environmental Economics (ECON7720).

United Nations Principles for Responsible Management Education (UN PRME)

Since 2015, UQ Business School has been a proud supporter and Advanced Signatory of the United Nations Principles for Responsible Management Education (UN PRME), which is an initiative of the UN Global Compact founded in 2007 as a platform to encourage and increase awareness and integration of sustainability in business schools around the world.

In 2025, UQ Business School's PRME Directorate helped UQ champion sustainability and the SDGs by:

- continuing to map more than 200 UQ Business School courses to SDG: many of these courses either focus on sustainability or include activities around specific SDGs, including Accounting, Event Management, Communication, Finance, Marketing and Tourism. Currently, 77 per cent of the UQ Business School's courses addressed at least one SDG, and 100 per cent of course profiles mapped SDGs to learning outcomes. This SDG mapping underscores how sustainability is embedded within the School's offerings and supports greater shared understanding of the School's contributions to each of the SDGs. Flagship offerings like Social Entrepreneurship and Globalisation and the World Economy allow students to engage directly with global challenges such as poverty and climate change, ensuring high-impact, values-driven learning.
- helping ensure that responsible management principles, including sustainability, are embedded into course activities and events: for example, the 2025 Digital Transformation Hackathon (part of BISM3208/BISM7208 Business Information Systems capstone) challenged students to solve highly relevant societal problems including Australia's housing crisis, using blockchain for good, and using the cloud to respond to SDGs.
- supporting partnerships with other UQ areas and external organisations to promote responsible and sustainable management practices, including:
  - a partnership with Executive Education providing courses in Leadership Excellence for the Metro South GGS Emerging Executive Leadership program, empowering medical experts to lead with confidence and influence in shaping the future of primary health care for Queensland and the UQ-Oxford Executive Leadership Program
  - partnerships within UQ Science Faculty supporting sustainability teaching in climate, energy and environment programs.
- supporting UQ to retain international accreditations: these include the European Foundation for Management Development (EQUIS) and the Association to Advance Collegiate Schools of Business (AACSB) International, providing the ability to benchmark and support best practice, improving quality, impact and innovation.

Entrepreneurship programs for students

Each year UQ offers a suite of entrepreneurship interactive programs, accelerators and events through UQ Ventures, fostering innovation and real-world hands-on business building experience. Students from all disciplines are supported at every stage of their entrepreneurial journey from exploring ideas, to launching or scaling a startup or social enterprise, through mentoring, workshops and industry connections. All initiatives engage sustainability, ethical practices and designing for diversity perspectives and frameworks to enhance their positive impact.

Programs include UQ Ventures' annual foundational Curiosity, LeadHers and Validate programs introducing students to entrepreneurial thinking and helping them build and test ideas including market validation. Students can also access Startup AdVentures to gain immersive experiences in Australian and global startup communities. Through the Industry Challenge, participants address major real world challenges supported by industry mentors. Furthermore, 3 accelerator programs, namely iLab Accelerator, Empower and FaBA Growth Hub, nurture student early-stage founders to become entrepreneurial leaders.

In 2025, UQ Ventures engaged students, staff, alumni, industry and research partners through the Ventures Accelerator and Pre-Accelerator programs, supporting 70 startups to further develop and scale their business or social enterprise. For global Startup AdVentures, 4 programs took place in Singapore, Shanghai, Shenzhen and Hanoi, connecting 94 students with leading start-ups to provide hands-on experience, strengthen regional innovation ecosystems and boost employability.

In 2025, iLab Accelerator partnered with the Momentum Accelerator for the first time to offer a one-of-a-kind experience for UQ-affiliated startups. This combined program supports 2 distinct streams across a 20-team cohort:

- iLab stream, which was designed for early-stage ventures. Each of the 10 ilab stream teams received a A$15,000 SAFE (Simple Agreement for Future Equity) note through the UniQuest Extension Fund, alongside structured mentorship and workshop.
- Momentum stream, which was funded by the QIC's Venture Capital Development Fund (VCDF) and delivered by UQ Ventures. It targets later-stage technology startups that are product-ready, in-market and demonstrating revenue or traction. One venture from this stream will have the opportunity to receive a A$100,000 investment from UniQuest.

All 20 participants across the combined cohort receive access to UQ's global mentoring and investor network, benefits from industry partnerships, structured workshop sessions conducted by industry experts, co-working space and guidance from UQ's Entrepreneurs-in-Residence, including newly welcomed EiR Vanessa Garrard. The accelerator culminated in two pitch events: a qualifying round at the StartUP Showcase on St Lucia campus on 18 October 2025 and the grand finale at the inaugural ScaleUP Showcase on 21 October 2025.

UQ Ventures also celebrated its annual Entrepreneurship and Innovation Awards which included UQ Student Entrepreneur of the Year, UQ Startup of the Year, UQ Social Enterprise of the Year and FaBA Food and Beverage Startup of the Year.

Research and innovation

UQ aims to deliver mission-driven research that is aligned with industry, government and community priorities. The University advances SDG 8 through research activities that include driving national data-gathering, fostering high-level policy dialogue and establishing institutional best practices to safeguard labour productivity and wellbeing. In addition, UQ's policy-focused research contributes towards macroeconomic and regulatory reform, and cross-sectoral service innovation for sustainable workforces.

UQ's submission to the Australian government

In December 2025, UQ submitted its central institutional response to the Australian Government's 2026 National Research Infrastructure (NRI) Roadmap Issues Paper. As a research-intensive institution managing over A$300 million in research infrastructure portfolio, UQ's policy positions target macro-level systemic optimisations for the future of national research capabilities.

Aligning with the objectives of SDG 8, part of the response focuses on strategic recommendations for structural and workforce enhancements, including:

- valuing the NRI workforce by emphasising the need to better value and communicate the impact that the NRI workforce contributes to research or translational outcomes, as well as global and economic success, which includes advocating for greater job security, and funding for early-career researcher (ECR) fellowships, apprenticeships and internships to sustain rewarding career pathways
- driving high-productivity industries by recommending flexible pilot-scale facilities and supporting ecosystem development for manufacturing advanced devices at scale to deliver national economic uplift.
- ensuring inclusive benefit sharing by advancing the rebuild of data systems with Aboriginal and Torres Strait Islander data sovereignty as a foundational principle to ensure Aboriginal and Torres Strait Islander people and communities directly benefit from research
- building future skills and Artificial Intelligence (AI) adaptability by equipping the workforce with strong skills in ethics and critical data literacy to evaluate biases in AI-driven tools, including machine-learning models and large language models.

Service innovation for sustainable workforces

In 2025, UQ continued its focus on research that transforms workforce models in diverse areas including healthcare, community services, tourism and gig economies to enhance resilience, sustainability and person-centred care. These projects, supported by partnerships and research funding, aim to address systemic challenges such as staff shortages, digital monitoring impacts and modern slavery, while promoting inclusive, future-ready employment strategies.

How we achieved this

- UQ's Health Research Accelerator (HERA) is a UQ investment in new models and capabilities to address health and medical research and innovation challenges. During 2025, the EvolveHealth Health Workforce Optimisation HERA program continued to

lead change across the Australian healthcare sector, accelerating resilience, agility and capability through innovative primary care workforce models to improve efficiency and patient outcomes. Addressing challenges of rising costs, increasing demand and critical staff shortages, EvolveHealth partners with policymakers, peak bodies and consumers to drive evidence-based solutions that improve policy and practice. In 2025, key milestones include:

  - supporting the national implementation of Australian Government's *Unleashing the Potential of our Health Workforce – Scope of Practice Review*. Building on EvolveHealth's foundational research for the Review, government established the Primary Care and Workforce Reviews Taskforce to systematically execute the review's 18 key recommendations across the Australian primary care ecosystem.
  - contributing to the broader HERA performance review from January 2023 to December 2025, where the collective HERA programs achieved 218 policy and media citations and 204 active or forming partnerships spanning industry, government and non-profit sectors by the end of 2025.
  - expanding EvolveHealth's collaborative research model in late 2025 to tackle acute regional challenges, including data-driven tracking of critical rural medical shortages and testing alternative care pathways utilising under-allocated allied health practitioners.

- UQ's Centre for Policy Futures collaborated with NGO Anglicare Southern Queensland (ASQ) to advance SDG 8 through the project 'Building a Resilient and Sustainable Workforce for the Future'. This project examined the challenges of workforce attraction and retention in the community sector to better understand the processes underlying an individual's decision to apply for and stay in a job. This work delivered practical recommendations for ASQ and the broader community sector, including proposed actions, resources and guidelines for the evaluation of a pilot employment model.
- A team at UQ's Business School has been funded by an ARC Discovery Project to undertake work 'Well-being and Productivity in Metricised Employee Performance Systems' from 2023-2026. The project advances knowledge around the impact that the increasing use of digitised monitoring, performance measurement and metric systems is having on the workforce. It generates a greater understanding of why, when and how these systems have a positive rather than a negative impact on employee motivation, well-being and performance. The resulting design guidelines enhance organisations' understanding and capability to sustainably manage and implement the use of monitoring and metric systems. This will help reduce the financial burden of workplace stress that these systems have, positively influence worker well-being and work culture, and help increase workplace productivity.
- Professor Martin Edwards from the UQ Business School is part of the team delivering the ARC Discovery project from 2023-2026, 'Re-Theorising Employee Voice in Times of Change'. This project generates new knowledge in the area of employee voice and aims to build better theoretical modelling of efficient, effective employee voice pathways by, for the first time, including a temporal component to understanding voice. The project's expected outcomes include rigorous empirical evidence and theoretical developments to inform new policy, support organisations' capacity to survive and thrive and support employee well-being.

- UQ's Business School hosted a 2025 roundtable to consider the appropriate provision of both food and food related services during the 2032 Brisbane Olympics and beyond. These discussions formed the basis for a 2026 white paper *Feeding the Brisbane 2032 Games*. Delivered by the Innovation Pathways Program in FaBA, the roundtable included 80 experts from industry, government and academia to discuss challenges, opportunities and recommendations for policy and practice across the supply chain.

Our global profile

At a global level, UQ aims to advance the SDG 8 by leveraging its development expertise to support capacity-building in the Indo-Pacific region. In collaboration with a range of international partners, the University undertakes development initiatives and research that have international impact and delivers training to learners from broad and diverse backgrounds.

UQ International Development (UQID)

The Delivering strong and sustainable global development outcomes Impact plan (2021-2025) outlines UQ's commitment to creating lasting global development impact through education, research and partnerships. By its very nature, the global development work offers unique and meaningful opportunities to achieve UQ's vision of knowledge leadership for a better world through the practical application of its expertise and capabilities.

Aligning with SDG 8, UQ focuses on capacity building, technical advice and policy making to support employment, workforce development and economic resilience. UQ's International Development team plays a key role in sourcing and managing projects that improve human development outcomes and decent work opportunities. Activities focus on partnership and collaboration with public, private and NGO sectors to support sustainable livelihoods and inclusive economic growth.

Through UQID team, UQ delivers targeted capacity-building programs that advance sustainable workforces and inclusive institutional frameworks globally. Key global initiatives in 2025 include:

- strengthening mining governance for sustainable development in Africa. UQ contributes to strengthening mining governance across Africa through the 'Australia Awards Africa Short Course' in Mining Governance, delivered by experts from UQ's Sustainable Minerals Institute and UQID. In 2025, the course engaged African government, geological and regulatory participants whose work supports policy development, safety and environmental standards. The programme enhanced participants' capacity to contribute to effective, inclusive governance, while broadening professional networks across Africa and Australia. Activities combined technical learning and cross-sector exchange, including site visits across Queensland's key resource regions to engage with government stakeholders, infrastructure, mines and Indigenous communities. Country presentations allowed participants to share local challenges, while gender equality, disability and social inclusion (GEDSI) considerations were embedded throughout. Participants also engaged with Indigenous leaders and industry speakers on cultural heritage and mine management, supporting reflection on responsible, inclusive and context-aware mining governance.

- strengthening gender mainstreaming through inclusive policy development. In 2024 and into 2025, the Australia Awards Strengthening Gender Mainstreaming Implementation short course enhanced the capacity of Indonesian government and civil society actors to integrate gender equality into public policy. Delivered by UQID and funded by Australia's Department of Foreign Affairs and Trade (DFAT), the course promoted inclusive economic growth by equipping participants with tools for gender-responsive planning, budgeting and evaluation. It fostered collaboration between government and civil society organisations, supported intersectional approaches, and showcased international best practices. By strengthening institutional frameworks for gender equality, the course contributed to more equitable and productive workplaces, aligning with SDG 5, SDG 8, and SDG 10.
- advancing Australia-Mongolia partnership. In 2024 and 2025, the Australia Awards Fellowship strengthened Mongolia's mining sector through professional development, knowledge exchange, and capacity building. It promoted decent work by enhancing skills, supporting inclusive employment practices, and fostering sustainable economic growth. Through collaboration with Australian experts and institutions, the program empowered Mongolian stakeholders to adopt responsible mining and energy practices, improve social performance and create opportunities for vulnerable groups, including women and people with disabilities, aligning with SDG 8.
- enhanced training in mining in Chile and Argentina. In 2025, UQ Sustainable Minerals Institute (SMI) received a A$1 million funding package from the Australian Government Department of Education to design and deliver short courses for workers at mining projects in Chile and Argentina. The funding supports innovative international education projects led by experts from SMI-ICE-Chile and UQ Skills. These projects expand Australia's transnational education in a key industry by developing locally relevant courses that are underpinned by Australia's excellent Vocational Education Training (VET) standards. Courses were delivered to an initial cohort of 160 professionals, ranging from front-line workers, supervisors, and technical support staff all the way up to executive management. This initiative also improved local capacity to deliver technical and vocational education and training. In Chile, UQ worked alongside the National Mining Society of Chile (SONAMI) and the country's National Institute for Professional Training (INACAP) to develop and deliver the new courses. In Argentina, the training was developed and delivered in partnership with Universidad Católica de Salta (UCASAL) and global mining company Rio Tinto.

Our people

UQ's success is determined by its ability to attract and retain highly talented, committed people who are leaders in their field. For this reason, UQ is intent on embedding a culture built around UQ's values, where the many talents, passions and perspectives of staff and alumni are recognised, encouraged and nurtured. UQ is committed to good employment practices through its enterprise bargaining processes and through UQ's policies and procedures.

Inclusive and supportive culture

UQ is nurturing a supportive and inclusive culture that aligns with the University's values, celebrates diversity, enables inclusion and drives excellence. A range of UQ initiatives and

collaborations provide a safe and positive work environment for students and staff in line with the University's Strategic Plan.

How we achieved this

- UQ has guaranteed decent work conditions, fair wages and social protection for staff through its Enterprise Bargaining Agreement 2021-2026 (EBA). The EBA included two 2 per cent salary rises in 2025. UQ continued to offer higher rates of superannuation contributions than the community standards and provided generous paid leave entitlements covering a variety of annual, personal, parental and long service leave.
- UQ continued to recognise labour rights and freedom of association, and maintain respectful and fruitful relationships with key unions, including the National Tertiary Education Union (NTEU) and Together Union and the UQ Student Union (UQU).
- UQ maintained a range of policies, procedures and practices to help ensure a respectful, healthy and equitable work environment for all staff and students, including but not limited to the Diversity, Equity and Inclusive Behaviours Policy and Prevention of Discrimination, Harassment and Bullying Behaviours Procedure.
- UQ achieved a response rate of 67 per cent from fixed-term and continuing staff on the 2025 Pulse survey, offering leaders fast access to results data and dashboards. UQ saw improvement across all questions compared with the previous Pulse survey, with an average increase of 3.8 per cent.
- UQ implemented its 2025 Equity, Diversity and Inclusion (EDI) Plan on a Page. This plan focuses on high-impact, high-value actions, including introducing an inclusive leadership masterclass, finalising an inclusive recruitment guide and hosting an EDI forum.
- UQ continued to support gender equity through participation in the SAGE Athena Swan program, achieving our 2nd Cygnet Award focused on the evaluation of our work to support trans and gender diverse staff.
- UQ's Salary Loadings and Performance Payments Policy demonstrates its commitment to gender pay equity and to implementing UQ-wide strategies with a view to eradicating gender-based pay inequities.
- The UQ 2025 Gender Pay Gap Employer Statement affirms UQ's strong commitment to improving gender equity and taking action to close its gender pay gap. UQ also undertook its annual internal gender pay equity audit to understand drivers and identify actions to address the gap.
- UQ successfully retained its Pride in Diversity Australian Workplace Equality Index Gold Award for the 3rd successive year.
- The University redeveloped the UQ Ally Workshop to improve accessibility, flexibility and relevance, while installing rainbow-themes artworks at UQ campuses to enhance LGBTQIA+ visibility and inclusion.
- UQ continued to implement both the Aboriginal and Torres Strait Islander Research and Innovation Strategy and the Aboriginal and Torres Strait Islander Employment Strategy, and hosted the 5th annual Aboriginal and Torres Strait Islander Research

and Innovation Forum which focused on stories and truth-telling to enable Indigenous research methods.

- UQ progressed implementation of the inaugural Disability Inclusion Research and Innovation Plan 2024-2026 and maintained an active Disability Inclusion Community of Practice, which aims to provide practical resources for staff and information on key academic work.
- The UQ Disability Inclusion Advocacy Network (DIAN) continued to carry out key activities with the aim of promoting and supporting disability inclusion and helping to progress UQ as a safe and supportive space for staff with disabilities, including leading disability masterclass training sessions for staff.
- UQ continued to work towards a Dementia Friendly status as part of the Dementia Friendly University Initiative in partnership with Dementia Australia.
- UQ continued implementing its Sexual Misconduct Action Plan and Psychosocial Health Implementation Master Action Plan as part of an ongoing commitment to prevent and respond to sexual misconduct on campus. UQ also delivered specialised face-to-face, trauma-informed training on preventing gender-based violence and sexual misconduct for senior leaders, with 91 per cent of leaders at management levels 1 to 5 completing the program.
- UQ also continued the activities of the Respect Network, which aims to educate, equip and empower staff and students to better prevent and respond to sexual misconduct and all forms of discrimination and harassment across the University.

Modern slavery and equivalent rights

As outlined in UQ's response to modern slavery, the University continues its commitment to acting ethically and with integrity in its relationships and to employing all reasonable efforts to prevent all forms of slavery and human trafficking within its operations and supply chains. It is important for UQ to treat people with care, dignity and respect within the organisation and in the communities where the University operates, including supply chains. UQ publishes an annual Modern Slavery Statement reflecting on the initiatives and measures undertaken to identify, mitigate and manage the risks of modern slavery and human trafficking in operations and supply chains.

UQ's approach is grounded in three key pillars: prevention, mitigation and remediation. The University has established the UQ Anti-slavery Working Group, which includes representation from several of UQ's controlled entities. The purpose of the working group is to facilitate UQ's response to modern slavery and comply with the legislative requirements of the *Modern Slavery Act 2018 (Cth).*

In 2025, UQ participated in several sector-wide due diligence activities, including an Electronics Watch pilot program. The pilot provided further insights into multiple levels of UQ's supply chain in the high-risk category of information and communication technology products. UQ also continued its due diligence work into the high-risk procurement category of medical equipment and laboratory supplies and participated in the higher education sector's response to modern slavery concerns in gloves manufacturing. UQ will continue to support these sector activities through the Australasian Universities Procurement Network

(AUPN) Anti-Slavery Program, as part of UQ's progress in addressing and managing risks in its global supply chains.

The Anti-Slavery Working Group also supported the Student Support and Wellbeing Services (SSWS) team in embedding modern slavery awareness into student support practice. The working group continues to raise awareness of modern slavery across the UQ community through events and training.

Some of the awareness activities conducted in 2025 include:

- attendance at the New South Wales Anti-Slavery Commissioner's International Student Risk Roundtable event, hosted by the University of Sydney
- anti-Slavery program workshops with key stakeholders and procurement category leads
- a communications campaign for the International Day for the Abolition of Slavery
- a modern slavery awareness panel discussion to educate senior leaders and those working in higher risk operational areas, such as student-facing roles).

The panel discussion was hosted by the Asia Pacific Centre for the Responsibility to Protect (R2P) and UQ School of Law. Panellists from UQ, the Australian Federal Police and the Australian Red Cross addressed the global challenge of modern slavery and presented UQ's research into its effects. They also shared accounts highlighting modern slavery within Australia and its profound impact on victims.

UQ staff must comply with the Procurement Policy, which requires procurement and purchasing activities to be undertaken in an economically, socially, environmentally and ethically responsible way.