

**FY2020-21  
Planning**

**STEP**

- 1 Understanding Modern Slavery Act and implications.
- 2 Industry collaboration with the Australian Universities Procurement Network (AUPN).
- 3 Formulated modern slavery strategy and compliance checklist.
- 4 Established modern slavery grievance mechanisms into existing reporting.
- 5 FRDM, a technology tool to identify modern slavery risks implemented as part of the AUPN initiative.

**FY2022  
Compliance**

- 11 Embedding modern slavery due diligence in Workplace Health Safety, Wellbeing and Strategic Procurement.
- 10 Training of key personnel undertaking sourcing activities.
- 9 Published the University and Controlled Entities Modern Slavery Prevention Policy.
- 8 Developed Supplier Code of Conduct.
- 7 Undertook continuous review of investments to assess modern slavery risks.
- 6 Mitigation of modern slavery through contractual changes in downstream contracts and select upstream contract templates (Phase 1).

**FY2023  
Researching and Engaging**

- 12 Launch University-wide modern slavery working group.
- 13 WSU's review of exposure and baseline (Tier 1 suppliers).
- 14 Roll out anti-slavery clauses across all upstream Contracts (Phase 2).
- 15 Continue Industry collaboration with AUPN.
- 16 Review risks of modern slavery during Supplier Pre-qualification.
- 17 Review adequacy of existing complaint mechanisms.

**FY2024 onwards  
Implementing and Evaluating**

- 23 Investigate systems to capture modern slavery risks.
- 22 Continuous review and improvement across processes, controls, systems and people.
- 21 Expand internal staff training and engagement.
- 20 Deep dive of Tier 1 suppliers and undertake review of Tier 2 suppliers.
- 19 Deep dive assessment into identified high risk categories.
- 18 Develop Modern Slavery Remediation Plan.