

# Modern Slavery Statement

*REPORTING YEAR 2023*



Ngala kwop biddi.  
Building a brighter future, together.

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# Acknowledgement of Country

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**Murdoch University is primarily situated on the boodja of the Whadjuk and Binjareb Noongar peoples, and we acknowledge the enduring connection and profound relationship of First Nations peoples to these lands.**

We honour and respect the resilience and heritage of First Nations peoples, who have faced historical injustices and continue to endure the lasting impacts of slavery. The legacy of slavery has left a painful mark on First Nations communities, with forced labour and exploitation representing a dark chapter in Australia's history.

By embracing truth-telling, Murdoch University strives to address modern slavery in a way that ensures the wrongs of the past are not forgotten as we endeavour to create a more just and equitable future for all.

# Disclaimer

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*This statement contains information about modern slavery that may be unsettling or distressing for some people.*

For some people, the comments made in this statement may trigger traumatic emotions or may indicate that you or someone you know is vulnerable to the impacts of modern slavery. If you or someone you know is in danger or need to talk to someone, the following resources are available to help.

In an emergency, you should always call emergency services by dialling triple zero (000).

In addition, 24-hour free phone counselling and support is available from the following resources:

- Lifeline – 13 11 14
- Mental Health Emergency Response Line – 1300 555 788 (Perth Metro); 1800 676 822 (Peel Region)
- Crisis Care – 1800 199 008

Everyone has the right to feel safe and secure on our campuses. Our Security Services team are in place to help you on your university journey by keeping Murdoch safe. If you feel unsafe on campus or are concerned for someone else's safety on campus, you can contact the Security Services team on (08) 9360 6262, 24 hours a day.

Murdoch University provides specialist 24/7 multilingual emergency safety and wellbeing support for international students through our preferred Overseas Student Health Cover (OHSC) provider. Student Central, located in Boola Katijin (Building 360), can provide international students support in accessing this service.

If you are a student at Murdoch University, you can also access free, confidential counselling services through the Murdoch University Counselling Service.

- Perth – (+61) 8 9360 1227
- Mandurah – (+61) 8 9360 1227
- Singapore – (+65) 6 309 5227
- Dubai – (+971) 4 574 9800

If you are experiencing the effects of any form of modern slavery, you can also contact the Australian Federal Police (AFP) on 131 237 or access the AFP website at [www.afp.gov.au](http://www.afp.gov.au) for assistance. The AFP can provide advice and refer you to other services that provide emergency accommodation, financial support, counselling and legal and immigration advice.

# Message from our Vice Chancellor

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**At Murdoch University, our commitment to ethical conduct and social responsibility is deeply ingrained in our values and strategic vision.**

As outlined in our strategy, Ngala Kwop Bididi, we strive to be a leading university of choice for people who care, who value inclusion, curiosity and innovation, and who desire to make a positive societal impact. We are dedicated to building a welcoming, diverse, and inclusive community that provides a culturally safe environment where all can realise their potential. Furthermore, we aspire to become the university of first choice for First Nations peoples, embracing and promoting Indigenous knowledges and cultural inclusivity.

Aligned with these strategic themes, we recognise our moral and legal obligation to address the issue of modern slavery within our operations and supply chains. Modern slavery is a grave violation of human rights, and we are committed to taking proactive measures to identify, assess, and mitigate the risks associated with these exploitative practices.

Whilst we have made significant strides in our efforts to combat modern slavery, our work is far from complete. Modern slavery is a complex and persistent challenge that requires sustained vigilance and collaboration. We must remain steadfast in our commitment to eradicating these exploitative practices and promoting ethical business practices across all aspects of our operations.

Collaboration is key to addressing modern slavery effectively. We will continue to engage with industry bodies, government agencies, and other stakeholders to contribute to sector-wide initiatives and best practices. By working together, we can amplify our impact and drive meaningful change.

Murdoch University remains dedicated to upholding the principles of human rights, dignity, and freedom for all individuals. We will continue to take proactive measures to combat modern slavery, fostering an environment of transparency, accountability, and ethical conduct. Our efforts are guided by our shared purpose to change lives and society for the better, contributing to the solution of societal and environmental challenges, and providing an inclusive, caring community in which everyone can realise their potential.

A handwritten signature in black ink, reading "A Deeks". The signature is written in a cursive, flowing style.

**Professor Andrew Deeks**  
**President and Vice Chancellor**

# About this Statement



## 1.1 Overview

*Murdoch University (ABN 61 616 369 313) is a statutory corporation established in Western Australia under the Murdoch University Act 1973.*

Pursuant to the Modern Slavery Act 2018 (Cth), this statement sets out the actions taken by Murdoch University to identify and address modern slavery and human trafficking risks in our operations and supply chain for the year ending 31 December 2023.

This is Murdoch University's fourth Modern Slavery Statement and is submitted on behalf of Murdoch University and its controlled entities.

This statement was approved by the Senate of Murdoch University on 25 June 2024.

## 1.2 Controlled Entities

Throughout 2023, Murdoch University had seven wholly owned and controlled subsidiaries, all of which are covered by this statement:

<b>Entity</b>	<b>Description</b>
Murdoch Investments Company Pty Ltd	A wholly owned entity of Murdoch University, the entity's primary purpose is as the holding company of Murdoch Retirement Services Pty Ltd.
Murdoch Retirement Services Pty Ltd	A wholly owned entity of Murdoch Investments Company Pty Ltd, the entity is responsible for the operations of the St Ives Retirement Village.
Innovative Chiropractic Learning Pty Ltd	A wholly owned entity of Murdoch University, the entity is responsible for the operations of Murdoch University's chiropractic clinic.
Murdoch Ventures Pty Ltd	A wholly owned entity of Murdoch University, the entity is Murdoch's primary investment making entity.
Murdoch Singapore Pte Ltd	A wholly owned entity of Murdoch University, the entity is responsible for the operations of Murdoch's Singapore campus.
The Alan and Iris Peacocke Research Foundation	A philanthropic entity established to support medical, health and agricultural research at Murdoch University.
Algae Harvest Pty Ltd	A wholly owned entity of Murdoch University, the entity has not undertaken any operations of note since its registration.

# About Murdoch University

# 2

## 2.2 Who we are

*Murdoch University has, from its foundation in 1974, been a University of Difference.*

Established as the second university in the State of Western Australia, Murdoch has always been associated with environment and conservation, social justice and inclusion, and providing pathways into and through a university education for people who had previously been excluded.

In 2023, Murdoch University launched its new strategy – Ngala Kwop Biddi: Building a Bright Future, Together. Our strategy is underpinned by three strategic themes which align with Murdoch’s identity and focus for the future. These strategic themes are Sustainability; Equity Diversity and Inclusion; and First Nations. Our three strategic themes flow through everything that we do, and taken together, characterise the distinctiveness and identity of Murdoch University.



## 24,051 students\*

Undergraduate	16,766
Postgraduate	7,305
Domestic	11,342
International Onshore	7,271
Transnational Education	5,457

\* Student categories do not add to total, as students may have enrolled in multiple categories in the year.

## 61.3% domestic equity students\*

First Nations Students	2.42%
Low SES Student	20.83%
Students with a Disability	22.35%

\* Domestic Equity Students figure includes students in one or more identified equity groups – First Nations, low socio economic status, regional

## 3,105 staff\*

Academic Staff (FTE)	1,284
Professional Staff (FTE)	1,821

\* Full time equivalent

## Total revenue \$472,586,000

Increase in revenue	29.5%
Total research income	\$50,193,000





## 2.2 Governance

### Senate

Under the Murdoch University Act 1973 (WA), the governing body of the University is the Senate. Senate is ultimately responsible for all University affairs – approving the Strategic Plan; overseeing policy and procedures and guiding programs and activities. To assist in the effective governance of the University, Senate has established five committees:

- The Audit and Risk Committee helps Senate meet its governance, risk and compliance oversight responsibilities.
- The Chancellor's and Nominations Committee advises on governance issues; determines remuneration for Senior Officers; and reviews the performance and succession plans for Vice Chancellors and Senior Officers. This committee also recommends the appointment of Senate members.
- The Honorary Awards and Ceremonial Committee awards honorary degrees and Senate medals and oversees guidelines and policies relating to honorary degrees, Senate medals, graduation ceremonies and regalia.
- The People Safety and Culture Committee advises on governance issues in relation to staff and students. It oversees strategies to enhance people and organisational effectiveness, and staff and student engagement and safety. It monitors complaints, allegations of misconduct, integrity and critical incidents.
- The Resource Committee advises on a wide range of governance issues including financial control and sustainability, investment capability, campus development, commercial activities, oversight of the University's subsidiary entities, the finances of the Guild of Students (in an advisory capacity), and other relevant matters.

### Executive

As set out in the Murdoch University Act 1973, the Vice Chancellor is chief executive officer and academic principal. The Vice Chancellor is also tasked with the leadership and development of the University and achievement of its Strategic Plan. Professor Andrew Deeks is the Vice Chancellor having taken up the position on 26 March 2022

The Vice Chancellor appoints an executive group, collectively titled the Senior Leadership Team, that has responsibilities for the academic and professional operations of the university.



# Identifying our Modern Slavery Risks

# 3

## 3.1 Our Supply Chain

### Overview

Murdoch University acknowledges the intricate nature of modern slavery risks within our supply chain, recognising that various factors contribute to the heightened vulnerability of certain populations. In our ongoing efforts to combat modern slavery, we are mindful of the consistent identification of specific sectors and products as high-risk areas, regardless of geographical location. These sectors typically exhibit distinct characteristics that amplify the risk of exploitation and human rights abuses. They are frequently characterised by informality and a lack of regulatory oversight, resulting in poor visibility over lower-tier suppliers and subcontractors. Moreover, these industries often rely heavily on a workforce willing to undertake tasks deemed undesirable, including hazardous or low-skilled work that may expose workers to significant risks to health and safety.

Furthermore, seasonal employment practices prevalent in these sectors exacerbate vulnerabilities, as workers may face precarious employment conditions and low wages during peak seasons. These industries continue to present complex challenges that require ongoing attention and collaboration across stakeholder groups to effect meaningful change and uphold human rights standards within our supply chains.

### Systems Deployment and Data Categorisation

In late 2022, Murdoch University launched our new Workday Enterprise Resource Planning System. Throughout the reporting period, we invested significant time in understanding the capabilities of the system and working towards optimising our source-to-pay workflows and processes, with emphasis on using our Workday platform to its capacity. Relevantly, with a common supplier onboarding process for all new suppliers, the Workday platform provides us with numerous opportunities to drive supplier due diligence, better utilise risk assessments and build awareness of modern slavery risks during the supplier onboarding process.

Building on the significant work done as part of our Workday deployment, Murdoch University undertook an extensive spend categorisation exercise that has enabled us to deeply understand our spend profile across multiple vectors.

Through this analysis, and in line with the commitments outlined in our 2022 Modern Slavery Statement, we have been able to undertake detailed modern slavery risk mapping of our supply chain, leveraging third-party inputs to arrive at independent and reliable risk categorisations. By undertaking this comprehensive exercise, it has become abundantly apparent that our supply chain is highly complex and contains spend where indicators of modern slavery are prevalent.



### Supply Chain Profile

To illustrate the complexity in our supply chain, Murdoch University directly engaged 1,977 suppliers across 47 countries and 201 unique spend categories throughout 2023. By applying the risk profiles ascribed to these countries and spend categories by the Australian University Procurement Network's (AUPN) Anti-Slavery Working Group, Murdoch University's spend profile is represented below:

#### Category of Spend – Top 10

#	Spend Category	Risk	%
1	New build works	High	13.34%
2	Other universities & educational institutions	Low	12.74%
3	Student recruitment - international	Medium	10.67%
4	International student insurance	High	3.87%
5	Temporary labour	High	3.91%
6	Other consulting services	Low	3.30%
7	Support software	High	2.95%
8	Office fit-out	High	2.76%
9	Research services	Medium	2.18%
10	Infrastructure as a service (IAAS)	High	2.13%

#### Category Risk Profile by Total Spend

Risk Level	%
Low	24.07%
Medium	21.49%
High	48.63%

Throughout 2023, Murdoch University engaged suppliers from 47 countries across the world. Over 98% of our total spend in 2023 was in the top 10 countries as shown below.

#### Spend by Country – Top 10

#	Country	%	Risk Level
1	Australia	91.31%	Low
2	Pakistan	2.13%	Very High
3	Bhutan	1.26%	Medium
4	Netherlands	1.02%	Low
5	United States of America	0.59%	Low
6	United Kingdom	0.55%	Low
7	India	0.54%	High
8	United Arab Emirates	0.44%	Medium
9	Spain	0.36%	Low
10	Singapore	0.35%	Low

#### Country Risk Profile by Total Spend

Risk Level	%
Low	94.78%
Medium	2.16%
High	0.93%
Very High	2.13%

### **Our Informed Approach**

Murdoch University has made significant strides in understanding and addressing modern slavery risks within our supply chain. Our Modern Slavery Questionnaire (MSQ), which was enhanced in 2023, has been instrumental in enabling us to elicit richer data and deeper insights from our suppliers.

The revised MSQ allows us to gain a comprehensive understanding of our suppliers' operations, labour practices, and potential modern slavery risks within their own supply chains (tier 2 and beyond). This year, we onboarded 523 new suppliers, and the MSQ has been instrumental in mapping our extended supply chain and identifying key areas of concern.

**“ Guest speakers from groups such as the Mekong Club, a leading anti-trafficking organisation, and the NSW Anti-Slavery Commissioner have provided invaluable training and guidance.**

### **Collaboration with the Australian University Procurement Network**

In conjunction with our internal efforts to identify and mitigate instances of modern slavery within our supply chain and operations, we have continued our active collaboration with other universities through the AUPN Anti-Slavery Program. This inter-university partnership has proven invaluable, providing a rich source of insights, best practices, and shared learnings on addressing sector-wide challenges related to modern slavery.

Through this collaboration, we have benefited from engaging with external subject matter experts and organisations at the forefront of combating modern slavery. Guest speakers from groups such as the Mekong Club, a leading anti-trafficking organisation, and the NSW Anti-Slavery Commissioner have provided invaluable training and guidance. Their expertise has enhanced our ability to better understand the indicators of modern slavery practices and develop targeted strategies to mitigate these risks within our supply chains.

By leveraging the collective knowledge and resources of the AUPN Anti-Slavery Program, we have been able to strengthen our due diligence processes, supplier risk assessments, and monitoring mechanisms. This collaborative approach has enabled us to stay informed about emerging trends, regulatory developments, and industry best practices in the fight against modern slavery.



## 3.2 Our Operations

### Overview

At Murdoch University, we acknowledge that modern slavery risks can exist not only in our supply chains but also within our own operations and student community. As a large institution with diverse activities and a significant international student population, we recognise the possibility that unethical labour practices, substandard working conditions, or inadequate policies and procedures could inadvertently contribute to instances of modern slavery.

We are committed to identifying and addressing any potential risks within our university community, including our student recruitment processes, employment practices, and operational procedures.

International students can face unique challenges, such as language barriers, unfamiliarity with local laws and support systems, and visa-related vulnerabilities, which could potentially be exploited. The university is aware of the possibility of modern slavery occurring in areas related to student life, such as accommodation, employment, and educational settings, and we acknowledge the work to be done in this space to better inform and support our student cohort.

### Students

Murdoch University takes great pride in its diverse and vibrant community of over 24,000 students that come from a wide range of backgrounds and origins, both international and domestic. This rich diversity is a core strength of Murdoch, fostering an inclusive and culturally enriching environment that prepares students to thrive in an increasingly globalised world.

As part of our strong focus on student experience, we ensure that students have access to a comprehensive suite of support services that enable students to seek confidential support on a range of issues, many of which may be indicators of modern slavery. By providing a supportive space for students to discuss these sensitive matters, the university is well-positioned to identify instances of potential exploitation, human trafficking, or forced labour situations affecting its student community. The university's commitment to fostering an inclusive and caring environment empowers students to speak up about their experiences, enabling Murdoch staff and other support workers to take appropriate action and connect affected individuals with relevant support resources.

### Employees

As an employer of over 3,100 full-time equivalent staff, Murdoch University is committed to upholding ethical employment practices and safeguarding the rights and well-being of our employees. We recognise the potential risks of modern slavery within employment contexts and have implemented robust recruitment processes to identify and mitigate these risks within our workforce.

Our recruitment procedures prioritise transparency, fairness, and compliance with all relevant labour laws and regulations. We conduct comprehensive background checks and due diligence on all prospective employees to ensure they have the legal right to work and are not being subjected to any form of coercion, deception, or exploitation.

**“ Murdoch University maintains an open and inclusive workplace culture that encourages employees to report any concerns or suspected instances of unethical or illegal labour practices without fear of retaliation.**

Murdoch University strictly prohibits the use of forced, bonded, or involuntary labour in any of our operations. Our employment contracts are clear, fair, and provided in a language understood by the employee. We ensure that all employees have a comprehensive understanding of their rights, responsibilities, and working conditions before commencing employment.

Murdoch University maintains an open and inclusive workplace culture that encourages employees to report any concerns or suspected instances of unethical or illegal labour practices without fear of retaliation. We have established robust complaint mechanisms and whistleblower protections to address any issues that may arise.

By upholding these rigorous recruitment practices and fostering a culture of transparency and accountability, we strive to ensure that our employee base is free from any form of modern slavery or exploitation.



# Addressing our Modern Slavery Risks

# 4

## 4.1 Our Supply Chain

### Contract Clauses

To support Murdoch University's management of modern slavery risks, we implemented a range of modern slavery clauses within our contract templates in 2022. These clauses continued to provide an important contractual mechanism throughout the reporting period that enable us to work with our suppliers to identify and mitigate modern slavery risks.

At a high level, these clauses:

- Provide assurances that our suppliers will conduct their business in line with the principles expressed within the Modern Slavery Act 2018 (Cth).
- Require that suppliers have undertaken their own due diligence to confirm that there is no known instances of modern slavery within their organisation or supply chain.
- Provide Murdoch University the right to conduct reasonable audits of the supplier's operations to validate statements made by the supply.

### Training

In 2023, our Modern Slavery Advisory Group launched our Modern Slavery Awareness training program as a subset of our broader Ethics and Conduct training offering. Primarily relevant to staff members who undertake purchasing or procurement functions, the training course attracted 128 enrolments across a diverse range of business areas, ensuring that the university has stakeholders broadly distributed throughout the organisation with critical knowledge on the indicators of modern slavery risks within purchasing activities.

### International Student Recruitment Agents

With over 7,200 onshore international students enrolled at Murdoch University in 2023, we engage a diverse range of third-party partners globally that support our international student cohort. Accordingly, a significant portion of Murdoch University's higher risk international spend is with international student recruitment agencies.

We recognise that across the tertiary education sector, international student recruitment agencies represent a key modern slavery risk in our supply chain, with potential links to human trafficking, forced labour and misleading or deceptive recruitment practices. Murdoch University plays a critical role in identifying potential signs of modern slavery by closely monitoring student applications, student attendance and payment of fees.

In addition, our International Compliance Manager undertakes comprehensive due diligence activities when engaging international student recruitment agencies in line with relevant legislative and regulatory requirements. Relevantly, our standard agreement with international student recruitment agencies includes contractual obligations that pertain to the identification and prevention of modern slavery practices. Furthermore, comprehensive annual reviews are undertaken by our International Office to ensure that agencies are continuing to meet the high standards expected of them and to ensure that they are not undertaking misleading or deceptive recruitment practices that are in contravention of The National Code of Practice for Providers of Education and Training to Overseas Students 2018.



### **Minor Works Suppliers**

The building and construction industry supplies a wide range of services to Murdoch University, particularly through the delivery of works required to refurbish existing buildings and to construct new buildings or structures. This category of spend is deemed to be high risk by the AUPN, with industry participants vulnerable to sub-standard working conditions, poor safety practices and worker exploitation. We are keenly aware that these risks have likely been exacerbated by the post-pandemic construction market, which has seen a significant shortage of labour, tight profit margins and many companies entering into administration and ultimately becoming insolvent.

To support our campus operations, Murdoch maintains a panel of contractors who are prequalified to deliver construction projects valued at under \$5,000,000. As part of our original formation of this panel, all contractors were required to undertake our comprehensive modern slavery questionnaire to confirm that they were not aware of any instances of modern slavery within their organisation or supply chain, and to demonstrate that they have sufficient policies and operational mechanisms to identify and remedy any potential instances of modern slavery. These contractors are also subject to the above-mentioned contract clauses and must demonstrate continued compliance with our modern slavery requirements in order to maintain their pre-qualified status.

Noting the residual modern slavery risks involved in engaging non-panel construction contractors, our standard screening and due diligence requirements apply for all new vendors, which enables us to effectively identify and manage any potential instances of modern slavery within our building and construction supply chain.

### **Cleaning Services**

In March 2023, representatives from Murdoch University attended a presentation that was facilitated by the AUPN and delivered by the Cleaning Accountability Framework (CAF). CAF is an Australian organisation established with the objective of “ending exploitation in property services and improving work standards through education and advocacy”. This presentation provided robust detail on the modern slavery risk factors that are prevalent in the cleaning industry and outlined the key indicators that are linked to common vulnerabilities in this industry, including forced labour, deceptive recruitment practices and underpayment of staff wages.

In 2023, we continued our contractual arrangement with our major, long-standing cleaning contractor. This continuity ensured that we continued to operate under an arrangement that supports sustainably priced cleaning services, with the contract’s pricing mechanism being demonstrably linked to the underlying cost of all legally required staff entitlements. Furthermore, through our ongoing cleaning arrangement we ensured the continuation of robust, bespoke contractual clauses that place positive obligations on the contractor to ensure that all relevant employment standards are met on an ongoing and continuous basis.

## 4.2 Our Operations

### Modern Slavery Advisory Group

Our Modern Slavery Advisory Group (MSAG) was established in 2020 as a core advisory group to support the university's management of modern slavery risks across our operations and supply chain. Accountable to the Chief Financial Officer, the MSAG has strong executive support and a clear communication channel to the Vice Chancellor and Senate.

Throughout 2023, the MSAG championed a number of initiatives as outlined within this Modern Slavery Statement. The group is comprised of senior representatives from a diverse range of functions including procurement, operations, property management, wellbeing & equity, research and teaching. By adopting this cross-functional model, we are able to leverage the collective and diverse knowledge of the group's members and better understand how modern slavery risks may present within the organisation.

Perhaps more importantly, as MSAG members gain an increased understanding of modern slavery, members are able to, and encouraged to, identify further change opportunities within their respective areas and to lead relevant change initiatives at a local level.

### Complaints Mechanism

In acknowledging the potential risks of modern slavery practices within our organisation, Murdoch University provides established mechanisms for staff, students, and the public to report any instances of suspected forms of modern slavery. In line with our Student Complaints Management Procedure, students can submit anonymous complaints, providing a safe channel to report exploitative practices or violations. Additionally, the university's general complaints process allows formal written complaints to be submitted to the University Secretary's Office by any party. While not dedicated solely to modern slavery concerns, these reporting avenues can be utilised to raise suspicions or allegations related to modern slavery within our operations or supply chains.

### Fixed Term Contract Conversions

Murdoch University embarked on a yearlong initiative to convert a majority of fixed term contracts, excluding funded roles. This transformation aligns with amendments to the Fair Work Act 2009 (Cth) and, more importantly, reflects the University's dedication to the principles outlined in the "Building a Brighter Future" initiative, prioritising continuing employment over casual and fixed-term arrangements. The project was led by the People and Culture Office, with support from the Finance Office. The conversion of these contracts marks a significant milestone in Murdoch University's commitment to creating a supportive and secure environment for its valued staff.

By providing greater job security and aligning our employment practices with the amendments made to the Fair Work Act 2009 (Cth), the university has reduced the vulnerability often associated with temporary employment, where workers may be more susceptible to exploitation or unfair treatment. This transition fosters a stable and secure work environment, empowering employees and mitigating potential labour exploitation risks.

### Commercial Lease Management Framework Review

In April 2023, Murdoch University received the outcomes of our internal audit into the university's Commercial Lease Management Framework. The objective of the independent review was to confirm whether the modern slavery and human trafficking risks are being adequately managed under our Commercial Lease Management Framework, pursuant to the Modern Slavery Act 2018 (Cth). The review highlighted that "positive efforts have been made by management to establish operational processes and controls to support the management of modern slavery risks". Of relevant note, the review noted the positive work done by the university in developing our Modern Slavery Tenant Questionnaire and the inclusion of modern slavery clauses within our tenancy agreement templates. Whilst the review highlighted minor areas for improvement, we are confident that our efforts in this space are providing continual assurance that tenants on our campus are not engaging in modern slavery practices.

## Looking ahead, we remain committed to combating modern slavery within both our supply chain and our operations.

As we move forward, we will focus our efforts on evolving our approaches to identifying and mitigating modern slavery risks, building upon the foundations that we have already established. We will undertake these continuous improvement initiatives in close collaboration with key external stakeholder groups including the AUPN.

### Procurement Policy

As part of our ongoing efforts to address modern slavery risks, we plan to undertake a comprehensive review of our Procurement Policy.

During this review, we anticipate that we will revise our organisational definition of 'value for money' by incorporating responsible procurement considerations in addition to the traditional cost and quality criterion. Our revised value for money framework will place greater emphasis on ESG factors, including an enhanced focus on identifying and mitigating modern slavery risks within our supply base. In line with this principles-based approach to including responsible procurement factors in value for money assessments, we will continue to include modern slavery related evaluation criteria in all relevant procurement activities.

By integrating these responsible procurement principles into our decision-making processes, we aim to drive meaningful change and ensure our evaluation processes promote ethical business practices among our suppliers.

### Supplier Code of Conduct

Murdoch University recognises the critical role our suppliers play in upholding ethical and sustainable practices throughout our supply chains. To strengthen our commitment to combating modern slavery and promoting responsible business conduct, we will explore the implementation of a Supplier Code of Conduct.

This Code of Conduct will establish clear expectations and requirements for all our suppliers to adhere to robust human rights standards, labour practices, and environmental protection measures. The Code will also outline our expectations for suppliers to uphold principles of equity, diversity, and inclusion, providing safe and non-discriminatory workplaces for their employees. Additionally, it will reinforce our commitment to environmental sustainability, requiring suppliers to minimise their environmental impact and comply with relevant environmental regulations.

By making this Supplier Code of Conduct a contractual obligation, we will ensure that our suppliers are held accountable for their ESG performance, and more specifically, their obligations to appropriately manage and mitigate the risks of modern slavery within their own organisation and supply chains.

Whilst we acknowledge that implementation and refinement of this initiative will likely extend beyond the next reporting period, we are confident that in the long term the Supplier Code of Conduct will not only strengthen our efforts to eradicate modern slavery but will also drive broader improvements in ethical, sustainable, and socially responsible practices across our supply base. We believe that by working collaboratively with our suppliers and holding them to these high standards, we can create a more transparent, resilient, and responsible supply chain ecosystem.



## Grievance Mechanism

Murdoch University operates a public-facing complaints portal, which enables staff, students or the public to make complaints regarding the operations or conduct of the university or its personnel. The portal facilitates a broad range of complaint types, including anonymous complaints and Public Interest Disclosures (made under the Public Interest Disclosure Act 2003), in addition to providing a range of resources for lodging complaints with external organisations such as the Equal Opportunity Commission, the Ombudsman of Western Australia and the Corruption and Crime Commission.

In efforts to increase awareness of the risks of modern slavery and to provide clarity to complainants with concerns regarding Modern Slavery, we will undertake exploratory work to understand how our complaints portal could be expanded to facilitate lodgement of modern slavery grievances. This piece of work may necessitate a review of our Complaints Management Policy and Student Complaints Management Procedure to ensure that these governance mechanisms are adequate in ensuring that modern slavery grievances are handled appropriately.

**“ Murdoch University recognises the critical importance of staff awareness in identifying and addressing potential cases of modern slavery within our student community.**

## Staff Training and Awareness

Our central Procurement Team plays a crucial role in our efforts to combat modern slavery, and we recognise the importance of continuous learning and professional development in this area. In the coming year, our procurement professionals will continue to pilot new specialised training opportunities to enhance their knowledge and capabilities in identifying and mitigating modern slavery risks. This includes participating in the Commonwealth Government’s Modern Slavery in Procurement training program, which will provide valuable insights and best practices from a national perspective.

More broadly, Murdoch University recognises the critical importance of staff awareness in identifying and addressing potential cases of modern slavery within our student community. Whilst staff cannot directly advocate for students that are potentially exposed to the impacts of modern slavery, they can provide support by ensuring that students are aware of the various networks and resources available to them. As part of a broader review into our staff training modules, our People and Culture Office (in conjunction with our Modern Slavery Advisory Group) will explore opportunities to introduce mandatory modern slavery awareness training. This training is intended to equip our staff with the knowledge and skills necessary to identify potential indicators of modern slavery within our student cohort such as poor working conditions, substandard living arrangements, or restrictions of movement. By increasing awareness, we empower our staff to proactively identify potential indicators of modern slavery and enable them to direct students to relevant support services, resources, and reporting mechanisms.



## AUPN Collaboration

We look forward to our continued commitment to the AUPN Anti-Slavery Working Group and the program of initiatives set out for 2024. We will continue our contributions to AUPN efforts to implement fit-for-purpose tools that support staff and students to identify risks of modern slavery and to act and respond accordingly.

In addition to the proactive initiatives planned, we will, in conjunction with the AUPN, continue to monitor the progress of the *Modern Slavery Amendment (Australian Anti-Slavery Commissioner) Bill 2023*. We are committed to acting upon any additional obligations that arise out of changes to legislation, and we will endeavour to ensure that our actions to combat modern slavery continue to align with the high standards of social responsibility that we set for ourselves.

**“ We will endeavour to ensure that our actions to combat modern slavery continue to align with the high standards of social responsibility that we set for ourselves. ”**





# Index

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The following list outlines where information related to each mandatory reporting criteria in the Modern Slavery Act can be located within our statement.

<b>Criteria</b>	<b>Reference</b>
Identity of reporting entity	Section 1
Description of structure, operations and supply chains	Section 2 & 3
Description of identified modern slavery risks	Section 3
Descriptions of actions taken to assess and address modern slavery risks	Section 3 & 4
Description of how the reporting entity has measured the effectiveness of those actions	Throughout
Description of the process of consultation with owned or controlled entities	Section 1
Other relevant information	Throughout





**MU** Murdoch  
University

Ngala kwop biddi.  
Building a brighter future, together.

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